FiberHome

FIBERHOME JOURNEY
CONNECT TO THE FUTURE

2021

Sustainability Report of
FiberHome Telecommunication
Technologies Co., Ltd.

About the Report

FiberHome Telecommunication Technologies Co., Ltd. (hereinafter referred to as "FiberHome Telecommunication", "FiberHome", "Company" and "The Company") issues a sustainability report every year to present stakeholders the challenges, opportunities, efforts and achievements of the Company in various areas regarding to sustainable development. This is the thirteenth report of the Company, showing the Company's sustainability works and performance in the economic, environmental and social fields in 2021.

Basis of the Report

This Report is prepared in accordance with the core plan of the Global Standards for Sustainability Reporting (2016) (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), and with reference to the Ten Principles of the United Nations Global Compact Organization, the Guiding Opinions on the Performance of Social Responsibility by Central State-owned Enterprises issued by the State-owned Assets Supervision and Administration Commission of the State Council, the Guidelines for the Preparation of Corporate Social Responsibility Reports in China (CASS-CSR4.0) issued by the Chinese Academy of Social Sciences, and the Guidelines for Environmental Information Disclosure of Listed Companies issued by the Shanghai Stock Exchange.

Description of the Report

1 Scope of Report

The Report contains information on the economic, social and environmental responsibilities of FiberHome Telecommunication Technologies Co., Ltd. and its major holding companies and joint stock companies for the entire financial year from January 1, 2021 to December 31, 2021. Some data in the Report are dated back to previous years, and relevant typical cases are introduced from the Company and its subsidiaries, in order to clearly show the sustainability status of the Company in different years. The changes in the Company's share capital structure during the reporting period are detailed in the 2021 Annual Report of FiberHome Telecommunication Technologies Co., Ltd. (hereinafter referred to as the "2021 Annual Report").

2 Description of Data

The financial data in this Report are quoted from the Company's 2021 Annual Report. Unless otherwise specified, all amounts are expressed in RMB.

Commitments

This Report is organized and prepared by the social responsibility management team of FiberHome, reviewed by the top management of the Company and approved by the Board of Directors. FiberHome guarantees that the information in the Report is true and free from any false or misleading statement. In order to ensure the accuracy and reliability of the data, we entrust SGS with third-party verification.

Acquisition and Feedback

This Report is available for your reading in the form of environmental protection print and electronic versions, and the electronic version can be obtained at http://www.fiberhome.com. The Sustainability Report 2020 was released in April 2021 and all previous reports are available through the above link. For any feedback, please contact us through the following ways: CSD@fiberhome.com Please follow FiberHome's official WeChat account

Please follow the official
WeChat account of FiberHome

FiberHome

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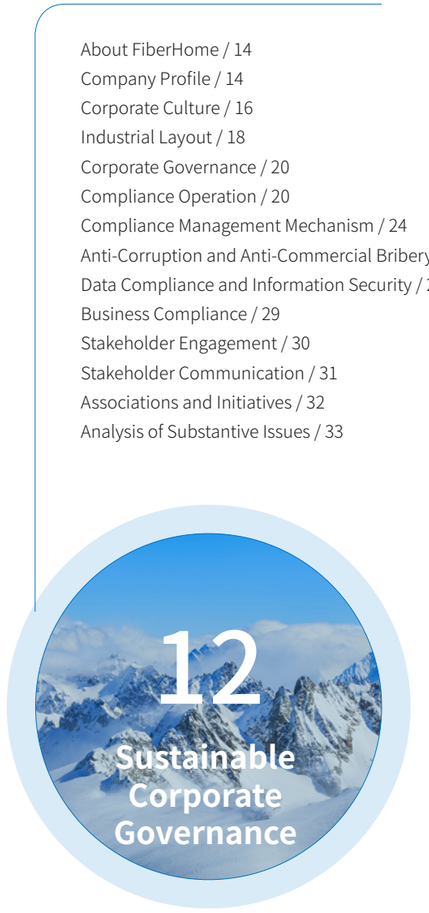

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SPEECH BY THE CHAIRMAN

Lu Guoqing,
Chairman of FiberHome

FIBERHOME JOURNEY CONNECT TO THE FUTURE

The river of time flows nonstop day and night, and things change as the seasons change.

In the past year, at the critical juncture of 100th anniversary since the founding of the Communist Party of China, FiberHome employees have made pioneering efforts and sustained the great founding spirit of the Party. Following the guidance of Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, we stayed true to the original aspiration of the Party, kept in mind the "country's top priorities", and made all-round efforts to make breakthroughs in reform, innovation, integration, and continuously reinforced our social foundations and paid greater attention to incremental advances.

In the past year, embarking on a new journey to fully implement the "14th Five-Year Plan", FiberHome employees have forged ahead with even greater resolve in overcoming difficulties, implemented the three-year action plan for the reform of state-owned enterprises, strengthened the "demonstration action of scientific SOE reform" and "double-hundred action" to overcome difficulties and grow despite challenges. We have achieved progress and ensured stability in overall operation, and forged ahead in high-quality development, and the growth drivers have kept improving.

In the past year, at the forefront of building up our country’ s strength in science and technology, FiberHome employees have continued to strive for new heights, focus on the "four aspects"-oriented toward the world's frontier of science and technology, toward the main battlefield of the economy, toward major national needs, and toward people's lives and health, study hard and tackle key problems, continue to explore the unknown and seek breakthroughs in the industrial chain and supply chain that strengthen the national strategic scientific and technological strength, and to gain new achievements on the digital avenue where information technology benefits mankind.

In the past year, in the face of unprecedented changes in a century, FiberHome employees have been brave in serving the society and benefiting mankind. Adhering to the concept of a community with a shared future for mankind, we are ready to deploy wherever needed and devote ourselves to an even brighter future for the world. The spirit of the FiberHome is like a strong signal, covering the vast land and reaching both ends of the earth.

A towering tree grows from a small seed, and a long journey can be covered only by taking one step at a time.

Looking ahead, the next year will mark the great beginning of the second hundred year since the founding of the Communist Party of China and a new historical starting point of the 20th National Congress of the Communist Party of China. The role of information technology as an economic growth multiplier, a development mode converter and an industrial transformation booster will be more prominent. FiberHome will bear in mind the two overall situations, bear in mind the earnest instructions of General Secretary Xi Jinping during his inspection of the Group, adhere to seeking progress while maintaining stability, deepen integration and innovation, and strive to build a world-class enterprise with global competitiveness, so as to promote the accelerated development, continuous progress and constant transformation of China's information and communication industry!

SPEECH BY THE PRESIDENT

Zeng Jun
President of FiberHome

The year 2021 marks the 100th anniversary of the founding of the Communist Party of China. Its 100-year journey surges forward with great momentum. Its original aspiration remains even firmer one hundred years later. Since its birth, the Communist Party of China has been closely linked with the future and destiny of the Chinese people and the Chinese nation, shouldering the historical mission of realizing the great rejuvenation of the Chinese nation without hesitation. The older generation of FiberHome employees has sustained the revolutionary legacy of the Communist Party, so that the great founding spirit of the Party will always be kept alive and carried forward.

Sustaining the revolutionary legacy of the Communist Party, we stick to the original aspiration of digital connection. To build a digital world of Internet of Everything, the first thing to do is to consolidate the digital foundation of every cubic meter, and "optical communication" is one of the core technologies of digital connection. As a major supplier in the field of optical communication, FiberHome is committed to building an all-optical base serving the 2022 High-tech Winter Olympics and the Green Winter Olympics, and fulfilling its original aspiration behind the grand event. Established from and deeply cultivated in optical communication, FiberHome is willing to be the backbone of China, helping China's economy make progress while ensuring stability and progress.

Sustaining the revolutionary legacy of the Communist Party, we strengthen the confidence of maintaining ourselves as one of the high-tech central state-owned enterprises. As the origin of optical communication, FiberHome, born out of scientific research institutes, has always shouldered the mission of becoming a high-tech central enterprise and led high-level self-reliance and self-improvement in science and technology. FiberHome has undertaken eight key tasks of SASAC in the fields of 5G carrier and special optical fiber, comprehensively accelerating the "independent, safe and controllable" process; We have worked with partners to build an industrial ecological chain and continuously promoted the localization process in the field of high-end devices. Always bearing in mind the earnest instructions of the General Secretary, FiberHome employees are bravely climbing Mount Everest in scientific and technological innovation.

Sustaining the revolutionary legacy of the Communist Party, we are determined to strengthen the Belt and Road Initiative. The international community looks forward to hearing more voices and solutions from China in the face of the world's unprecedented changes in a century. FiberHome actively responded to the Belt and Road Initiative by cooperating with the Ministry of Communications of Indonesia to build 4G coverage with the goal of reaching all villages, so that the wireless broadband network can cover remote villages in Indonesia and help bridge the digital divide. FiberHome also cooperated with mainstream operators in the Philippines to lay optical fibers in thousands of households, significantly improving the broadband experience of households in the Philippines. Evidenced by its ever-widening international development, FiberHome has become an eye-catching business card of China's information and communication industry in the world.

Sustaining the revolutionary legacy of the Communist Party, we adhere to the ambition of building China into a cyber power. FiberHome has always taken improving people's well-being as the starting point and foothold of informatization development to fulfill social responsibilities and serve thousands of industries. The Hubei digital government undertaken by FiberHome has gathered more than 70 provincial departments and bureaus and more than 1,000 applications. Among them, the epidemic big data platform and Hubei health code have become the "mainstay" in the fight against COVID-19. At the intersection of the "two centenary" historical node, FiberHome is following the technological evolution and is helping to push the construction of a cyber power into a new stage.

Each age and generation have their own challenges and missions. Today, China is engaged in an all-out effort to build a great modern socialist country, and the baton of history has been passed to our generation. Only by sustaining the revolutionary legacy of the Communist Party, forging ahead bravely, passing on the red gene from generation to generation in the process of realizing the great rejuvenation of the Chinese nation, and ensuring that the original aspiration and mission remain unchanged, can we let the deceased rest in peace, and produce fine products and performances truly worthy of our great people and era.

HONORS OUR 2021

5th in the world
Revenue of optical network equipment jumps to

4th in the world
Revenue of optical access products ranks

2nd in the world
Shipment of optical fiber and cable

More than 50 countries
Global coverage of sales and service system

16,000 people
The number of employees exceeds

Global 500
Fortune China

RMB 30 billion
Sales volume exceeding

389 items
New authorized patents

2745 items
Accumulative patents granted

4022 items
Accumulatively applied for patents in China

1945 items
Accumulative authorized invention patents

SUSTAINABILITY OVERVIEW FIBERHOME NUMBERS

SA8000 passed the certification for **12** consecutive years

The total energy consumption is **17,861.99** tons of standard coal

The comprehensive energy consumption per RMB 10,000 output value is **0.00954** tons of standard coal

Total greenhouse gas emissions of about **74,535** tons

Annual greenhouse gas emission reduction of about **5,045** tons

Total water consumption of **425,054** tons

A total of **417** PTC patents have been applied

A total of more than **70** international standards have been formulated and published

Led the development of **35** new national standards and prevailing industry standards

More than **550** items in total

Submitted more than **900** ISO proposals

OUR HONORS

1 Hubei May Day Labor Award

2 National Worker Pioneer

3 2016-2020 National Advanced Unit for Law Popularization

4 Leading Enterprise for Digital Transformation of Empowering Industry in the Year

5 Best Optical Communication Technology Innovation Enterprise of the Year

6 Honorary Title of "Artificial Intelligence Technology Innovation"

7 Honorary Title of "Pioneer in 'Dual Carbon' Practice"

8 Honorary Title of "Pioneer of 'Double Gigabit' Network Construction"

9 Hubei Software 20 Years: Outstanding Contributor

10 China Installation Engineering Quality Award (China Installation Star)

11 ICT Innovation Award Science and Technology Epidemic Prevention Pioneer Award

12 First Prize of Hubei Provincial Science and Technology (Technological Invention) Award

13 Second Prize of Hubei Provincial Science and Technology (Technological Invention) Award

14 Second Prize of (The 1st) Science and Technology (Science and Technology Progress) of China Electronic Components Industry Association

15 First Prize of the 6th National Excellent Technological Innovation Achievements for Employees

1

SUSTAINABLE CORPORATE GOVERNANCE

01 ABOUT FIBERHOME

Company Profile

FiberHome Telecommunication Technologies Co., Ltd. (FiberHome Communication, stock code: 600498) is a listed company of China Information Communication Technologies Group Corporation, with its office at No. 6, Gaoxin 4th Road, East Lake High-Tech Development Zone, Wuhan. It is an industrialization base and innovative enterprise recognized by the Ministry of Science and Technology of the People's Republic of China for the achievements of the "863" Program in the field of optical communication, and is committed to provide information and communication network products and solutions for the world.

2021

- Employees: Over 16,000
- Total assets: RMB 35.88 billion
- Global delivery centers: 11
- Products and services covering countries and regions: more than 90

2021

- FiberHome trademark registration countries: 149
- Undertook the construction of national trunk lines: more than 380
- 5G commercial networks: more than 80

FiberHome now has 16,000 employees, with a total asset of RMB 35,880,321,254.49 in 2021. It now has "1+6" industrial bases in Wuhan, Beijing, Changchun, Nanjing, Chengdu, Xi'an and Zhuhai, and has built a complete sales and service system in more than 50 countries around the world, forming 11 global delivery centers. FiberHome products and services cover more than 90 countries and regions, and FiberHome trademarks are registered in 149 countries around the world.

FiberHome has driven the development of China's optical communication technology, developed China's first practical optical fiber, and achieved "first" in the field of optical communication many times. As the leading unit of the national key R&D program, the Company has taken the lead in the scientific research achievements and production scale of the "ultra-large capacity, ultra-high speed and ultra-long distance" optical communication transmission system in the world, and has been rated as one of the top ten most competitive optical communication enterprises in the world for many consecutive years. By the end of 2021, FiberHome had built more than 380 national trunk lines and more than 80 5G commercial networks.

The Company has always adhered to innovation-driven development. As a platinum member of the Open Infrastructure Foundation (OIF), the Company is committed to ICT transformation and development, and is the standard setter and practitioner of the new smart city ecology of "sharing and win-win".

Being customer-oriented, FiberHome commits itself to thoroughly understand customer needs, deeply matches customer strategic goals, and takes coordinated development as the purpose to create greater value for every link of customer service.

Facing the 5G era, FiberHome will adhere to the mission of "maximizing the value of digital connection and benefiting human society", make every effort to build leading technologies, continuously contribute FiberHome's wisdom, and enable people around the world to share the beautiful life brought by information and communication.

Corporate Culture

Core Values

Customer orientation, integrity and dedication, continuous innovation and incremental development

Corporate Mission

Maximize the value of digital connection for the benefit of human society

Corporate Vision

Based on the main business of optical communication, become a domestic first-class and internationally renowned provider of information communication products and solutions

Sustainability Strategy

FiberHome will insist on taking innovation as the primary driving force for development, fulfill its social responsibility, continue to open sources and reduce carbon emissions, build a solid green digital infrastructure, promote the development of the industry to a safe, low-carbon and sustainable direction, upgrade to a green and low-carbon industry that is efficient, clean, intensive and circular, and provide support for the digital transformation of more customers, thus to guarantee the green and low-carbon economy, serve "peak carbon dioxide emissions and carbon neutrality", and contribute to the realization of the global sustainability goals of the United Nations.

Sustainable Development Goals

Environmental protection

FiberHome has not only made remarkable achievements in energy conservation and emission reduction, but also helped operators build an energy-saving and green broadband optical network.

Safe and reliable

We will coordinate and guarantee the network, contribute FiberHome strength, ensure network security and personal privacy to the greatest extent, and ensure that people have access to stable information and communication services anytime and anywhere.

Employee Care

We will follow the "people-oriented" talent value, provide employees with rich training and career development opportunities, strive to create a pleasant working environment, and enable employees to communicate transparently and improve themselves continuously.

Social welfare

We will always focus on the needs of the community and the public and become responsible corporate citizens. From post-disaster rescue to employee donations, these little things show FiberHome employees' love and affection for the society, demonstrating the sincerity and love of FiberHome to stick together with our motherland.

Industrial Layout

INDUSTRIAL LAYOUT

1 Wuhan
Wuhan Headquarters-FiberHome Science and Technology Park
Wuhan Optical Communication Industrial Base
Wuhan Optical Fiber and Cable Manufacturing Base
Wuhan Optical Wand R&D Base

2 Xi'an
Xi'an Optical Communication Industrial Base

3 Chengdu
Chengdu Optical Communication Industrial Base

4 Zhuhai
Zhuhai Marine Communication System Industrial Base

5 Nanjing
FiberHome Nanjing R&D Center
Nanjing FiberHome Cloud Technology
Nanjing Optical Communication Industrial Base

6 Beijing
Beijing North FiberHome R&D Center

7 Changchun
Changchun Optical Communication Industry Base

EXPANDING OVERSEAS BASES

1 Malaysia
Malaysia Joint Laboratory

2 Indonesia
Indonesia Joint Innovation Center

3 India
India-System Equipment Production Base

4 Ecuador
Ecuador-Optical Cable Production Base

2021

11 global delivery centers

2 overseas joint R&D centers

2 overseas production bases

30 overseas representative offices

02 CORPORATE GOVERNANCE

Corporate Governance Structure

The Company formulates the Articles of Association in accordance with the Company Law, the Securities Law, the Code of Corporate Governance for Publicly-Listed Companies and other relevant laws and regulations, stipulates the organizational structure, power and responsibility distribution and decision-making process of the Company, and effectively protects the rights and interests of all parties.

The governance mechanism of the Company is three boards and one level (General Meeting of Shareholders, Board of Directors, Board of Supervisors and Management), of which the General Meeting of Shareholders is the highest authority, the Board of Directors and Management are the operation and management organizations, and the Board of Supervisors is the supervisory organization, which exercises the decision-making power, execution power and supervision power respectively in accordance with the provisions of the Articles of Association. The Board of Directors consists of the Strategy Committee, the Remuneration and Appraisal Committee and the Audit Committee. The Board of Directors reviews the Company's key sustainability issues, management methods, management objectives and sustainability performance through the review of the sustainability report.

2021

A total of 4 general meetings of shareholders were held

15 proposals or reports were reviewed and approved

The Board of Directors currently has 11 directors, including 4 independent directors

38 proposals or reports were reviewed and approved at 12 meetings of the Board of Directors

In strict accordance with the provisions and requirements of the Articles of Association and the Rules of Procedure of the General Meeting of Shareholders, the Company standardizes the convening, holding and discussion procedures of the General Meeting of Shareholders, employs lawyers to issue legal opinions on the legality of the General Meeting of Shareholders, ensures the equal status of all shareholders, especially minority shareholders, fully exercises the legitimate rights and interests of shareholders, and ensures shareholders' right to know, participate in and vote on major matters of the Company. In 2021, a total of 4 shareholders' meetings were held, and 15 proposals or reports were reviewed and approved.

The Company selects directors in strict accordance with the Articles of Association. The number and composition of directors comply with relevant laws and regulations. Directors perform their duties diligently, actively participate in relevant business training, and carefully study relevant laws and regulations. The rights, obligations and responsibilities of directors of the Company are clear. The Board of Directors shall hold regular meetings in accordance with the Articles of Association.

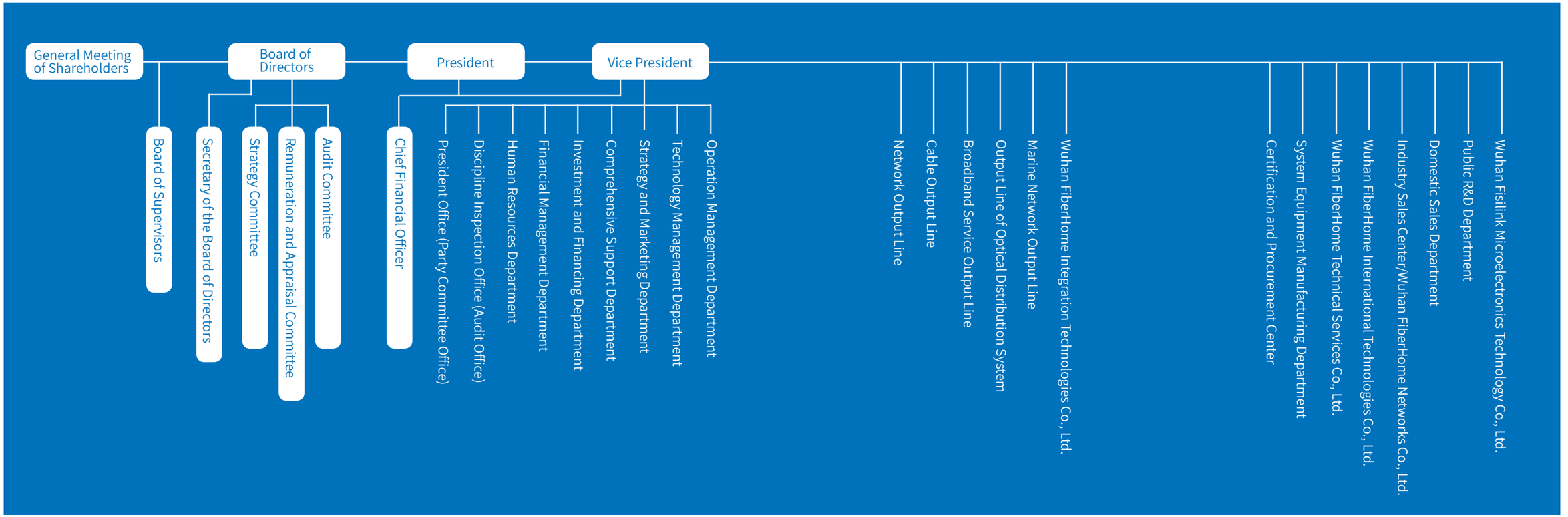
The Board of Directors currently has 11 directors, including 4 independent directors. In 2021, the Company held 12 meetings of the Board of Directors and reviewed and approved 38 proposals or reports.

The Board of Supervisors of the Company shall perform its duties in strict accordance with relevant laws and regulations and the Articles of Association, supervise the legal operation of the Company, including supervising the Board of Directors and senior executives of the Company to exercise their functions and powers, and supervising the preparation of related transactions, financial status and periodic reports of the Company.

The Company's management consists of the President, Vice President, Chief Financial Officer and Secretary of the Board of Directors. As of the end of the reporting period, there were 8 members. The Company has established a performance evaluation system for senior executives. According to the requirements of the Code of Corporate Governance for Publicly-Listed Companies, the Board of Directors has set up a professional Remuneration and Appraisal Committee to establish an incentive and restraint mechanism, which is responsible for the formulation of remuneration policies and the examination and approval of remuneration plans. The Remuneration and Appraisal Committee shall assess the business performance and management indicators of the Company's senior management personnel and the units they are responsible for according to the assessment indicators and annual business plan objectives of the Company's annual financial report.

Board members				
Name	Current position	Gender	Age/year	Nationality
Lu Guoqing	Chairman	Male	59	China
He Shuping	Vice Chairman	Male	56	China
Liu Huiya	Vice Chairman	Male	59	China
Chen Shanzhi	Director	Male	52	China
Ge Jun	Director/President	Male	48	China
Wang Weihua	Director	Male	48	China
Tao Jun	Director	Male	53	China
Tian Zhilong	Independent Director	Male	60	China
Wang Xiongyuan	Independent Director	Male	49	China
Guo Yuemei	Independent Director	Female	56	China
Chen Zhen	Independent Director	Male	48	China

ORGANIZATIONAL STRUCTURE OF THE COMPANY



According to the relevant provisions of the Securities Law of the People's Republic of China, the Rules Governing the Listing of Stocks on Shanghai Stock Exchange, the Articles of Association of the Company and the Administrative Measures for the Disclosure of Information of Listed Companies, the Company has formulated the Administrative Measures for the Disclosure of Information, clarified the persons responsible for information disclosure, fulfilled the information disclosure obligations in a true, accurate, complete and timely manner, and disclosed the latest information of the Company on newspapers and websites designated by the China Securities Regulatory Commission, to ensure the openness, fairness and impartiality of the Company's information disclosure, and actively safeguard the legitimate rights and interests of the Company and investors, especially minority shareholders.

The Company establishes long-term close communication and contact with investors, actively establishes an investor management system, and ensures that investors can understand the Company's information in a timely manner, safeguard the legitimate rights and interests of investors, and treat all investors truthfully, accurately, completely, timely and equally by receiving investors' visits, answering hotline calls, replying to email inquiries, replying to investors' questions on the Shanghai Stock Exchange E interactive platform, etc. to strengthen investors' awareness, understanding and support of the Company.

03 COMPLIANCE OPERATION

Compliance Management Mechanism

Risk control and compliance operation are the basis for the steady development of the Company. The Board of Directors and the management of the Company attach great importance to compliance operation. At the beginning of the listing, the Company established and improved its internal control system, completed the risk map and effectively controlled the risks in strict accordance with the requirements of laws and regulations stipulated by the China Securities Regulatory Commission, the Shanghai Stock Exchange, the Company Law, as well as the Internal Control Guidelines and the Articles of Association issued by the Five Departments including the Ministry of Finance and other ministries and commissions, in combination with the characteristics of the industry and the actual operation of the Company. Thus the legal compliance and risk control of enterprise operation and management are guaranteed, and the interests of all shareholders are protected.

In 2019, in order to implement the spirit of documents such as the Opinions on Further Deepening the Construction of Law-based Central State-owned Enterprises and the Guidelines on Compliance Management for Central State-owned Enterprises (for Trial Implementation) issued by the State-owned Assets Supervision and Administration Commission of the State Council and the unified deployment of the Group Company, the Company issued the Regulations on Compliance Management (for Trial Implementation) and established the basic system of compliance management. In 2020, the Company established a Compliance Committee and a Compliance Management Office to provide organizational mechanism guarantee for compliance management. In 2021, the Company further improved the compliance management system, officially issued the Compliance Code of Conduct, and determined the specific requirements for compliance management in key compliance areas, including human rights, labor, health and safety, environmental protection, anti-corruption and anti-commercial bribery, data security and privacy, anti-unfair competition, anti-monopoly, import and export trade compliance, avoidance of conflicts of interest, prohibition of insider trading in securities, and ensuring accurate records and reports.

The Company formulated the Measures for Supervision and Discipline Enforcement to stipulate the reporting, acceptance, investigation, disposal, supervision and management of discipline violations of the Company and individuals. The channels for reporting letters and visits included letters, e-mails, visits, calls, etc. The reporting methods could be real-name or anonymous. The Company strictly kept confidential the personal information and reporting contents of the informant, and the reporting materials were included in the classified management of confidential documents. Certain spiritual or material rewards shall be given to informants according to the situation.

In addition, the Company focused on the current key areas of legislative law enforcement at home and abroad through the form of law popularization and publicity and taking the "Window of Legal Knowledge" as the carrier, laying a good foundation for comprehensively cultivating the Company's compliance culture.

In 2021, the Company organized 7 comprehensive compliance training covering all departments. There was no administrative penalty incident occurred during the reporting period.

2021

The Company organized 7 comprehensive compliance training.

There was zero administrative penalty incident during the reporting period

Anti-Corruption And Anti-Commercial Bribery

According to the Compliance Code of Conduct formulated by the Company, FiberHome adopted a "zero tolerance" attitude towards any form of corruption and bribery, always adheres to integrity management, resolutely abided by anti-corruption and anti-bribery laws and regulations, and put an end to violations of integrity and harm to the interests of the Company. The Company adhered to the policy of "administering both symptoms and root causes, comprehensive treatment, simultaneous punishment and prevention, and focusing on prevention", promoted the construction of Party conduct and a clean government as a whole, and took a series of measures to continuously strengthen the construction of anti-corruption and anti-commercial bribery management systems.

In 2021, the Company focused on major projects, key areas and key posts, optimized relevant system documents, carried out special compliance construction for corruption and anti-bribery in combination with the defects and problems found in discipline enforcement review, patrol inspection and internal and external audit, and revised and issued the Implementation Measures for the "Three Importance and One Greatness" Policy-making System, Measures for the Administration of Bidding and Contracts for Large-scale Capital Construction Projects, Measures for the Administration of Expenses in 2021, Expense Reimbursement System, Provisions on the Administration of Official Vehicles and other systems. The Company has also continuously standardized and strengthened the supervision mechanism, promoted the

integration of various supervision forces, and coordinated the work of discipline inspection, legal affairs and human resources in the handling of problem clues and the treatment of special problems.

The Company formulates anti-corruption and anti-bribery risk identification procedures, regularly conducted corruption risk assessments for internal employees and external partners of the Company, and timely rectified the problems found. In 2021, the Company carried out post anti-corruption and anti-bribery risk control, covering 100% of all departments of the Group headquarters and holding subsidiaries. During the reporting period, the Discipline Inspection Commission and the Human Resources Department established integrity files for 839 management cadres and dynamically updated them to achieve full coverage of cadre supervision. In terms of supervising the professional behavior of leading cadres in the process of performing their duties, the Discipline Inspection Commission of the Company conducted integrity evaluation and review on nearly 100 cadres proposed to be adjusted and reported for appointment by the Company, and issued integrity evaluation opinions to strictly prevent "promotion with misconduct" and "taking up their posts with misconduct". In 2021, the Company conducted a corruption risk assessment on external partners by means of online surveys, covering major suppliers, contractors and customers, and no major corruption risks were found.

The Company regularly carried out the construction of integrity culture and training and education. In terms of the construction of integrity culture, the Company took the internal and external networks, APPs, official accounts, etc. as publicity windows, and formed a three-dimensional and all-round construction path of integrity culture through case stories, integrity education films and integrity activities to ensure that the publicity of integrity culture covers all employees. In terms of training and education, the Company has carried out warning education related training for more than 2,000 people, carried out integrity education for all participants at the meeting of all managers every year, and distributed the Integrity Culture Work Book to alert managers. The Company also organized the signing of the "Letter of Commitment for Professional Integrity" for personnel in key positions to clarify the red line of discipline. In 2021, the Board of Directors and senior management received anti-corruption and anti-bribery training, and 2,879 regular employees of the Wuhan headquarters received anti-corruption and anti-bribery training, with an increase of 107 compared with 2020.

The Company took zero tolerance policy for procurement corruption and promoted transparent procurement. The Company transmitted the requirements of anti-corruption and anti-commercial bribery to partners. When conducting cooperative business with external partners, the Company fully conducted due diligence by means of Risk Investigation and Assessment Questionnaire and signed an integrity agreement. FiberHome required all cooperative suppliers to sign integrity agreements. In 2021, 357 suppliers were trained.

The Company provided public reporting channels to encourage reporting of violations of discipline and regulations. The Discipline Inspection Department of the Company accepted any corruption clues and conducted independent investigation, feed back the results, and kept the identity of the informant confidential.

During the reporting period, the Company and its subsidiaries and branches within the scope of this report did not have public litigation cases due to corruption of the Company or employees, nor did they have any termination or non-renewal of contracts with business partners due to corruption events. There were no legal proceedings related to unfair competition.

2021

Post anti-corruption and anti-bribery risk control reached 100%

Number of employees in Wuhan headquarters who had received anti-corruption and anti-bribery training was 2,879

Rate of cooperative suppliers that signed integrity-related agreements was 100%

Suppliers who implemented training on anti-corruption and anti-commercial bribery reached 357

Legal proceedings related to unfair competition was zero

Data Compliance And Information Security

2021

the Company comprehensively sorted out the Company's business secrets

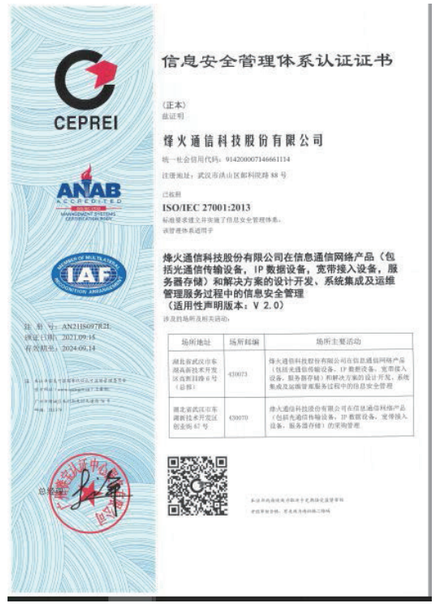
1022 core trade secrets/ category

1044 ordinary trade secrets/category

1,700 confidentiality-related personnel at all levels

FiberHome is committed to protecting the company's internal information and the collected information of business partners in a transparent, legal, legitimate, necessary and in line with the local legal requirements. In 2015, FiberHome introduced the ISO/IEC 27001 information security management system to comprehensively manage information security. In 2021, it passed the latest ISO/IEC 27001:2013 information security management system certification. It has fully integrated with international standards in terms of the security of information assets and the assurance of business continuity. We have formulated the Information Security Management Manual and other relevant management systems, defined the management processes such as information security general rules, security policies, information classification and risk assessment, regularly carried out information security audits, investigated and dealt with the Company's information security violations and infringements of the Company's trade secrets, and ensured the information security of the Company and customers to the greatest extent.

FiberHome divided the information into four categories according to the degree of importance: core business secret, ordinary business secret, internal information and public information. In 2021, the Company comprehensively sorted out the Company's trade secrets, including



1,022/category of core trade secrets, 1,044/category of ordinary trade secrets, and 1,700 confidentiality-related personnel at all levels.

FiberHome has independently developed a domestic virtualization platform and a domestic cloud desktop to store the open documents, product codes and key documents related to R&D in the Company's cloud platform, and the internal and external networks were isolated. Unauthorized copying and distribution were prohibited to achieve data isolation, so as to avoid accidental or illegal damage, loss, tampering or unauthorized disclosure or access. At the same time, the Company regularly conducted risk assessment and evaluation on the network, server, database and data leakage related to important office systems.

The Company regularly conducted information security training according to the annual training plan. The training forms included sending information security awareness publicity materials to all employees by email, organizing offline training for key posts, developing information security online training courseware and requiring all employees to participate. At the same time, the information security content should be included in the training for new employees. In 2021, an emergency drill for phishing email was conducted for all employees of FiberHome to test the maturity of the security awareness of employees, enhance their security awareness, and introduce common types of phishing emails and preventive measures to improve the overall information security level of the Company.

In addition, FiberHome attached importance to and protected data privacy, and respected the data security and privacy of employees and business partners. The collection and processing of personal information were only for legal commercial purposes, and should strictly follow the applicable data privacy laws of the place where they were located. In 2021, the Company had neither any incidents of invading the privacy of business partners or losing the information of business partners, nor lawsuits related to the aforementioned matters.

FiberHome would strive to innovate in technology, market, management and other aspects, and use flexible decision-making mechanism to solidify information security maintenance and management into all aspects of enterprise operation, customer service and technology research and development, so as to provide all-round security guarantee for the information security of the majority of government and enterprise customers and contribute to the construction of a green, civilized and safe network environment. At the same time, we have carried out a number of explorations and practices in the field of product cybersecurity. The Company's OTN products have passed the EAL2+ certification of Common Criteria (CC), which proves that the security and reliability of products and the protection of information privacy have been internationally recognized.

Business Compliance

International operation is the strategic direction of the company. In the face of the regulatory requirements of different countries, trade compliance is particularly important to achieve smooth international operation. In order to ensure trade compliance, the Company has carried out full-process and all-round compliance construction in the fields of foreign trade in goods and services, especially in trade control, quality safety and technical standards, intellectual property protection, etc., and has specially issued a series of rules, regulations and management measures, and provided corresponding supporting processes to ensure that the red line is not violated in the process of foreign trade. In the process of business development, the Company also continuously paid attention to the trade remedy investigations carried out by the countries (regions) involved in the business, including anti-dumping, anti-subsidy and safeguard investigation, so as to ensure the smooth progress of foreign trade. The import and export business department would regularly audit the processes and systems related to import and export trade, and timely optimize the existing management systems and processes according to the audit results.

In 2020, the Company carried out the special construction of the export compliance system, formulated and issued the Detailed Rules for Export Compliance Management and the Guidelines for Export Control Compliance to ensure the legal and compliant development of various businesses of the Company. In 2021, on the basis of summarizing previous experience, the Company formulated and issued the Export Compliance Review Process, which improved the efficiency and accuracy of compliance review. In order to ensure the effective implementation of the compliance procedure elements and compliance red lines specified in the Detailed Rules for Export Compliance Management, the Company actively organized symposiums on human resources, procurement, sales, etc.

In 2021, in order to strengthen the compliance operation of import and export of enterprises under its jurisdiction, the Company established relevant internal audit systems and set key audit indicators according to the general audit standards and corresponding individual standards of the General Administration of Customs of the People's Republic of China for advanced certified enterprises. Customs. The State Administration of Foreign Exchange and other relevant regulatory agencies would also conduct routine inspections on enterprises from time to time to ensure the authenticity, legality and compliance of business. For the business in Europe, the Company also formed a piecewise linear model under multiple constraints by optimizing the transfer pricing model in 2021, ensuring the legal compliance of foreign trade. At the same time, the Company has continuously established an evaluation system for customers to judge the compliance of business and reduce the risk of international trade according to a series of indicators such as the country where customers are located and their own credit status.

04 STAKEHOLDER ENGAGEMENT

Stakeholder Communication

The sustainability stakeholders of the Company include employees, shareholders and investors (including index rating agencies), communities, customers, end users, supply chains, agents, government and regulatory authorities, financial institutions, industry associations, competitors, media, non-governmental organizations (NGOs), etc. The different business departments of the Company are responsible for communicating with various stakeholders and communicating their concerns and expectations within the Company. Based on the frequency of day-to-day interactions and the magnitude of economic, environmental and social interactions with FiberHome, the Company identified employees, shareholders, investors, customers, suppliers, government regulators, media, communities as key stakeholders.

STAKEHOLDERS	Shareholders and investors	Customers	Government	Suppliers	Employees	Media, NGOs	Community
COMMUNICATION METHOD	• Convene General Meetings • Investor investigation and reception • Public disclosure of information • "Investment self-interaction" platform • Mail exchange	• 800&400 customer service telephone • Customer satisfaction survey • High-level communication and mutual visits	• Routine supervision and inspection by government regulatory authorities Participate in the daily report and • communication meeting of the government • Carry out special research and on-site meeting • Hold relevant forums and exchange activities	• Core Supplier Conference • Supplier training • Supplier communication • Supplier on-site examination room • Build a communication and cooperation system platform	• FiberHome intranet and forum • President reception day • CICT App • FiberHome Journal • Enterprise Trade Union and Workers Conference • Questionnaire	• Invite media to visit • Collect evaluations and opinions • Provide promotional materials • Participate in the formulation of industry standards and industry tour exhibitions. • Engage in communication, dialogue and positive interaction with NGOs	• Organize community communication activities • Organize and carry out public welfare activities
FOCUS	• True, accurate, complete and timely disclosure of relevant information in strict accordance with laws and regulations and the Listing Rules • Public disclosure of company value and market value information • Protection of shareholders' rights and interests • ICT transformation • Business ethics • ESG performance	• Investigation by third-party professional consulting agencies • Cost-effective products and services • Data, privacy and cybersecurity • Green products and services	• Integrity and law-abiding operation • Drive local economic development • Create tax revenue • Provide employment opportunities • Environmental and social risk control • Climate change response • Data, privacy and cybersecurity	• Anti-corruption and anti-commercial bribery • Affordability • Personnel capacity building • Social impact • Green products and services • Green supply chain • Health and safety system	• Labour rights compensation and benefits • Career Development • Health and safety • Office environment • Training opportunities	• Set up WeChat and other new media official accounts • Community welfare and charity • Contribution to NGOs • Impact on sustainability	• Focus on environmental protection • Build harmonious communities • Facilitate digital and intelligent communities

Associations And Initiatives

ASSOCIATIONS JOINED BY FIBERHOME

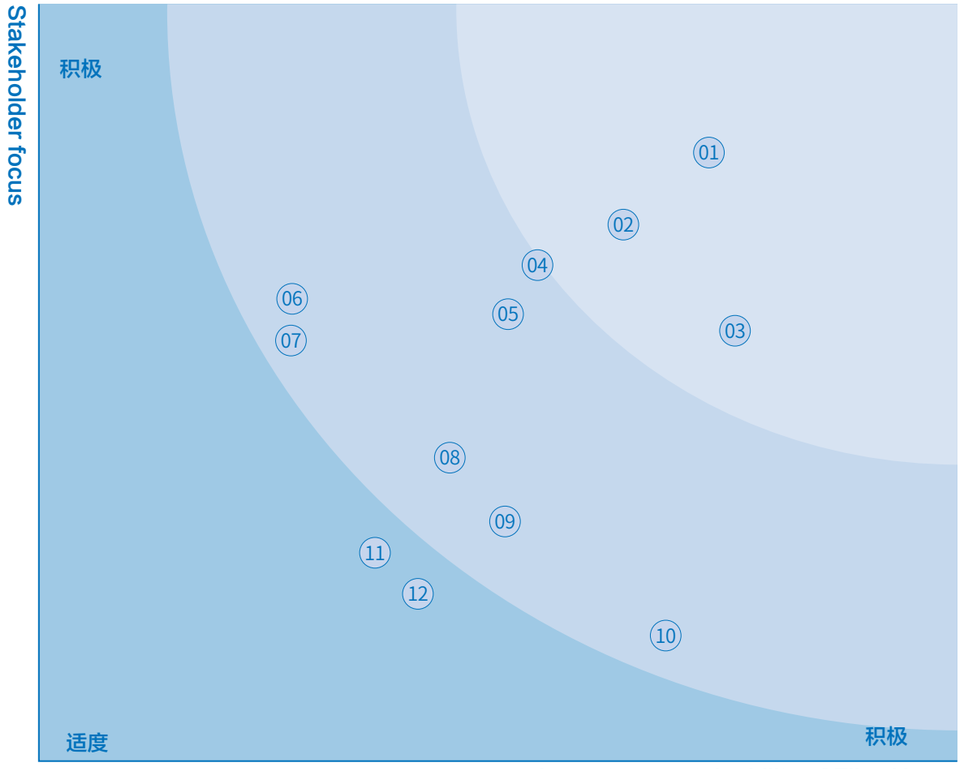
Identity and status of the Company	Time of accession (year)	Names of associations, clubs, external initiatives, etc.
Alliance members	2021	China Ultra-HD Video Industry Alliance (CUVA)
Founding Platinum Member	2021	OIF Open Source Infrastructure Foundation
Vice President	2021	Internet Society of Hubei Province
Vice President Unit	2020	Digital Government Construction Service Alliance
President Unit	2020	5G Application Industry Array (5G AIA)
First batch of council members	2018	Jiangsu 5G Industry Alliance
First batch of council members	2016	Cloud Computing Open Source Industry Alliance
Vice President Unit	2014	China Telecom Smart Home Industry Alliance
President Unit	2014	Hubei Software Industry Association
Platinum member	2014	Openstack

FiberHome officially joined the United Nations Global Compact Organization in November 2017 (see http: //unglobalcompact. org/ participant/122731). We adhere to the Global Compact and its principles as part of our management, strategy, culture and day-to-day operations, and disclose the methodology and progress in supporting the Global Compact and its principles annually in the annual sustainability report.

Analysis Of Substantive Issues

We listen to and deeply analyze various voices of stakeholders, identify substantive topics by assessing the importance of issues of concern to stakeholders and their impact on FiberHome's sustainability, and provide guidance for optimizing sustainability strategies and further improving the Company's business areas.

We have carefully studied the national policies and industry trends, comprehensively analyzed the Company's strategy and the concerns of stakeholders, finally screened the substantive issues in the following matrix, and disclosed these issues in the report.



Impact on sustainability of FiberHome

① ICT transformation applications
② Green products and services
③ Employee health and safety
④ Privacy and network security
⑤ Sewage waste discharge
⑥ Employee diversification
⑦ Community public welfare and charity activities
⑧ Employee compensation
⑨ Health and safety system
⑩ Anti-corruption and anti-commercial bribery
⑪ Office environment
⑫ Employee training

society", FiberHome spares no effort to build advanced technologies, deeply lay out the independent and controllable ecosystem, quickly respond to customer needs, provide high-quality service products and tailored characteristic services, promote the common development of the supply chain, and continuously optimize business continuity, ensure production safety and contribute to a better life in the information era with the wisdom of FiberHome.

2

SUSTAINABLE OPERATION

01 PRODUCT R&D

Guided by the Scientific Outlook on Development, we fully implement the national intellectual property strategy, attach importance to R&D innovation and intellectual property, accelerate the construction of enterprise R&D innovation platforms, improve the awareness of intellectual property protection, and effectively improve our innovation strength through internal incentives for patent applications and external seeking for bringing together firms, universities, and research institutes to engage in cooperation.

Platform Construction

Increase investment in scientific and technological innovation, focus on the layout and traction of key technical directions related to the strategic development of the company, such as smart optical network, special optical fiber and core chip, invest more than 10% of the annual income in the R&D link, and encourage R&D personnel to apply for patents through reward system.

Focusing on the evolution and innovation of ultra-large capacity, ultra-long distance, ultra-high speed and other directions, while continuing to strengthen the solid strength of optical transmission, we will firmly invest in software research and development, realize the digitalization and intelligence of planning, construction, operation and maintenance and optimization of all-round optical networks based on SDN, big data and artificial intelligence, and create a ubiquitous ultra-wide, open and on-demand smart optical network, to provide the most professional IT network equipment and network services for all walks of life.

Intellectual Property Management

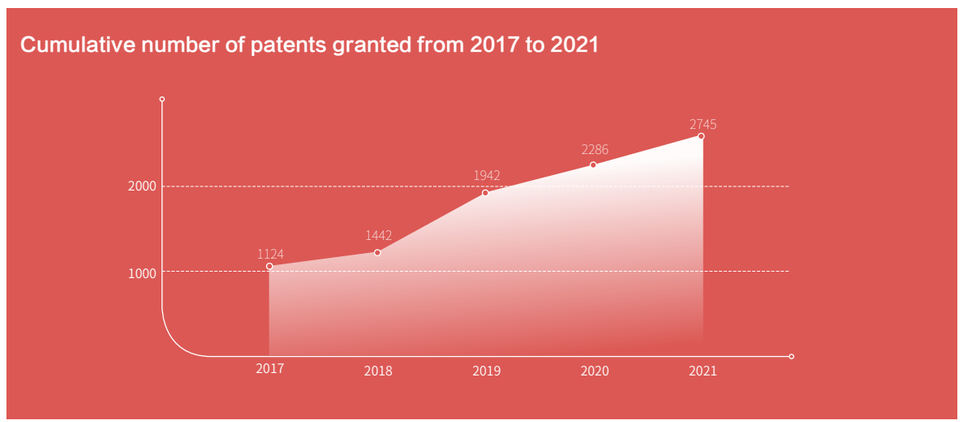
According to the policy of encouraging creation, effective application, legal protection and scientific management, formulate the Company's intellectual property strategy, establish and continuously improve the intellectual property management system, strengthen the guidance of intellectual property work of various departments, further strengthen the creation, application, management and protection of the Company's intellectual property rights, and enhance the Company's independent innovation ability. The Company has formed an intellectual property culture of respecting knowledge, advocating innovation, honesty and law-abiding, and safeguarding the market order of fair competition with practical actions. In 2021, the Company won the Silver Award of Hubei Patent Award and the Excellence Award of Hubei High-Value Patent Competition. It took the lead in formulating 32 new national standards and communication industry standards, participated in the formulation and release of more than 70 international standards, and submitted more than 900 ISO proposals, continuously leading the industry innovation and consolidating the leading position in the industry.

Key performance
By the end of 2021

- Accumulated **1,953** authorized invention patents
- Accumulatively applied for **4,022** domestic patents
- Accumulatively applied for **463** international PCT patents
- Obtained the Intellectual Property Management System Certificate

2021

- Took the lead in formulating **32** national standards and communication industry standards
- Participated in the formulation and release of more than **70** international standards
- Submitted more than **900** ISO proposals



Innovation Management

Focus on the forward-looking layout of the Company's main business, benchmark against world-class enterprises, establish and improve the Company's innovation management mechanism, vigorously support strategic breakthroughs in key core technologies, create strengths, and drive the cultivation and development of medium and long-term core competitiveness. In 2021, the Company cooperated with Huazhong University of Science and Technology, Beijing University of Posts and Telecommunications, Southeast University, Nanjing University, NSFOCUS and other colleges and universities and industrial chain partners.

FiberHome Innovation Incentive System

Talent training

Continue to innovate the talent introduction mode, connect key internal and external resources, deepen industry-university cooperation, enhance the bond between FiberHome and universities, and form an all-round and sustainable high-quality talent supply channel.

Improve professional ability by taking the qualification system as the starting point, and provide each organization with a solid human resources foundation through the introduction of high-end talents.

Build a "FiberHome Strategic Empowerment Center" and strengthen the training of professional talents with the help of internal and external experts and teachers.

Strategic input and subsidies

Encourage R&D personnel to apply based on business needs, issue annual strategic investment (to be returned as required) and strategic subsidies (not to be returned) to them after standardized review, ensure the source of funds for medium and long-term R&D investment of business units, and encourage R&D personnel to actively accumulate technology. The plan has successfully cultivated a number of research results such as core convergence and cloud computing, which have become important profit growth points for the company.

Innovation reward

Set KCP rewards at key control points of R&D innovation. Guided by market success and financial success, reward teams that make extra efforts and unique contributions, motivate employees to focus on key resources, enhance innovation awareness, and support the strategic success of the Company with innovative actions.

Patent reward

Formulate patent reward measures, carry out excellent patent review activities, increase rewards for new patents, especially high-grade excellent patents, effectively promote the improvement of the company's patent quality, and encourage employees to actively make breakthroughs. In 2021, the Company's patent awards exceeded RMB 1 million.

Innovation cooperation

We will deepen the industrial layout, give full play to the advantages of basic capabilities in the ICT field, create an ecosystem of win-win cooperation with industrial chain partners, governments and enterprises, and scientific research institutions, continue to build a harmonious industry ecosystem, and work with ecological partners to win new value and create new development in the industry.

ICT transformation

In line with the tide of digital technology, actively follow up the national information infrastructure construction strategy, and lay out network security and ICT business in ICT integration and digital transformation. In 2001, Nanjing Fiberhome Starrysky Communication Development Co. Ltd. was established and joined the "National Team of Big Data" to become a leading enterprise in network information security. In 2002, Wuhan Fiberhome Integration Technologies Co., Ltd. was established to actively lay out cloud computing. It has a large-scale Class I qualification certificate for computer information system integration, Class A qualification for computer system integration involving state secrets, and ITSS information technology maintenance and operation qualification. In 2020, the Company began to lay out the localized independent server, storage and switch industries. At present, the Company has an annual production capacity of 120,000 servers/storage, 300,000 switches and 240,000 PCs.

Quality Management

Quality management system

With the help of external certification systems such as IECQ QC080000, strengthen management and build the RoHS inspection capability of raw materials of FiberHome, to effectively reduce product quality risks while reducing production and testing costs.

Focusing on the key works and organizational performance of each department, the Company used tools such as policy management, DMAIC disassembly, management maturity and value stream to identify 154 lean projects, Six Sigma projects and 120 QC projects, with a total financial income of RMB 86.68 million. During the implementation of the project, the Company actively carried out lean talent training, created and improved the lean behavior of employees through lean culture, and supplemented by lean promotion management mechanism, so as to improve the Company's management competitiveness and form a lean production mode with FiberHome characteristics.

Quality inspection

Take the repair rate during the maintenance period, engineering problem density and other quality indicators as the organizational performance assessment indicators of the output line, formulate the annual assessment objectives at the beginning of each year, monitor and monthly analyze the quality data, organize the quarterly performance diagnosis meeting, analyze and diagnose the completion of business indicators of each business department, and output the main problems or key concerns existing in the business department. In 2021, the Company output a total of 12 improvement items, and launched the Satisfaction Problem Sheet on the CIM system, requiring each responsible department to formulate improvement measures and perform tracking. By the time the report is released, all improvement items have been verified and closed.

Customer Rights and Interests

Focusing on customer needs and providing customers with satisfactory products and services is the Company's long-standing commitment and pursuit. We constantly strengthen product quality management, track customer satisfaction, try our best to respond to customer demands and needs, and establish a strong service guarantee system.

FiberHome Customer Rights Management System

Solution process system

Taking customer as focus, open up the whole service process from problem discovery to problem solving, and realize a closed-loop service.

Improve service efficiency and brand reputation, strengthen service competitive advantages, and promote the transformation of service departments from cost centers to profit centers through service standardization, SLA standard processes, process sorting and optimization, service organization capability improvement, and service productization.

Lead-to-cash process system

Improve and align the customer business flow, realize the management of the whole life cycle of the contract, vertically integrate various fields, support the quality of contract performance, and improve the delivery efficiency.

Customer relationship management

With customer value management as the core, deeply analyze customer data, continuously meet the personalized needs of different customers, improve customer loyalty and retention rate, and maintain good customer relations.

Key performance 2021

0 customer complaints received

0 regulatory complaints received

0 customer data leakage, theft or loss incidents received

02 SUSTAINABLE SUPPLY CHAIN

We continuously integrate sustainability into procurement management business, encourage long-term cooperation based on win-win results, oppose short-term behaviors, enhance the weight of sustainability in supplier certification, performance evaluation and procurement decision-making, and promote the sustainable development of suppliers together.

Supply Chain Management System

We extend a series of requirements for sustainability of the supply chain to suppliers and their downstream, continuously improve the social responsibility level of suppliers, strengthen the common development of strategic partners, promote the sustainability of the industry, and provide an effective guarantee for a healthy and stable society.

Management System

Supplier management

- Urge all qualified suppliers to sign the FiberHome Supplier Social Responsibility Code of Conduct and integrity-related agreements, put forward requirements for labor rights and interests, safety and health, environmental protection, non-use of conflict minerals and other management aspects, integrate sustainability requirements into the certification management of new suppliers, and establish a supplier management structure throughout the life cycle.
- Perform 100% CSR on newly imported suppliers and routine CSR on existing suppliers.

Resource pool management

- Establish a category management expert team, identify the potential risks of the supplier resource pool in time, continuously carry out normalization and optimization management, continuously and dynamically adjust and optimize the supplier resource pool.

Environmental capability management

- Require suppliers to limit and reduce the use of restricted chemicals in products and parts.
- Based on the QC080000 management system, formulate hazardous substance control requirements and implementation rules, strengthen the risk pre-control of hazardous substance management, and ensure the implementation of the Company's comprehensive RoHS strategy.
- Require all cooperative suppliers to sign environmental protection agreements and provide environmental protection declarations.

Key performance 2021

The pass rate of the supplier's ISO 45001 occupational health and safety management system was about **40%**

The pass rate of SA8000 social responsibility system certification was about **16%**

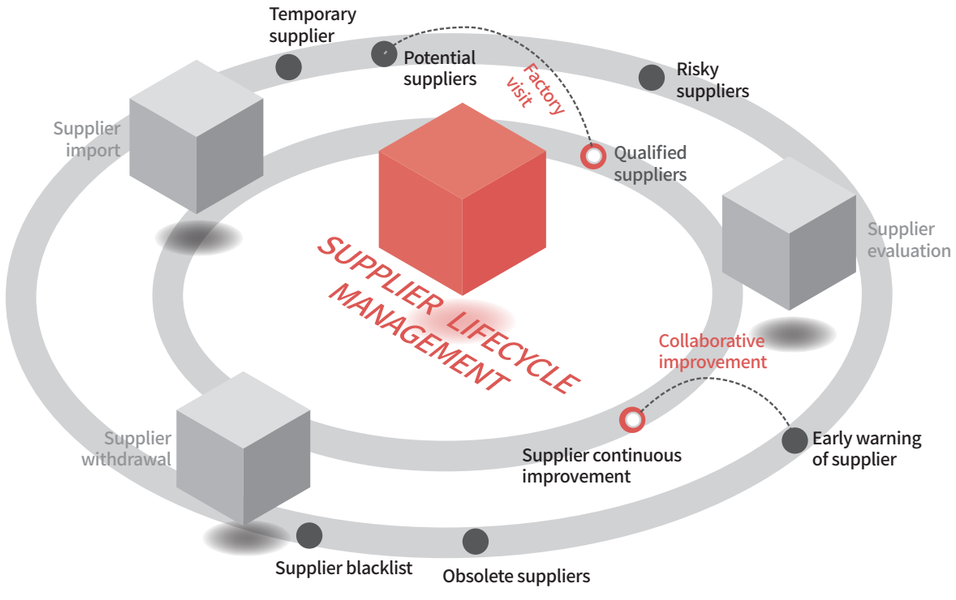
The pass rate of ISO 14001 environmental management system certification of suppliers exceeded **50%**

The RoHS sampling inspection of 1,179 materials was completed, with a pass rate of **98.9%**.

Suppliers not identified as potentially at risk for freedom of association and collective bargaining rights, forced labour or major child labour incidents

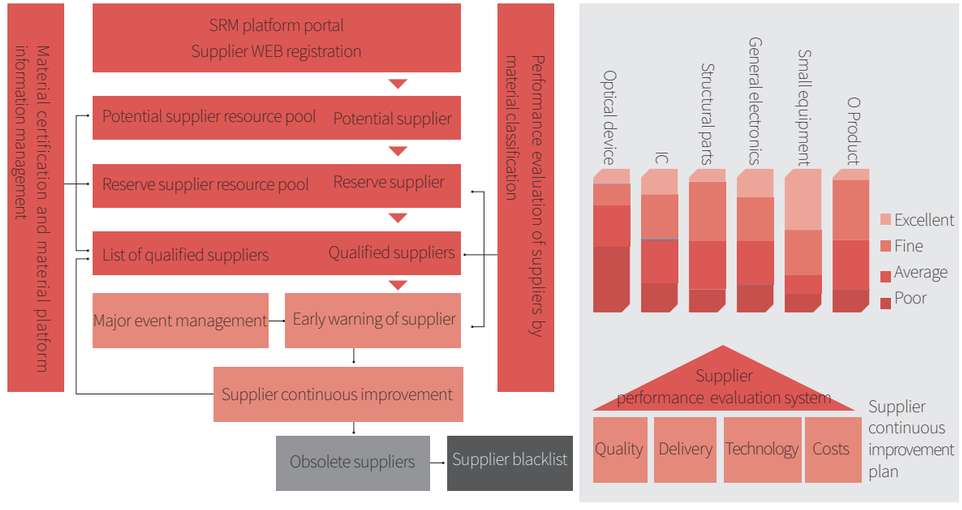
Supplier Lifecycle Management

Establish a supplier management mechanism by category and level, dynamically manage suppliers with some are coming in while others are going out, adopt different sustainable management means for suppliers in different states in the life cycle, continuously optimize the existing resource pool, and ensure the sustainable cooperation vitality of suppliers.



Supplier Management of FiberHome

Introduction ↓	Investigation and evaluation: Conduct credit investigation on new suppliers, require new suppliers to sign the Supply Cooperation Agreement, the Supplier Social Responsibility Code of Conduct and the SA8000 Social Responsibility Commitment and Due Diligence, and clarify the requirements for safety, integrity, social responsibility, intellectual property rights, life cycle, HSF system, etc. Factory examination and sample verification: Set up a factory examination team to conduct an all-round on-site management review of suppliers, issue investigation reports, and start material certification and sample test certification for suppliers who have passed the factory examination. Comprehensive review and approval: The supplier submits an application for approval, and the new supplier can be included in the supplier resource pool only after being approved by the members of the decision-making team.
Risk management ↓	Establish and continuously improve the supply risk management mechanism from the three aspects of suppliers' own business risks, resource pool material supply risks and industry development risks, eliminate or reduce risks as much as possible through early warning and reverse promotion, assist suppliers in making countermeasures, and ensure business continuity.
Assessment and evaluation	Through comprehensive performance evaluation based on material classification, quarterly appraisal and evaluation of suppliers are conducted from the dimensions of quality, delivery, technology and cost, and improvement plans are formulated for unqualified suppliers and guidance for improvement, sustainable and healthy cooperation is promoted, and uncooperative and unqualified suppliers are eliminated in a timely manner. In 2021, a total of 32 suppliers were coordinated and promoted.



Sustainable Procurement

Responsible minerals supply chain

Fully recognizing the risks of potential significant negative impacts in mining, trading, processing and exporting minerals in conflict-affected and high-risk areas, the Company has formulated and issued the FiberHome's Sustainable Procurement Policy and the Conflict Minerals Control Management Procedure to carry out responsible management of the mineral resource supply chain.

The Company selects suitable suppliers according to the development needs of raw materials, evaluates the risk of conflict minerals in raw materials, requires suppliers to conduct conflict mineral information investigation according to the evaluation information, and makes commitments that conflict minerals are not used. Suppliers shall provide the Conflict Mineral Reporting Template (CMRT) and sign the Letter of Commitment on Non-use of Conflict Minerals within the required time limit. Determine whether the investigation results meet the requirements of conflict-free mineral regulations according to the Conflict Mineral Reporting Template (CMRT) provided by the supplier, and organize on-site audit when necessary. If it is found that the supplier uses conflict minerals, the Company requires the supplier to provide a written explanation and immediately stop relevant behaviors, re-select new mineral sources, provide effective evidence to prove the compliance of mineral requirements, and formulate corresponding improvement and preventive measures at the same time. Procurement will not resume until the requirements of conflict-free mineral regulations are met.

Localized procurement and global procurement

Continue to diversify local procurement and supply chains, and promote local employment and economic development while reducing procurement costs. Encourage suppliers from different countries and cultural backgrounds to participate in procurement cooperation more fairly, impartially and openly, and work together to create a global diversified supply chain platform.

Supplier capacity building

Continue to diversify local procurement and supply chains, and promote local employment and economic development while reducing procurement costs. Encourage suppliers from different countries and cultural backgrounds to participate in procurement cooperation more fairly, impartially and openly, and work together to create a global diversified supply chain platform.

Supplier capacity building

Type of exchange and training	Times of exchange and training	Contents of exchange and training
Quarterly quality meeting	29	Backtracking of quality cases and publicity and implementation of rectification measures Quality data analysis and risk identification
Quality case guidance	22	
Lean project coaching	12	Promotion and implementation of lean projects of the Company Publicity and training of the Company's quality requirements
Quality training and communication	42	

Supplier conference

In order to commend excellent suppliers and share our development opportunities with suppliers, and to face difficulties and challenges in collaboration, the Company holds a supplier conference every year. In 2021, due to the requirements of the epidemic and related control measures, the Company commended excellent suppliers in the form of point-to-point separate meetings or online meetings.

Key performance 2021

No risk of conflict minerals being used by relevant suppliers was identified

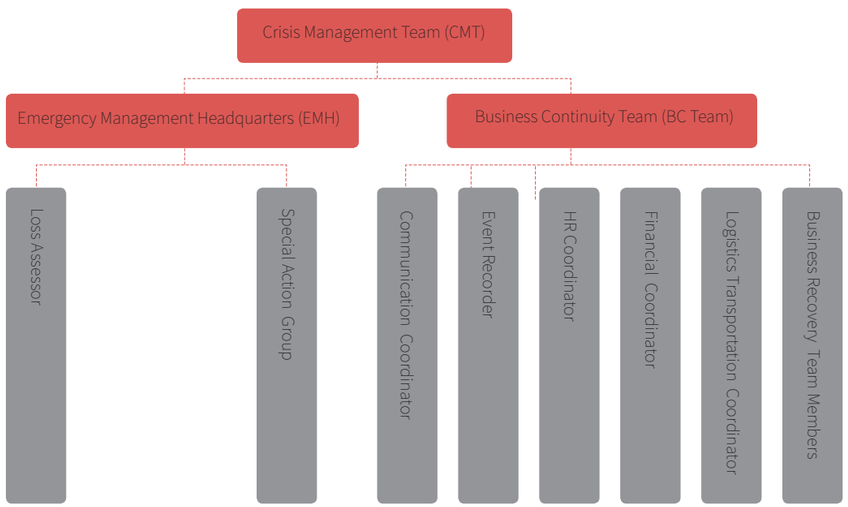
The company's local procurement expenditure for ODN products in Wuhan reached **43%**

Overseas major subsidiaries spend 80% on local procurement

03 BUSINESS CONTINUITY

In recent years, natural disasters and man-made accidents have occurred frequently, and the uncertainty and risks of the Company's internal and external environment have increased significantly. We pay attention to supply guarantee and supply risks, continuously improve the compliance and sustainability of the supply chain, strengthen procurement business management, reduce supply chain risks with better business continuity, and enhance supply chain resilience and core competitiveness.

In 2018, we introduced ISO 22301 business continuity management system and obtained relevant certificates. Through three years of construction, the Company has established an end-to-end business continuity management system from suppliers to customers in the fields of R&D, procurement, manufacturing and sales.



Key Measures for Business Continuity in Production Links of FiberHome

R&D

Promote the expansion of domestic devices, realize the compatibility of multiple design schemes, increase alternative schemes, improve the delivery time of materials, and avoid the risk of exclusive materials.

The CEG mode is used to supplement the resource pool and shortcomings in delivery time, so as to improve the collaborative supply capacity.

Procurement

Identify the stocking demand in advance before project approval.

During development, the supply capacity and inventory advantages are combined to update the list of excellent candidates simultaneously.

Identify front-line requirements in advance after mass production, start stocking for risky projects, and timely assess the stocking risks of products under research.

Establish monthly information collection and market pre-judgment communication meetings between the supplier and the buyer, and timely collect and report key information of the industry.

Through the IT system, both parties can deliver the forecast and purchase orders, so as to quickly transfer the demand and supply capacity.

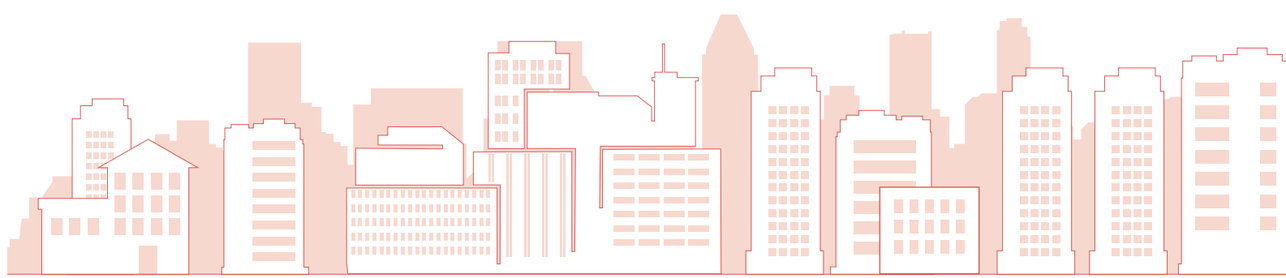
Manufacturing

Establish strategic partnerships with multiple electronic manufacturing service providers to enhance manufacturing resilience.

We have built "1+6" industrial bases in China and 2 overseas production bases, and established 11 delivery centers around the world, forming independent single board manufacturing, complete machine assembly, optical fiber and cable manufacturing and complementary supply capacity.

Sales

Strengthen the data collection and information sharing capabilities to ensure that customers follow up the order status in real time, understand the production and delivery situation, and improve the response speed.



04 WORK SAFETY

Safety promotes production, and production must be safe. We always put safety work in the first place, establish a perfect occupational health and safety management system, thoroughly implement the work safety responsibility system, carry out the construction of work safety standardization, pay attention to the construction of safety culture on a daily basis, and continuously improve the company's safety management level and employees' safety awareness.

Safety Management

Implementation of work safety responsibility system

In 2021, the Company updated and issued the EHS Responsibility System, stipulating that the Company's Work Safety Committee, the Leading Group for Occupational Disease Prevention and Control and the Leading Group for Fire Safety were fully responsible for the unified leadership and management of the Company's work safety, fire safety, occupational health, investigation and management of potential safety hazards, accident management, emergency rescue, etc., and clarified the safety responsibilities of the President, Vice President, managers and employees of all departments and at all levels of the Company; Updated the list of members of the Company's Work Safety Committee and leading groups to fully ensure the continuous effectiveness of the safety management organization.

The Company organized the management personnel at all levels to sign the comprehensive target management responsibility statement, distributed the safety management indicators to the main responsible persons and the personnel in charge, and urged the management personnel at all levels to perform their safety management responsibilities by innovating the "ranking mechanism".

The R&D Department carried out a series of safety activities such as laboratory on-site safety management improvement, the Production Department carried out safety demonstration team construction, and the platform and functional departments carried out independent safety inspection and training to promote independent management and implement the main safety responsibility.

Safety standardization construction

The Company has obtained the ISO 45001 certificate, and established a series of work safety management systems such as the Management System for Withdrawal and Use of Work Safety Expenses, the Safety Training and Education System, the Safety Performance Assessment Measures, the Hazardous Operation Management System and the Safety Management System of Related Parties. Since 2019, the Company has obtained the Class II Enterprise Certificate for Work Safety Standardization and carried out self-assessment on work safety standardization regularly every year.

Safety performance assessment

Optimized the Detailed Rules for the Implementation of Monthly Assessment of Safety Management Elements, formulated graded early warning rules, conducted quantitative assessment on a monthly basis, summarized and formed the Company's safety management trend chart, and carried out early warning management. 49 blue early warnings were completed throughout the year, and no orange early warning or red early warning occurred. Promoted the early warning objects to rectify 122 hidden dangers in 8 categories on schedule, thus realizing closed-loop management of potential safety hazards.

Safety management of construction project

According to the requirements of "three simultaneities" for safety of the construction project, the safety pre-evaluation and safety facility design of FiberHome Communication Optical Cable Digital Manufacturing Industrial Park (Phase I) Project have been completed, and the expert group review has been completed.

烽火通信科技股份有限公司

ISO 45001:2018

Early warning level	Score range (full score: 100 points)
Blue warning	80 ⩽ score < 90
Yellow warning	70 ⩽ score < 80
Orange warning	60 ⩽ score < 70
Red warning	Score < 60

Key performance 2021

Injury rate **0.03**

Serious consequence injury rate **0**

Note: The lost man-hour accident rate of direct labor = total number of lost man-hour accidents × (1000000/total working hours);
The lost man-hour severe accident rate of direct labor = (days lost due to injury) × (1000/total hours worked).

Implementation of dual prevention mechanisms

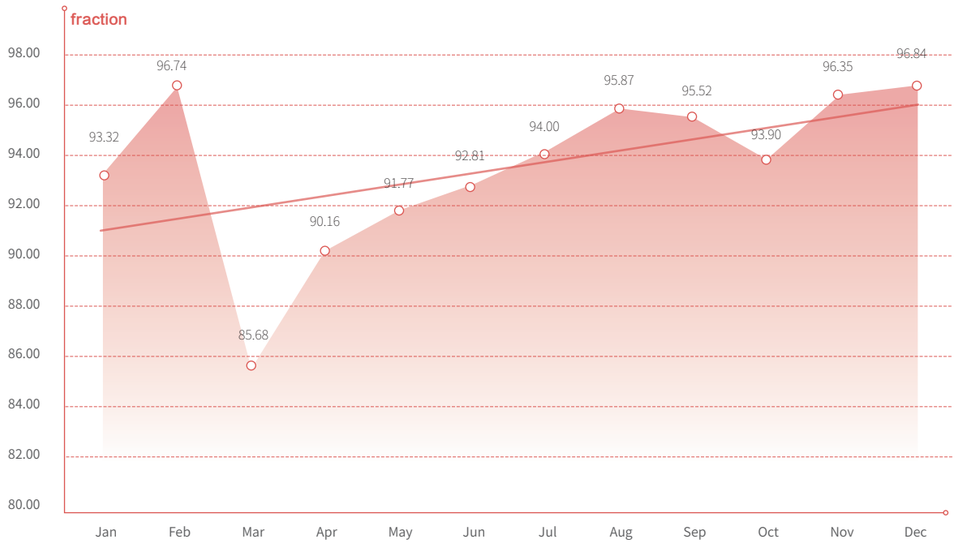
Through the implementation of the dual prevention mechanism of risk identification, prevention and control system and hidden danger investigation and rectification system, more than 1,300 hazard sources and environmental factors had been sorted out. After assessment, all risks were "controllable", 550 hidden dangers had been investigated, and the completion rate of hidden danger rectification was 100%.

2021

Investigated **550** hidden dangers

Completion rate of hidden danger rectification: **100%**

2021 Safety Management Trend Chart



Occupational Health

A series of occupational health management systems such as the Responsibility System for Prevention and Control of Occupational Hazards, the Regulations on "Three Simultaneities" Management of Occupational Health in Construction Projects and the Regulations on Occupational Health Surveillance and Archives Management were issued and implemented to provide an all-round institutional guarantee for the occupational health of employees.

Detection of occupational hazard factors

Regularly entrusted a qualified third party to carry out occupational hazard factor detection in the workplace. According to the 2021 Occupational Hazard Factor Detection Report of the Company's Guandong Science and Technology Industrial Park and FiberHome Science and Technology Park, the exposure level, noise intensity and X-ray radiation level of chemical substances and dust in the air of the workplace meet the requirements of occupational health standards. The test pass rate was 100%, and occupational hazard factors were effectively controlled.

2021

Pass rate of occupational health examination: **100%**

Occupational health surveillance

According to the Regulations on Occupational Health Surveillance and Archives Management, the Company shall arrange occupational health examinations for employees engaged in operations exposed to occupational hazards before, during and after work and in emergency situations.

Category of physical examination in 2021	Pre-job Occupational health examination	On-the-job Occupational health examination	Off-post Occupational health examination
Total number of people for physical examination/person	240	769	9
Number of people passing the physical examination/person	240	764	9
Number of people with occupational contraindications/person	0	5	0
Number of occupational disease cases/ person	0	0	0

*Note 1: No emergency requiring occupational health examination occurred in 2021.
*Note 2: All personnel with occupational contraindications had been transferred to other posts.

Construction of Safety Culture

Optimized the training mode, and organized 658 managers (including senior executives, department chiefs and deputy chiefs) to participate in the systematic improvement training of the safety ability of the Company's management team by means of online training and examination. The training lasted for 38 hours, and the training content covered 14 elements in the field of safety management. All trainees passed the examination and reached 100% certificate holding rate.

Various special safety training were carried out, and experts from the safety expert database of Hubei Province were invited to give lectures, involving a total of more than 200 participants. The company headquarters has also cooperated with cable, sales and technical service personnel to carry out safety training for overseas institutions, effectively improving the on-site safety management ability of front-line project leaders.

Key performance 2021

More than **35,000** people participated in safety activities

Emergency Management

A perfect three-level emergency plan system was established, and 9 safety plan system documents were revised and updated to fully ensure the continuous effectiveness and adaptability of the emergency plan.

Allocation of emergency supplies

237 persons in FiberHome Science and Technology Park and Guandong Science and Technology Industrial Park had obtained rescuer certificates, covering 26 departments of the Company. The production department required at least 2 persons to hold certificates according to each shift in each workshop, and each floor was equipped with more than 70 first-aid kits.

Emergency drill and training

11 special drills were organized throughout the year, involving dangerous chemicals accidents, mechanical injury accidents, electrical accidents, special equipment accidents, etc.; 40 emergency evacuation drills were organized, with a total of more than 15,000 participants; Fire control skills competitions and fire control competitions were held to effectively improve the ability of employees to deal with emergencies, and familiarize with emergency responsibilities and emergency disposal procedures and measures.

Epidemic Prevention and Control

Organizational structure of epidemic prevention and control

The Notice on the Adjustment of the Leading Group for Epidemic Prevention and Control and Special Work Team Personnel of FiberHome Telecommunication Technologies Co., Ltd. was issued to clarify the organizational structure of the Company's epidemic prevention and control. The objectives of epidemic prevention work were included in the personal performance of the focal point and leaders in charge of each unit and assessed. Four special meetings on epidemic prevention safety were held throughout the year to deploy the Company's epidemic prevention and control work.

Material support for epidemic prevention and control

The supply of epidemic prevention materials was optimized and more protective surgical masks were provided; The daily inventory of masks in the company's science park was kept at about 100,000, which could be used by all employees for one week.; A registration ledger was established for the requisition of epidemic prevention materials, so that each material could be traced, each requisition was recorded, and the ledger was consistent with the materials to provide guarantee for epidemic prevention.

Implementation of Epidemic Prevention and Control

The Work Plan for COVID-19 Prevention and Control in 2021 was released

248 epidemic prevention and control reminders were issued

Released notices for **15** times Released videos for **10** times

We adhered to the "double temperature measurement" mechanism, and arranged medical treatment for those who found that their body temperature exceeded the standard as soon as possible. No COVID-19 cases occurred. A total of **18** people were sent to hospital

FiberHome Science and Technology Park and Guandong Science and Technology Industrial Park organized **80,000** people for nucleic acid testing

9,194 doses of COVID-19 vaccine were administered

The epidemic prevention work was highly praised by local management departments.

Adhering to the concept of sustainable environmental protection, FiberHome took promoting the construction of a resource-saving and environment-friendly society as its development responsibility, reducing the environmental carrying capacity as the starting point, focused on energy conservation and emission reduction, created an environmental protection cultural atmosphere of "innovation, coordination, green, open and sharing", and established and improved a long-term mechanism for green development of enterprises, and built a green product, green production and green supply chain system.

3

SUSTAINABLE ENVIRONMENTAL PROTECTION

01 GREEN PRODUCTS

We have been adhering to the concept of green and environmental protection, adopting the whole life cycle method to carry out green design of products, implementing the whole supply chain control of toxic and hazardous substances, continuously reducing the harmful impact of products on the natural environment and users through continuous innovation and improvement, and providing customers with leading green and environmental protection products and solutions.

Green optical network

01 We have developed equipment based on C+L optical crossover technology, adopted all-optical crossover devices and optical layer backplanes, reduced the demand for photoelectric conversion, decreased the power consumption demand of telecommunication nodes by more than 50%, and doubled the crossover capacity.

02 The single-fiber bidirectional technology was adopted in the optical transmission system to save 50% of optical fiber resources, reducing the consumption of optical fiber resources, ensuring the consistency of time delay, and realizing high-precision clock and time transmission.

03 Through hardware design platformization and device selection normalization, we have reduced the types of chassis and materials, maximized the sharing of design and devices, and reduced inventory stock.

04 Intelligent dormancy control of the system was carried out for idle channels to reduce the energy and power consumption required by the product, thus saving energy and reducing noise.

05 Highly integrated chips were used to further reduce product size and improve integration.

Optical transport network product X32 (EX32)

Optical transport network product (COTP)

Optical Access Products

optical access product is a new intelligent optical access terminal device for the next generation, providing users with a large-capacity, high-bandwidth, and low-cost integrated service access solution, thus meeting the rapidly growing broadband service requirements such as ultra-wide access. Optical access products provide GPON, 10G EPON, XG-PON, XGS-PON, XG(S)-PON, Combo, P2P and other service access, and support FTTH, FTTB, FTTO, FTTC, FTTA, FTTDP, FTTM and other access scenarios. It meets the needs of various business scenarios such as smart home access, government-enterprise customer access, and 5G fronthaul, and realizes the full coverage of one optical fiber network.

The Company's optical access products mainly realize energy conservation, emission reduction and environmental protection for optical fiber access technology from the aspects of new product design, intelligent energy-saving technology and network structure optimization, providing an opportunity for realizing green optical access.

Rendering of optical access products

New product design	High-density optical access terminal products improve the number of access users per unit space and reduce the energy consumption of single-user access
	Noise reduction fans are adopted, and the intelligent speed regulation system performs strategic speed regulation according to the ambient temperature to reduce noise pollution
	The external interface of the product is designed with high-level protective devices and shielding treatment, which meets the requirements of conducted emission and immunity and reduces the electromagnetic radiation of the product.
	-Vigorously promote lead-free technology and lead-free devices to reduce heavy metal pollution
Intelligent energy-saving technology	Realize the power-on and power-off management of the disk, control the power supply of the disk according to the actual business bearing situation, and reduce energy consumption
	The highly integrated chip adopts SOC technology to reduce the use of peripheral chips and reduce the average power consumption of a single PON port to a greater extent.
Network structure	Environmentally friendly optical fiber is used as the transmission medium to realize the time-sharing use of the same optical fiber by multiple users, which greatly saves optical fiber resources and reduces the impact of network construction on the environment.
	ODN network adopts passive design, which greatly reduces maintenance cost and reduces energy consumption and environmental impact

Terminal Products and Broadband Access Products

The company's main terminal products include intelligent gateway, set-top box, converged terminal, intelligent router, wireless CPE and IoT terminal, etc.; Terminal products provide enterprises and individual users with a variety of Internet services such as data, voice and video. The products meet the differentiated needs of users in an all-round way with flexible business provision capabilities, perfect QoS functions, strong security assurance and convenient management methods.

The Company continues to carry out power consumption reduction design and R&D for various terminal products and broadband access products to improve the level of hardware integration and realize energy conservation and emission reduction:

HG6145F gateway

HG680-4K set-top box

1041HA router

The dual-frequency WIFI product evolved into a "SOC built-in 5G+2.4G RF" 2-chip type, reducing one RF chip, and reducing the system power consumption by about 2W, which is equivalent to saving 16% of energy and 10% of PCB area, thus saving energy and reducing emission while reducing PCB pollution.

Upgrade the application of POE and POF hybrid telecommunication transmission technology in bullet cameras and FTTR projects, eliminate adapters for power supply transmission in signal lines, reduce more than 30 electronic components and plastic shell materials, and reduce the metals, materials and resources required for the production of such components, as well as energy consumption and environmental pollution.

Customize the power consumption reduction scheme for domestic main chips of OLT products, adjust the voltage to reduce power consumption at low business according to the business status, and close the external interface in due course according to the running status of the monitoring chip, so as to reduce its own power consumption under the normal business requirements.

Continue to carry out research on key technical points of miniaturization, and break through the technical difficulties of plate printing antenna, distributed heat dissipation and packaging miniaturization.

Optical Cable Products

In response to the implementation of the "Made in China 2025" action plan, FiberHome's outdoor optical cable products: GYTA, GYTS, GYTA53, GYTZA53, GYDTA, GYDXTW, ADSS, OPGW, indoor optical cable products: GJYXCH, GJYXFCH, GJXH and GJXFH, totaling 12 products, have passed the green design product evaluation organized by the General Office of the Ministry of Industry and Information Technology. For the list, please refer to the Notice of the General Office of the Ministry of Industry and Information Technology on Publishing the List of the Fifth Batch of Green Manufacturing Products (GXTJH [2020] No. 246) or go to relevant websites for inquiry (https://www. miit. gov. cn/ jgsj/ jns/ wjfb/ art/ 2020/art_3d75f03cc9214d1f8ab92485df22d5e2.html List of Green Design Products, Page 38)

Green design products require enterprises to systematically consider the impact of raw material selection, production, sales, use, recycling, treatment and other links on resources in the product design and development stage according to the concept of the whole life cycle, so as to minimize the consumption of energy resources, minimize the impact of ecological environment and maximize the renewable rate. The declaration as a national green design product is a strong proof that the product strictly meets various standards in terms of production process, resources, energy consumption and ecological environment impact.

Indoor and Outdoor Integrated Photoelectric Hybrid Cable

Product structure design

The optical unit in the structure of the optoelectronic hybrid cable product is a 1.6X2.1mm small-size bow-type optical cable, and the electrical unit is a 1.0-4.0 square power line. This series of products can not only meet the requirements of indoor small bending radius layout, but also be used for outdoor short-distance wireless terminals such as AP or cameras. At the same time, after photoelectric separation, optical fiber quick connectors and electrical connectors can be made on site, which is simple and convenient to operate and improves construction efficiency, thus shortening the construction period and reducing construction and operation and maintenance costs.

Product material design

All raw materials in the photoelectric hybrid cable products comply with the environmental protection RoHS and REACH directives. The raw materials do not contain toxic and harmful substances, and non-environmentally friendly materials such as cable paste are not used.

Product sheath material design

Low-smoke halogen-free flame-retardant materials are used for the optical unit sheath, the insulation sheath of the power line and the outer sheath of the finished cable in the photoelectric hybrid cable products. The material has good flame retardancy, excellent ultraviolet resistance and environmental protection. The finished cable made of it has passed the flame retardancy test of single and bundled cables. Under the passive combustion of the finished cable, the amount of flue gas released is very small, and the flue gas does not contain corrosive components.

Product production process design

The optoelectronic hybrid cable products are optimized in the process design, and the process links such as twisting of optical unit and electrical unit, wrapping of polyester tape and sheath forming are completed in one process, thus greatly reducing equipment loss, reducing operation cost, decreasing energy consumption and gas emission, and improving the production environment.

High-density Air-blown Micro Cable Products

Product dimension design

The air-blown micro cable product has a compact structure and size. Its outer diameter is only about 40% of that of traditional optical cable products, the fiber core density is increased by more than 100%, and the utilization rate of pipe network is increased by more than 5 times. It can make full use of the existing pipe network resources to carry out channel transformation and expansion, effectively solving the common problem of high resource occupancy rate of traditional optical cable pipe network.

Product construction performance design

The outer sheath material of air-blown micro cable products can be low-friction materials according to customer requirements. The air-blown micro cable is constructed by environmentally friendly air-blown method, which saves manpower. The maximum one-time air-blown distance can reach 2,000 meters, and the laying efficiency is extremely high. The maximum laying speed can reach 3000m/h, which significantly improves the construction efficiency compared with the traditional manual towing laying method and effectively solves the common problems of the industry with low construction efficiency.

Product structure design

Compared with traditional conventional optical cable products, air-blown micro cable products have many advantages such as small outer diameter, high fiber core density, low product proportion and high construction efficiency. They are a new generation of efficient and green optical communication products.

Product material design

All raw materials used for air-blown micro cables comply with the RoHS and REACH directives for environmental protection. The raw materials do not contain lead, cadmium, mercury, polybrominated biphenyls and other harmful components to the environment. Semi-dry structure series products with low relative gravity and no cable paste pollution. The flame retardant series products have a high flame retardant rating and meet the EU CPR certification requirements, effectively realizing the lightweight, safe and environmental protection of optical cable products.

Product process route design

The process of air-blown micro cable products is optimized to remove the cable paste filling device and to simplify the production process, thus greatly reducing the equipment loss, cost and material consumption in the production process, decreasing emissions and improving the production environment.

Green Certification

While promoting the development of products towards science and technology, environmental protection and ecology, we have continuously promoted the certification of green products, enhanced the trust of global clients and consumers with solid certification results, won unanimous praise from the industry and regulatory agencies, and supported the country to establish a unified green product standard system with industry-leading actions, thus promoting green, low-carbon and circular development.

IECQ QC080000&RoHS

After the Company introduced and passed the IECQ QC080000 system certification in 2019, it insisted on reducing the risk of violating various laws and directives through system management, and built its own RoHS inspection capability for raw materials in 2021, which reduced the production and testing costs and also improved the management level of hazardous substances.

IEC QUALITY ASSESSMENT SYSTEM (IECQ) covering Electronic Components, Assemblies, Related Materials and Processes

IECQ Certificate of Conformity
Hazardous Substance Process Management

Fiberhome Telecommunication Technologies Co., Ltd.

Issued by the Certification Body: SGS-CSTC Standards Technical Services Co. Ltd.

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中国环境标志产品认证证书

China Environmental Labeling Product Certification

FiberHome adopted the whole life cycle method to carry out green design of products, so as to realize low toxicity and less harm of products and save resources and energy. In 2021, a total of 8 models of FiberHome rack-mounted servers passed the China Environmental Labeling Product Certification.

产品认证证书
中国节能认证

中国质量认证中心

China Energy Conservation Product Certification

FiberHome adopted the whole life cycle method to carry out green design of products, realizing low power consumption and saving resources and energy. In 2021, 10 models of FiberHome servers, 1 model of desktop and 1 model of display passed the China Energy Conservation Product Certification.

3. Green Production

FiberHome has always adhered to the strategy of green and sustainability, actively adopted advanced and applicable cleaner production technology, promoted the high-quality development of enterprises, advanced the continuous improvement of energy efficiency of enterprises, formed an efficient, clean, low-carbon and circular industrial green production mode, and realized many ecological, economic and social benefits.

Fulfill Environmental Protection Responsibilities and Obligations

Since 2003, the Company has established and implemented an environmental management system and obtained ISO 14001 certification; The Company set up an Environmental Management Leading Group to be responsible for overall leadership and management of the Company's environmental protection work. By implementing the environmental protection responsibilities of various departments, monitoring environmental protection indicators, implementing special environmental protection improvements, carrying out daily inspections and special audits, etc., the Company ensured the continuous improvement of the environmental management system and continuously improves the Company's environmental management performance.

The Company carried out system and ledger management from six aspects: environmental protection procedures, environmental protection ledger, environmental protection responsibility system, pollution prevention and control, emergency treatment and guarantee system; Strictly implemented the national environmental impact assessment law. For all engineering construction projects, the Company always adhered to the principle of "three simultaneities" for environmental protection. Environmental protection facilities and main works were designed, constructed, put into production and use at the same time, and the environmental protection completion acceptance of the project was completed on schedule; According to the requirements of laws and regulations, the Company applied for drainage permits, pollutant discharge permits, radiation permits, environmental protection taxes, etc., and discharged the four wastes in strict accordance with the standards.

SGS
FiberHome Telecommunication Technologies Co., Ltd.
ISO 14001:2015
IAF
UKAS

Pollution prevention-exhaust emission management

The waste gas discharged from FiberHome Guandong Science and Technology Industrial Park mainly included welding fume generated from mechanical assembly, reflow soldering, wave soldering and panel assembly processes; organic waste gas generated from coloring, plastic coating and sheathing processes in the cable workshop during production; waste gas from natural gas hot water boilers used for centralized heating in winter and canteen oil fume. In 2021, a qualified third-party organization was entrusted to carry out the exhaust emission test every quarter, and the test results met the standard requirements.

2021	Permitted emissions/ton	Actual emissions/ton
Particulate matter	0.627	0.23

*Note: The statistical range is FiberHome Guandong Science and Technology Industrial Park. For more information about the Company's environment, please go to the official website of FiberHome.

Location	Source of waste gas	Contaminants	Control measures	Discharge destination	Emission standard
Manufacturing Department	Reflow soldering and wave soldering fume	Particulate matter, non-methane total hydrocarbon tin and its compounds,	Maifanstone adsorption + activated carbon adsorption	Discharged through 20m high exhaust funnel	Table 2 of Integrated Emission Standard of Air Pollutants (GB16297-1996)
Manufacturing Department	Coloring exhaust gas	Particulate matter, non-methane hydrocarbon	UV photolysis + activated carbon adsorption	Discharged through 15m high exhaust funnel	
	Extrusion waste gas	Particulate matter, non-methane hydrocarbon	UV photolysis + activated carbon adsorption	Discharged through 15m high exhaust funnel	
Gas-fired hot water boiler	Boiler exhaust gas	Particulate matter, sulfur dioxide, nitrogen oxides	None	Discharged through 15m high exhaust funnel	Table 3 Gas-fired Boiler Standards in the Emission Standard of Air Pollutants for Boiler (GB13271-2014)
Canteen	Canteen waste gas	Cooking fume	Oil fume purifier	Discharged through 11m high exhaust funnel	Table 2 of Emission Standard of Cooking Fume (for Trial Implementation) (GB18483-2001)

Pollution prevention-wastewater discharge management

The main sewage types of Guandong Science and Technology Industrial Park and FiberHome Science and Technology Park were domestic sewage generated from office and living. Domestic sewage was discharged into the local sewage treatment plant through the municipal pipe network through the discharge outlet of the plant area after pretreatment in the septic tank. A small amount of production wastewater mainly came from equipment cleaning water, and was discharged into the local sewage treatment plant through the discharge outlet of the plant area after physical treatment by the wastewater treatment system. The circulating water system was regularly reused for greening in the plant area, and the ground rainwater was collected by the gutter inlet and discharged into the municipal rainwater drainage pipe network. In 2021, qualified third-party institutions were regularly entrusted to carry out wastewater discharge tests, and the test results met the standard requirements.

2021	Permitted emissions/ton	Actual emissions/ton
Chemical oxygen demand	5.058	4.197
Ammonia nitrogen	0.506	0.42

*Note: The statistical range is FiberHome Guandong Science and Technology Industrial Park. For more information about the Company's environment, please go to the official website of FiberHome.

Park	Type of wastewater	Source	Main pollutants	Pretreatment measures	Discharge destination	Test frequency	Emission standard
Park	Domestic sewage	Office and living	Chemical oxygen demand, pH value, ammonia nitrogen, suspended solids, five-day biochemical oxygen demand, total phosphorus	Septic tank	Discharged into Longwangzui Sewage Treatment Plant through the main discharge outlet and the municipal pipe network	Quarterly	The concentration of ammonia nitrogen and total phosphorus shall refer to the Wastewater Quality Standards for Discharge to Municipal Sewers (GB/T31962-2015), and other items shall refer to the standard limits of Grade III in Table 4 of the Integrated Wastewater Discharge Standard (GB8978-1996).
	Cleaning wastewater of Manufacturing Department	Original cleaning	Chemical oxygen demand, pH value, ammonia nitrogen, suspended solids, five-day biochemical oxygen demand, total phosphorus, animal and vegetable oil	Settling			
FiberHome Science and Technology Park	Domestic sewage	Office and living	Chemical oxygen demand, pH value, ammonia nitrogen, suspended solids, five-day biochemical oxygen demand, total phosphorus	Septic tank	Discharged into the sewage treatment of Tangxun Lake through the main discharge outlet and the municipal pipe network	Yearly	

Pollution prevention-solid waste management

The Company's solid wastes included general industrial wastes and hazardous wastes, of which general industrial wastes were treated or recycled by qualified recycling units, while hazardous wastes mainly included waste packaging materials, waste organic solvents and wastes containing organic solvents, waste circuit boards, waste activated carbon, waste filter cotton, etc., which were regularly handed over to qualified third-party companies for disposal. In 2021, Guandong Science and Technology Industrial Park and FiberHome Science and Technology Park treated 1,300 tons of general industrial waste and 47.31 tons of hazardous waste.

The Company has established a sound hazardous waste management system, which specifies in detail the requirements for hazardous waste declaration and registration, hazardous waste transfer form management, hazardous waste identification management, hazardous waste storage management, hazardous waste ledger management, hazardous waste personnel training, hazardous waste accident emergency report, hazardous waste warehouse-in and warehouse-out management, etc. The Company has prepared the Emergency Plan for Hazardous Wastes, established the emergency mechanism for hazardous waste pollution incidents of enterprises, and regularly organized emergency drills to improve the emergency handling ability of employees for hazardous waste emergencies.

Pollution prevention-noise management

The noise of the Company mainly came from fans, cooling towers and production equipment. In order to reduce the noise of equipment, the Company purchased high-quality and low-noise equipment when purchasing cooling units, cooling towers, air compressors and fans. All kinds of power equipment were provided with damping foundations or vibration isolation measures. During the operation of equipment, doors and windows in the power station building were sealed. The centrifuge was equipped with a pipe muffler, and the relevant equipment were reasonably arranged. Measures such as sound insulation, noise reduction and vibration reduction were taken to reduce the impact of noise on the surrounding environment. The noise emission at the boundary of the Company complied with Class 3 and Class 4 standards of the Emission Standard for Industrial Enterprises Noise at Boundary (GB 12348-2008). In 2021, the Company entrusted a qualified third-party organization to carry out noise detection every quarter, and the detection results were superior to the standard requirements.

Energy conservation and efficiency improvement

Energy Management

According to the requirements of GB/T23331-2020, ISO 50001:2018, RB/T101-2013 and other relevant standards, the energy management system has been established, the energy management manual has been prepared, the energy policy has been formulated, and various energy management systems have been revised and improved. The Company drew the energy flow diagram of key energy-consuming units, clarified the energy flow direction and energy-consuming units, formulated the Energy Measurement Management System and the Energy Measurement Control Procedure, and strictly followed the relevant provisions of the national standards General Principle for Equipping and Managing of the Measuring Instrument of Energy in Organization of Energy Using (GB 17167-2006) and General Principle for Equipping and Managing of the Measuring Instrument of Water in Organization of Water Using (GB 24789-2009). According to the actual situation, corresponding measuring instruments were equipped in the energy-consuming units, main secondary energy-consuming units and main energy-consuming equipment.

Energy consumption target

According to the requirements of key energy-consuming units in Wuhan during the 14th Five-Year Plan period, the total energy consumption control target and energy consumption intensity control target in 2021 was achieved.

Control target of total energy consumption (tce)

Energy consumption intensity control target (tce/RMB 10,000)

Energy consumption statistics

Type of energy	Unit	Consumption in 2021
Natural gas	10,000 Nm3	44.6105
Diesel	t	3.042
Electricity (outsourced)	MWh	138338.781
Steam	t	2633
Ammonia nitrogen	0.506	0.42

Note: The statistical scope includes FiberHome Guandong Science and Technology Industrial Park and FiberHome Science and Technology Park.

Greenhouse Gas Emissions

According to the Guidelines on Accounting Methods and Reporting of Greenhouse Gas Emissions from Enterprises in Other Industries (for Trial Implementation) issued by the National Development and Reform Commission, the self-inspection of greenhouse gas emissions in Guandong Science and Technology Industrial Park and FiberHome Science and Technology Park in 2021 was carried out.

2021 Key Greenhouse Gas Data		
Greenhouse gas emissions/t-CO2e	Category I	974
	Category II	73561
	Total	74535
Carbon trading volume/ton	4801	2633

Note 1: Category I is fixed combustion emission, mobile combustion emission and fugitive emission, and Category II is indirect energy emission.
Note 2: In 2021, the Company's carbon trading was completed in Hubei Carbon Emission Permit Trading Management Center.

Key performance 2021

In recent years, the Company has actively promoted the implementation of various energy conservation and emission reduction measures. In 2021, the power consumption was reduced by about **9.35** million kWh through various energy conservation and emission reduction measures.

Reduced natural gas consumption by about **60,000** m^3

Greenhouse gas emissions was reduced for a total of about **5,045** tons

Implement Energy Conservation and Emission Reduction in Multiple Dimensions

Procurement of energy-saving products

In the equipment procurement stage, it is clearly stipulated that energy-saving products are required to be used, a perfect regular inspection system for equipment is established, all departments are required to pay attention to the maintenance of equipment, and energy-saving transformation is required for equipment in use to make it meet the requirements of economic operation and achieve the purpose of energy saving and consumption reduction.

Utilization of renewable energy

We have actively promoted the construction of photovoltaic power generation projects in the park, and have planned the construction of photovoltaic power generation projects in FiberHome Science and Technology Park, and are planned to be promoted in other parks in an orderly manner. The Company actively participated in market-oriented electricity trading, promoted the healthy and orderly development of the clean energy market, and contributed to the construction of a green and low-carbon society.

Power market-oriented transaction

With accurate budgeting, progress management, and income improvement, the Company participated in 2021 electricity market-oriented trading, with a transaction volume of 142 million kWh, a deviation assessment budget of RMB 120,000, an actual assessment cost of RMB 20,000, and a total income of about RMB 1.85 million.

Energy-saving technical transformation

All departments of the Company continued to tap the potential of energy conservation and improve energy utilization efficiency. In 2021, the following energy conservation measures were implemented in Guandong Science and Technology Industrial Park:

Promotion of colored LED curing equipment

Based on the successful experience of LED equipment in the early stage, 12 sets of old equipment were renovated, and 14 sets of whole-line LED curing furnaces were introduced at the same time, which reduced the curing power from the original 12kW/set to only 2.5kW/set, with an energy consumption reduction of nearly 80% and an annual power saving of about 145,600 kWh.

Modification of air compressor system of cable production line

Replaced the original two 75kW air compressors with one 160kW two-stage compression permanent magnet variable-frequency air compressor, which could save RMB 300,000 of electricity annually.

Modification of infrared heating system for discharge

Transformed 6 production lines, replaced traditional cast aluminum stainless steel heaters with new infrared heaters, reduced heating energy consumption by 20%, and improved energy utilization rate.

Heat energy recovery and transformation of supporting air compressor for centralized feeding

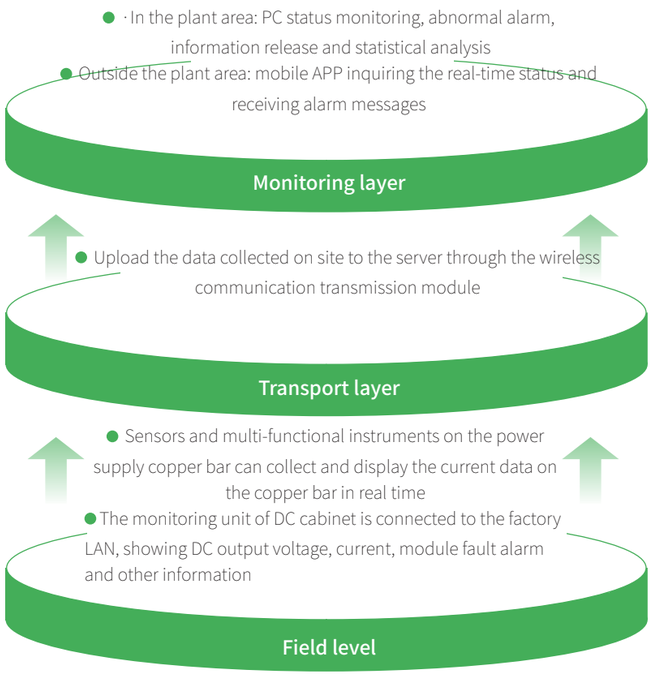
Through professional heat energy recovery and transformation, a large amount of hot water could be obtained free of charge, and the existing waste heat resources could be used to provide free and continuous heat sources for coating insulation rooms, thus reducing the Company's operating costs.

Improvement of the air supply scheme of air compressor

Strictly controlled the standby and idling of equipment, reduced the waste of electric energy in the production process, implemented graded air supply by air compressor, controlled the waste of nitrogen terminal use, reduced power consumption, and achieved a year-on-year reduction of 1.34% in power consumption per core kilometer.

Intelligent monitoring of DC power resources

The DC intelligent monitoring system was introduced to steadily improve the power safety while providing a large number of DC power supply resources for products, and realized transparent management of electric energy utilization.



DC can only monitor the implementation effect of the project

0	Safe use of electricity, power failure due to overrun of product access was 0
7%	Improved DC utilization rate by optimizing resource layout and balancing test areas for 7%
20%	Established a scheduling constraint model based on DC power resources to improve scheduling efficiency by 20%

Lighting energy-saving control

The lighting equipment used by the Company was energy-saving lamps, and the use ratio of energy-saving lamps reached 100%. Light control switches were installed in different indoor places of the Company for partitioned and grouped lighting, and time control and light control switch controllers were used for dimming control of outdoor lighting.

Effective Utilization of Resources

Water resources management

In 2021, the total water consumption of Guandong Science and Technology Industrial Park was 274,966m 3. In 2021, the total water consumption of the Company in the northeast and south areas of Guandong Science and Technology Industrial Park (summary table) was 274,984m 3, of which the water consumption of the cable production line was 150,528m 3. The output of optical cable was 21.1227 million core kilometers, and the water intake (consumption) per unit optical cable product was 130.18m 3/10,000 core kilometers. Compared with the Standard for Water Intake (Consumption) Quota of Main Industries in Wuhan (Part X:Electrical and Electronic Manufacturing): and the production water consumption per unit product was superior to the advanced value quota requirements.

The Company strictly controlled the supply and use of tap water, implemented the water-saving principle of "reducing expenditure and opening sources", comprehensively strengthened water management, promoted the implementation of water-saving technical transformation, selected water-saving appliances and facilities, regularly inspected and maintained water-consuming equipment, pipeline facilities and water-consuming appliances, and recycled production sewage, central air conditioning cooling water, etc. The reuse rate of industrial water could be improved to save about 360,000 tons of water every year.

2021

The use ratio of energy-saving lamps reached **100%**

Total water consumption of Guandong Science and Technology Industrial Park was **274,966**m^3

Water consumption of cable production line was **150,528**m^3

Water saved was about **360,000** tons every year

Comparison of Water Consumption Quota per Unit Product

Product name	Monthly output	Unit	Advanced value	General value	Current situation of FiberHome
Optical cable	⩽ 3 million cores	m3/10,000 core kilometers	196	226	130.18

2021

Reduction in disk usage was about **28%**

Recycled pallets accounted for about **12%**

The annual loss of sheath materials was reduced by about **343.9** tons

Improvement of optical cable raw materials

Dry-type water-blocking materials were used instead of traditional ointment-type water-blocking materials for optical cables. At the same time, the optical cable structure was continuously innovated to reduce the consumption of optical cable raw materials, improving the construction convenience and reducing environmental pollution, and effectively enhancing the lightweight, safety and environmental protection of optical cable products.

Recycling of shipping pallets

Identified and evaluated recyclable disks to reduce the use amount of disks. Dish use was reduced by approximately 28% in 2021 by identifying dishware that could be recycled. On average, 3 recycled pallets were used for the packaging of finished flexible optical cables every day, with an annual consumption of about 1,000 pallets (including reuse). In 2021, the proportion of recycled pallets was about 12%.

Strictly controlling the loss of sheath materials

A special project was set up in the outdoor optical cable workshop. By optimizing the optical cable structure and redesigning the mold, the loss of sheath materials was reduced by about 343.9 tons in 2021.

Effective utilization of valuable auxiliary materials

For the precious tin bars used in THT wave soldering, in the daily equipment maintenance, the equipment technicians would recycle the underused tin slag again, handed it over to the maintenance department according to the cycle, and reused it again according to the preset recycling scheme.

In terms of reducing the use of raw materials, the production auxiliary solder paste used in the surface mount technology (SMT) process was classified and managed by the team according to the solder paste with different attributes; In the use of solder paste, the manufacturing execution system (MES) was used to manage the information of the return temperature process and the use process, and the timeliness control was carried out through bar code traceability to realize kanban management. The team could reasonably and fully use the solder paste in time according to the color classification, so as to reduce the waste caused by the overdue of valuable auxiliary materials.

Talent is the most precious wealth and core competitiveness of FiberHome. FiberHome adheres to the people-oriented principle, strengthens the construction of talent team in accordance with the principle of "recognizing people's needs, attaching importance to people's values, developing people's potential and encouraging people's creation", actively creates a working atmosphere and conditions for employees to give full play to their talents, and strives together with employees to grow together.

4

SUSTAINABLE TALENT TRAINING

Employee Rights and Interests

We safeguard the legitimate rights and interests of employees, provide an equal working environment for diversified employees, establish an open and democratic communication platform, and enhance the happiness and work enthusiasm of employees.

Fair employment

The Company strictly abide by the Company Law, Labor Law, Labor Contract Law and other laws and regulations, and formulate policies and procedures such as Human Resources Management System and Employee Manual. Comply with the generally accepted principles of the United Nations Global Compact on respect for human rights with self-directed behaviour, prohibit from treating employees differently on the basis of race, national or social origin, social class, origin, religion, disability, gender, sexual orientation, family responsibilities, marital status, group membership, political opinions, age and other factors, eliminate child labour and forced labour, and stick to the bottom line of employees' basic rights and interests.

No discrimination

Formulate the Discrimination Control Procedure and require all employees to learn, treat every employee equally, and ensure that employees are protected from workplace discrimination. Actively safeguard the right of employees to supervise and complain about the Company's behaviors, set up special departments and special personnel to supervise and accept complaints about discrimination, and the chairman of the labor union shall negotiate with the Company on behalf of the interests of the discriminated employees to properly solve all labor practices and human rights problems.

Democratic management

Strictly implement the rules and regulations such as the Provisions on Democratic Management of Enterprises and the Regulations of Hubei Province on Democratic Management of Enterprises, and establish the system of workers' congress. In 2000, the Company established a labor union committee, which was changed every five years. In recent years, the Company has continuously improved the workers' congress system and held regular workers' congresses to ensure the employees' right to know, participation and supervision. The Company has a total of 182 employee representatives, who are elected democratically by all grass-roots trade unions through bottom-up methods according to the difference of not less than 20% of the elected representatives. Among them, the proportion of front-line employee representatives is more than 50%, the proportion of cadres in full-time (part-time) trade unions is not higher than 20%, the proportion of directly managed cadres is not higher than 20%, the proportion of female representatives is not lower than 20%, and the proportion of young representatives is not lower than 30%.

In accordance with the Labor Law, the Labor Contract Law, the Trade Union Law, the Provisions on Collective Contracts and other laws and regulations, and on the basis of consensus reached between the Company and the Trade Union, the collective contract is signed according to law. The collective contract involves the determination of labor relations, labor remuneration, working hours, rest and vacation, social insurance and welfare, labor safety and health, protection of special rights and interests of female employees, vocational training, labor rules and regulations, labor disputes, etc. covering all FiberHome employees. Consolidate harmonious and stable labor relations, safeguard the legitimate rights and interests of employees, and promote the common development of the Company and employees.

Feedback

Pay attention to the opinions of employees, unblock the complaint channels of employees, continuously understand the opinions of employees on the Company through various channels and give feedback, providing direction for the subsequent business optimization and adjustment of the Company. In 2021, we continued to carry out the employee engagement survey project, collected a total of 4,727 questionnaires, and summarized 6 major improvement items based on employee opinions as the focus of employee engagement improvement in 2022.

Institutional guarantee

Channels for appeals and complaints are set up in key management systems such as the Regulations on Employee Performance Management, the Measures for the Administration of Post Qualifications and the Measures for the Administration of Competency Assessment, requiring all relevant employees to learn

Diversified channels

Ensure the diversification of employee voice channels through cadre supervision mailbox, complaint mailbox of HR department, complaint telephone number and other channels

Clear procedure

The appeal registration, fact sorting, investigation, validity judgment, reason notification, appeal handling, event filing and other links are set for employee appeals, and each complaint event is properly and reasonably resolved through a closed-loop process.

Key performance 2021

No sites identified where freedom of association and collective bargaining rights, forced labour or significant child labour incidents could be at risk

Zero report of workplace discrimination received

Collective bargaining agreements covered **100%** of total employees

Employee engagement reached the best level in history

Zero employee information leakage occurred in total

2021

The company had **182** employee representatives

Among them, the proportion of front-line employee representatives accounted for more than **50%**

The proportion of direct cadres was not higher than **20%**

Female representatives accounted for no less than **20%**

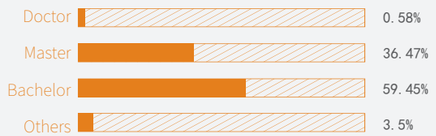
Youth representatives accounted for no less than **30%**

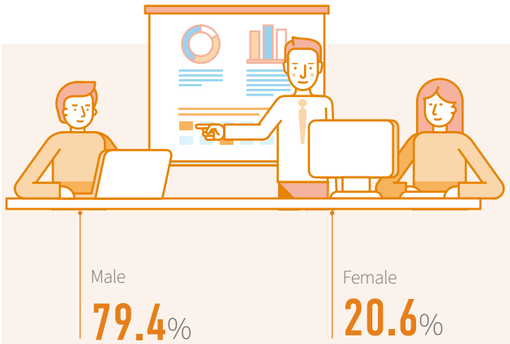
Talent Structure

Number of employees in recent three years

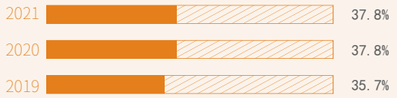
Total number of employees

Education distribution of R&D personnel

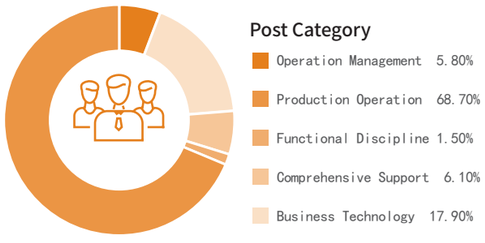




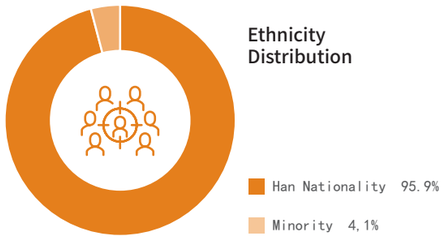
Overseas localization rate



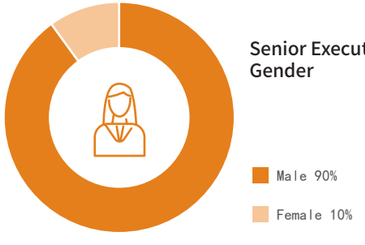
Post Category



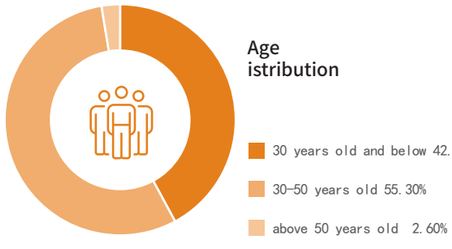
Ethnicity Distribution



Senior Executive Gender



Age istribution

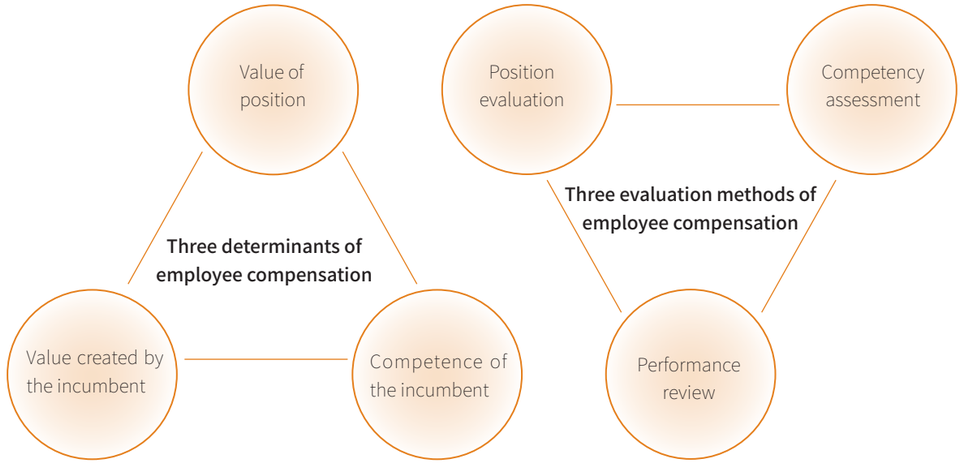


Salary and Welfare

We strictly abide by national and local laws and regulations, formulate and continuously improve the salary distribution and performance appraisal system, and provide multi-level welfare guarantee for employees on the basis of paying basic social security expenses on time, so as to improve the quality of life of employees and enhance their work enthusiasm and sense of belonging.

Salary management

Continuously improve the salary incentive mechanism, analyze the current situation and problems of talent retention and incentive, optimize the salary incentive plan for prominent problems, design the incentive plan for key strategic talents and their reserve resource pools, effectively improve the value evaluation and incentive level of key talents, and promote more reasonable, orderly and accurate distribution.



Five basic principles of salary management

- Employees' remuneration is compatible with the Company's operating results and team performance.
- The level of compensation for employees is determined based on their position, competency and contribution to the organization.
- Considering the relation of high risk and high return, give higher return expectations to those who take more risky positions.
- Encourage additional efforts and unique contributions, and give special rewards to personnel with unique contributions.
- Encourage incremental and excess outputs and give incentives to personnel with excess outputs.

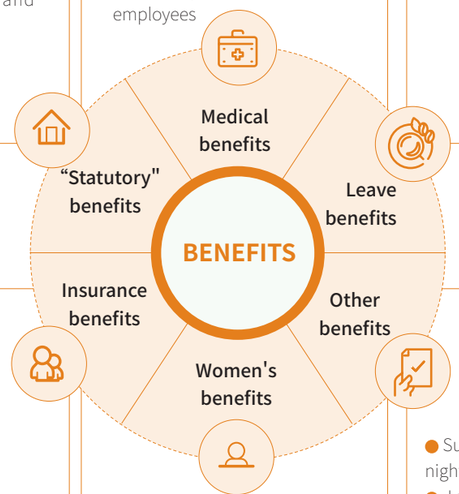
We constantly enrich the types of employee welfare protection, so that employees can enjoy decent work and a quality life. In 2021, the Company improved the informatization and standardization of employee services, continuously provided a variety of welfare guarantees, and provided one-stop, end-to-end, all-round and multi-channel human resources sharing services for employees.

Welfare Guarantee

- "Five social insurances and one housing fund" (endowment insurance, unemployment insurance, medical insurance, maternity insurance, work-related injury insurance and housing fund)
- Paid annual leave

- Supplementary medical resource pool
- Physical examination and customized physical examination package
- Leave benefits
- Paid leave
- Paternity leave for male employees

- Paid leave
- Paternity leave for male employees
- Insurance benefits
- Accident insurance
- Overseas insurance



- Accident insurance
Overseas insurance

- Work leave, maternity leave
- Lactation leave and health expenses of female employees
- International Women's Day condolence money

- Subsidy for middle shift and night shift
- Lunch allowance and regional subsidy
- Shuttle bus transfer, high and low temperature allowance
- Nutrition expenses, holiday supplies, employee birthday gifts

Maternity leave			
Year		2020	2021
Wuhan Headquarters	Return rate of employees on parental leave	100%	100%
	Retention rate of employees on parental leave	77%	81%
Branches in other regions of China	Return rate of employees on parental leave	100%	100%
	Retention rate of employees on parental leave	89%	90%
Group (total)	Return rate of employees on parental leave	100%	100%
	Retention rate of employees on parental leave	79%	83%

Key performance 2021

The coverage rate of employee accident insurance and overseas insurance was **100%**

The return rate of parental leave for all employees was **100%**

Career Development

Following the "people-oriented" talent value and regarding employees as the most precious wealth, FiberHome has gradually built a systematic talent training system with FiberHome characteristics, providing employees with rich opportunities for training, learning and career development, leading and stimulating them to give full play to their own potential, and realizing self-development and self-realization while making achievements for the Company.

Staff Recruitment

Based on the principle of fairness and objectivity, we have formulated internal systems such as the Regulations on Recruitment Management. On the basis of clarifying the position setting and the basic employment requirements of the position, we strictly follow the standardized recruitment workflow and adopt scientific and effective selection methods to ensure that the position candidates meet the basic quality, professional skills, position matching and cultural values required by the Company, and maintain the high quality of the talent team.

Employee Development

We have built a dual-channel career development system to provide employees with professional and management career development channels, provide outstanding young employees with more challenge opportunities and a larger development platform, and also provide various help for employees' career development and care for their growth.

Employee capacity building

Analyze the capability development goal and capability adaptability gap in the human resource planning in depth, build a qualification system composed of career development channel, qualification standard and qualification certification, take the qualification certification results as an important input for competency evaluation, and take the competency evaluation results as an important consideration basis for employees' career growth. The qualification system guides employees to continuously review their own capabilities, and continuously grow through the combination of training and combat in their work to achieve high-quality development of talent capabilities.

At the same time, we also follow the "721" learning rule, that is, 70% of the ability improvement comes from practice, 20% from the guidance of mentors, and 10% from classroom learning. We design personalized employee ability training programs, carry out employee ability training, and help employees grow through work practice, personal summary and reflection, discussion and sharing, mentor coaching and knowledge and skills training.

Career development assistance

In view of the problems that employees may encounter on their career development path, we actively provide assistance such as career path design, career mentality adjustment and personalized services for career development. In 2021, we provided employees with diversified career growth support such as career orientation assessment and analysis, career puzzle communication, and psychological assistance through the issuance of electronic publications, the construction of online consultation platforms, and individual consultation.

Cadre Assessment

Improve the construction of the cadre management system, adhere to the implementation of a multi-dimensional and refined comprehensive assessment system, including the basic quality assessment, management ability assessment and business performance assessment of cadres, combine the assessment results with selection and appointment, training and development, management supervision, incentives and constraints, accountability, etc., and engage a strong relationship with the personal income of cadres. As the basis for payment of cadres' salaries and bonuses, the orderly flow of cadres has been basically realized, so that they can "always be ready for either a higher or a lower post and for either a higher income or a lower income".

Cadre appointment management process

1. **Cadre selection**
   According to the Measures for the Management of Cadres formulated within the Company, the public recruitment of cadres is carried out based on the previous work performance and comprehensive ability of candidates to stimulate the autonomy of employees.
2. **Cadre training**
   Implement cadre training in a way that the Human Resources Department is responsible for unified management and each department implements according to the actual situation, and take the training process and results as important records of cadre management, so as to ensure that cadres understand the latest trends of the industry and operation and management knowledge through training, and improve their ability to perform their duties and comprehensive management quality.
3. **Cadre appointment**
   Implement the appointment of cadres in strict accordance with the Measures for the Management of Cadres, encourage cadres to work in the front line, especially in overseas front line and hardship areas, and give priority to those who have made incremental contributions to overseas or hardship positions under the same conditions
4. **Assessment and evaluation**
   Carry out comprehensive assessment and evaluation on cadres by combining quantitative assessment with qualitative evaluation, and regularly review the position setting of cadres and make necessary adjustments

Employee Training

We attach great importance to the cultivation and development of talents, formulate the Regulations on Training Management, take the establishment of a learning organization as the goal, actively organize and carry out employee training, and continuously improve the core competitiveness of sustainability of enterprises. In 2021, we provided sufficient learning opportunities for employees through a combination of online and offline methods, and continuously trained and delivered talents at all levels who met the needs of strategy and business development for the Company.

Special capability improvement

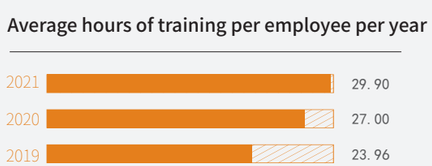
Establish a comprehensive and systematic curriculum system, systematically improve the professional ability of employees based on the qualification system, promote the improvement of business pain points, and promote the personal growth of employees while continuously improving organizational efficiency.

Case “FiberHome Empowerment Plan" helps project managers improve their work ability

In order to solve the problems of our company, such as general lag in project, long project period and uneven project manager ability, the Company has implemented a series of R&D project manager ability improvement training called "FiberHome Empowerment Plan" since 2018. In 2021, according to the qualification requirements of project managers, the Company planned and implemented 4 external training courses and 11 consultation courses to effectively help project managers improve their business execution ability and further improve their organizational effectiveness and overall project management level. Through the three-year deployment and promotion of FiberHome Empowerment Plan, the average planned completion rate of product development projects increased by 12%, the proportion of lagging projects decreased by 33%, the working ability of project managers increased by 35%, and the comprehensive ability was greatly improved.

Enterprise talent construction

FiberHome Strategic Empowerment Center carries the mission, vision and core values of the Company, aims to support the Company's strategy, takes talent development as the core task, gives full play to the role of carrying forward culture, improving ability, promoting change and sharing knowledge assets, and helps the Company to achieve continuous business success and employees to realize themselves. In 2021, FiberHome Strategic Empowerment Center continued to focus on improving leadership, management and innovation capabilities, inheriting FiberHome cultural values, accelerating the construction of digital learning platforms, thinking forward, striving to achieve efficient knowledge sharing, and effectively improving the strategic capabilities of key talents of the Company!



Key performance 2021

Quantity of offline training lecturers was more than **1,100**

The total number of courses was nearly **2,300**

The total class hours were nearly **5,950** hours

There were 854 online courses with a total of **1,690** class hours

The percentage of employees who receive regular performance and career development assessment reached **100%** for three consecutive years

48% of employees received training on social responsibility policies or procedures in 2021

Employee Care

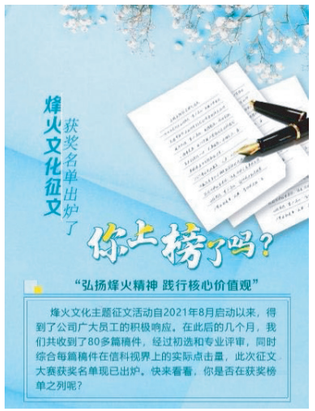
While paying attention to the growth and development of employees, we attach importance to the humanistic care of employees, carry out employee activities that are beneficial to the body and mind, help employees achieve the balance between work and life, solve the difficulties in work and life, and make every employee fully feel the warmth of home.

Corporate culture activities

By carrying out colorful recreational and sports activities such as sports meetings, festivals, employee birthday parties and family days, we create an optimistic, positive and harmonious working atmosphere for employees and enhance their sense of belonging.

Care for special employees

The trickle of water converges into the ocean, and the act of love sparks hope. We follow the concept of "sincerely relying on employees, sincerely uniting employees and sincerely giving back to employees", and set up FiberHome Employee Care Fund to effectively solve the practical difficulties of employees. Since 2019, we have adhered to the principles of fairness, impartiality and openness, emergency rescue, and special funds for special purposes. We have cared for special employees, enthusiastically solved their difficulties, and helped many colleagues and their families, making employee care more powerful and employee management more warm.



While developing and growing, FiberHome has never forgotten to give back to the society and become a responsible corporate citizen. From the perspective of the industry, we give full play to our professional strengths, support epidemic prevention and control through technical research and development, increase infrastructure assistance to help community development, build a safe network to safeguard social operation, and devote ourselves to emergency rescue and disaster relief to meet the needs of society. In 2021, we paid attention to the needs of the community and the public, devoted ourselves to public welfare undertakings such as culture, education and sports in some countries and regions at home and abroad, and fulfilled the responsibility of an internationally renowned high-tech enterprise with practical actions, demonstrating the sincerity and love of FiberHome in sharing weal and woe with the motherland.

5

SUSTAINABLE SOCIAL CONTRIBUTION

Facilitate Epidemic Prevention and Control

In 2021, the COVID-19 pandemic was still recurring. We support epidemic prevention and control with practical actions. On the basis of ensuring the health and safety of employees and the stable operation of the Company, we empower communities, give full play to our strengths, and help fight the tough battle against the epidemic.

CASE

Party members empower communities and take the lead in participating in the normalization of epidemic prevention

In accordance with the relevant requirements of the Measures for the Implementation of Party Members and Cadres of Party Committees of Government Organizations, Enterprises and Institutions in Hubei Province Empowering Communities, and under the unified deployment of the Party Committee of the Group, the Company mobilized more than 1,400 party members to empower communities, actively participated in the anti-epidemic work in communities, and gave full play to the vanguard and exemplary role of party members and cadres. In 2021, the Company arranged nearly 100 people to participate in epidemic prevention and control and voluntary services in the community of FiberHome Technologies Group, the counterpart community of FiberHome.

CASE

Building a data analysis platform to protect the health of Hubei

In 2021, relying on big data technology, the Company built a "Big Data Analysis Platform for Epidemic Prevention and Control in Hubei Province" to collect, analyze and redistribute epidemic-related detection, epidemiological investigation, positioning and analysis data, which strongly supported the epidemic prevention work in Wuhan and Hubei Province.

At present, the platform processes the aggregation, governance, distribution and application of hundreds of millions of pieces of data on health codes, nucleic acid testing, vaccination, etc. every day, stably ensuring the stable use of health code services by nearly 60 million users in Hubei Province, such as scanning health codes in public places and querying nucleic acid testing results.

Collaborative Community Development

In the context of the further integration of information technology and human production and life, more and more enterprises and governments have put forward the vision and goals of digital transformation. We will continue to give full play to the strengths of FiberHome, integrate digital resources with ICT technology, improve the level of digitalization and informatization, and give full play to the important driving role of digital information in economic development, community governance and the continuous improvement of people's living standards.

CASE

Helping Indonesia to build 4G coverage with the goal of reaching all villages

Indonesia has a large number of islands, dense population and extremely poor network coverage in remote areas. As an inclusive project invested by the Indonesian government, the 4G Village Access Project aims to achieve 4G mobile network coverage in the countryside, eliminate the digital divide, and stimulate the national economy seriously affected by the COVID-19 pandemic.

The project involves infrastructure construction, wireless signal transmission, data communication and other fields. In 2021, FiberHome provided more than 2,700 base stations with end-to-end

comprehensive solutions including network planning, site design, site construction, operation and maintenance. In the process of the project, FiberHome's front-line engineering personnel moved forward against the epidemic, ran day and night on the basis of good personal protection, and strove to make 4G network cover remote villages in Indonesia with fast actions and high-quality services, so as to provide network guarantee for the communication and exchange of Indonesian people.

CASE

Building Changyang Big Data Center to facilitate rural revitalization

In order to implement the national strategic deployment of "new infrastructure", respond to the national call for "green and low-carbon" and seize new opportunities for high-quality development, Changyang of Hubei Province launched the State Grid Changyang Tujia Autonomous County Big Data Center Project (hereinafter referred to as "State Grid Changyang Big Data Center") in 2021. Based on the demand of the People's Government of Changyang County to release the advantages of big data application technology and data resources, FiberHome has carried out professional architecture design for the State Grid Changyang Big Data Center and provided a new generation of FiberHome FitDC global integrated solution, which organically combines "zero carbon" and efficiency on the basis of integrating power, refrigeration, computing and network technology. During the construction of the project, in order to realize the visual and intelligent management of the project construction, FiberHome has also deployed a self-developed smart site system at the same time, greatly improving the information level of project management.

The project has effectively promoted the development of Changyang's energy Internet industry, comprehensively promoted the application of new carbon reduction technologies and the improvement of the overall energy efficiency of the industry, and has become a model project for the integration demonstration of "new infrastructure" and the energy Internet of State Grid, further accelerating the pace of digital economy construction with "green" kinetic energy.

CASE

Three Lines of Wuhan Metro Depart at the Same Time, Escorted by FiberHome Technology

On December 26, 2021, the three driverless metro lines of Wuhan Rail Transit Line 5, Line 6 (Phase II) and Line 16, which FiberHome participated in the construction, were put into operation as scheduled. Behind the three lines of development is the result of years of accumulation of FiberHome in the rail communication project. FiberHome undertakes the procurement, installation and integration services of communication system equipment in the above 3 lines, including a full set of services for 12 systems.

In order to ensure the smooth implementation of unmanned driving technology, FiberHome has prepared a special team for the project to coordinate various communication problems encountered by vehicles in unmanned driving. At the same time, FiberHome provides the latest 40G equipment with high forwarding and large bandwidth transmission, and selects high-sensitivity and high-definition video surveillance cameras

Guarantee Network Operation

As a strong supporter of "cyber power", we are well aware that network security is the premise and guarantee for the stable operation of economy and society in the information age. In 2021, we were committed to ensuring the stable operation of networks and services, actively guaranteeing network emergency repair during natural disasters, ensuring the communication network of national major events and conferences with high-quality products and services, and creating a safe and smooth communication environment.

CASE

Ensuring the stable operation of the national network during the celebration of the 100th anniversary of the founding of the Communist Party of China

July 1, 2021 marks the 100th anniversary of the founding of the Communist Party of China. In the face of this grand event, FiberHome made careful deployment in advance, carried out special network inspections of major operators and industry networks nationwide three months in advance, fulfilled responsibilities in advance, actively eliminated network hidden dangers, and comprehensively guaranteed network security. Meanwhile, according to the principle of "one network, one case", FiberHome also formulated an emergency plan during the re-insurance period, and cooperated with customers to simulate actual combat for emergency drills, further improving the emergency response level of network emergencies. During the event

CASE

FiberHome safeguarding COP15 conference network

In October 2021, the COP15 to the Convention on Biological Diversity was held in Yunnan. In order to ensure the stable operation of the network during the COP15, FiberHome Yunnan Office held a special meeting in advance to communicate with the Iron Triangle Marketing Service Center, communicated point-to-point with the security work during the meeting, and established a special security team for the meeting. According to the overall requirements of "green, safe and smart" put forward by the CPC Yunnan Provincial Committee and the People's Government of Yunnan Province, FiberHome actively worked with operators to provide communication support services for the conference, ensuring that the whole province's network was integrated and the responsibilities were assigned to people. Four major measures were formulated, and the goal of "zero major network accidents, zero major security incidents, zero major customer complaints and zero information security violations" was finally achieved during the conference, and has been unanimously praised and recognized by customers.

Enthusiastic in Public Matter

We uphold a high sense of social responsibility, actively respond to social emergency needs, and contribute to promoting sustainability of the whole society.

CASE

Joining with PSF to donate online educational materials to children in the mountainous areas of the Philippines

In order to provide children in the mountainous areas of the Philippines with access to distance education, FiberHome Philippines, together with PSF, donated 17 "school bags" to the online education public welfare project of the Ministry of Education of the Philippines in July 2021. The project targeted schools in poor mountainous areas and donated 17 laptops for teachers, 170 tablets for students to study, and 17 Smart LTE pocket WiFis for wireless networks and UPS.

[Voice of interested parties]

School representative Rebecca Pagcaliwagan: "I am very grateful for the online education package donated by PSF and FiberHome, which can not only significantly improve the learning ability of our students, but also help our teachers improve their teaching strategies and all auxiliary learning resources."

Este Santos, President of PSF: "We thank partners like FiberHome for their shared vision of keeping no learners behind during the pandemic."

Deng Xianfeng, Chief Sales Director of FiberHome Philippines: "FiberHome hopes to provide more educational opportunities for all learners in the Philippines through this activity, and it is my mission to improve the standards of education, information and communication technology."

CASE

Engaging in active network emergency rescue to ensure communication network for people affected by rainstorm in Henan

In July 2021, many places in Henan Province continued to suffer heavy rainfall, and optical cable transmission was interrupted in many places, seriously affecting communication. After the disaster, FiberHome immediately organized an emergency support team and sent 160 people to the front line to assist the operator in repairing the damaged communication lines. At the same time, 63 experts were mobilized to provide remote support in 24-hour shifts to fully ensure the smooth communication lifeline for disaster relief.

On the front line of flood control and disaster relief, many stations were already deep in water. FiberHome engineers rushed to the scene to assist operators in rescuing water soaking equipment, checking communication lines, repairing water leakage and seepage, and carrying out emergency power generation to ensure communication every minute. In terms of spare parts guarantee, FiberHome urgently mobilized inventory materials to transport them to Henan, and on the other hand, it opened a green channel to simplify the process, mobilized resources from production bases in Wuhan, Nanjing and Xi'an, and sent nearly 100,000 core kilometers of optical cables to Henan, making every effort to ensure smooth communication in disaster areas.

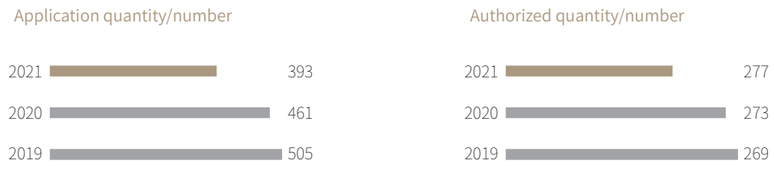
Appendix 1: Performance Data

Economic Performance

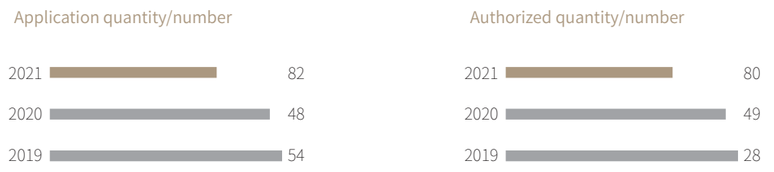
Year/Category	2021	2020	2019	2018	2017
Sales revenue/RMB 10,000	2631498.03	2107443.73	2466197.68	2423523.88	2105622.47
Operating profit/RMB 10,000	49366.96	20868.91	111643.90	96610.02	96522.99
Net cash flow from operating activities/ RMB 10,000	5242.89	11257.51	35367.14	35112.19	35112.19

Patent Performance

Patent for invention



Utility model patent



Appearance patent

Talent Structure Performance

Total number of employees

Company	2019	2020	2021
	Regular worker	Regular worker	Regular worker
Wuhan Headquarters	8407	8956	9380
Branches in other regions of China	5843	6158	6003
Overseas branches	923	872	1005
Group (total)	15173	15986	16388

Proportion of employee post category

Number of personnel in various posts	2019	2020	2021
Operation	Regular worker	Regular worker	Regular worker
management	5.32%	5.69%	5.83%
Production operation	18.18%	17.70%	17.90%
Functional discipline	6.30%	5.84%	6.12%
Integrated support	1.42%	1.29%	1.54%
Business technology	68.77%	69.47%	68.60%

Gender distribution of regular workers

Company	2019		2020		2021	
	Male	Female	Male	Female	Male	Female
<31 years	6384	2023	6880	2076	7197	2183
<31 years	4970	873	5167	991	4978	1025
<31 years	800	123	731	141	837	168
<31 years	12154	3019	12778	3208	13012	3376

Gender distribution of executives

Year	2019		2020		2021	
Gender of senior executives	Male	Female	Male	Female	Male	Female
Percentage	89%	11%	90%	10%	90%	10%

Talent Structure Performance

Age distribution

Company	2019			2020			2021		
Age	<31 years	31-50 years	>50 years	<31 years	31-50 years	>50 years	<31 years	31-50 years	>50 years
Wuhan Headquarters	3313	4903	191	3459	5286	211	3493	5576	311
Branches in other regions of China	2766	3022	55	2971	3117	70	2952	2959	92
Overseas branches	511	392	20	444	410	18	455	520	30
Group (total)	6590	8317	266	6874	8813	299	6900	9055	433

Education distribution of R&D personnel

Number of R&D personnel	2019	2020	2021
Ph.D.	41	41	43
Master	2488	2751	2697
Bachelor	3935	4378	4397
Others	219	217	259
Total	6683	7387	7396

Ethnicity distribution

Company	2019		2020		2021	
	Han nationality	Minorities	Han nationality	Minorities	Han nationality	Minorities
Wuhan Headquarters	8195	212	8740	216	9166	214
Branches in other regions of China	5640	203	5914	244	5785	218
Overseas branches	620	303	585	287	767	238
Group (total)	14455	718	15239	747	15718	670

Appendix 2: Verification Statement

SGS

ASSURANCE STATEMENT

SGS-CSTCS REPORT ON SUSTAINABILITY ACTIVITIES IN THE SUSTAINABILITY REPORT OF FIBERHOME TELECOMMUNICATION TECHNOLOGIES CO.,LTD FOR 2021

NATURE AND SCOPE OF THE ASSURANCE/VERIFICATION

SGS-CSTC was commissioned by FIBERHOME TELECOMMUNICATION TECHNOLOGIES CO.,LTD (thereafter as "FIBERHOME TELECOMMUNICATION") to conduct an independent assurance of the Chinese version of FIBERHOME TELECOMMUNICATION 's Sustainability Report for 2021 (hereinafter called "the Report"). The scope of the assurance, based on the SGS Sustainability Report Assurance methodology, included the text and data in accompanying tables. We are onsite verified the data and the information which contained in the Report about FIBERHOME TELECOMMUNICATION TECHNOLOGIES CO.,LTD which located at No. 6, Gaoxin Fourth Road, Donghu New Technology Development Zone, Wuhan City, Hubei Provice, P.R. China.

The information in the Report are the responsibility of the management and the relative department of FIBERHOME TELECOMMUNICATION.

Our responsibility is to express an opinion on the text, data, graphs and statements within the scope of assurance with the intention to inform all FIBERHOME TELECOMMUNICATION 's stakeholders.

The SGS protocols are based upon internationally recognized guidance, including the Principles contained within the GRI STANDARDS for accuracy and reliability and the guidance on levels of assurance contained within the AA1000 series of standards and guidance for Assurance Providers.

This report has been assured at a moderate level of scrutiny using our protocols for:

- evaluation of content veracity;
- evaluation of the report against core solution of the GRI STANDARDS.

The assurance comprised a combination of pre-assurance research, onsite verification and interviews with relevant employees of FIBERHOME TELECOMMUNICATION TECHNOLOGIES CO.,LTD which located at No. 6, Gaoxin Fourth Road, Donghu New Technology Development Zone, Wuhan City, Hubei Provice, P.R. China, as well as documentation and record review and validation.

Financial data drawn directly from independently audited financial accounts has not been checked back to source as part of this assurance process.

STATEMENT OF INDEPENDENCE AND COMPETENCE

SGS is an internationally recognized body for inspection, appraisal, testing and certification, a recognized benchmark for quality and integrity, and has a global service network. SGS affirms that it is a completely independent organization from FIBERHOME TELECOMMUNICATION, and that there is no bias or conflict of interest against FIBERHOME TELECOMMUNICATION, its affiliates and stakeholders.

The assurance team was assembled based on their knowledge, experience and qualifications for this assignment, and comprised of CSR lead assuror, CCAA registered ISO 9001, ISO 14001, ISO 45001 auditor and ISO 37001 auditor.

VERIFICATION/ ASSURANCE OPINION

On the basis of the methodology described and the verification work performed, the information and data contained within the Report verified is accurate, reliable and provides a fair and balanced representation of FIBERHOME TELECOMMUNICATION's sustainability activities in 2021.

The assurance team is of the opinion that the Report can be used by the Reporting Organization's Stakeholders. We believe that the organization has chosen an appropriate option for the reporting.

GRI STANDARDS CONCLUSIONS, FINDINGS AND RECOMMENDATIONS
In our opinion the Report is presented in accordance with the core option for GRI STANDARDS and fulfills all the required content and quality criteria.

Stakeholder Inclusiveness
FIBERHOME TELECOMMUNICATION identified its stakeholders relevant to its activities and considered the reasonable expectations and interests, establishes channels and platforms for Stakeholder inclusiveness and takes various ways to communicate and interact with stakeholders.

Sustainability Context
FIBERHOME TELECOMMUNICATION presented its efforts to the sustainable development in economic, environment and social aspects. The performance was presented in the sustainable context.

Materiality
Based on the topics concerned by the stakeholders, on the basic, FIBERHOME TELECOMMUNICATION has considered reasonably disclosing issues and indicators with materiality, which substantively influencing the assessments and decisions of stakeholders, to reflect the organization's significant economic, environmental and social impacts.

Completeness
The Report covered the identified material aspects and their boundaries and relatively completely reflected the significant impacts on economy, environment and society, so that the stakeholders could assess the performance of FIBERHOME TELECOMMUNICATION in the reporting period.

Balance
The Report disclosed the positive and non-positive information, basicly complying with the balance principle.

Comparability
The Report disclosed performance indicators of FIBERHOME TELECOMMUNICATION in 2021, some performance indicators were disclosed for the past three years for comparison.

Accuracy
The information in the Report was accurate, which could disclose more qualitative and quantitative information on performance for stakeholders.

Timeliness
The data and information in the Report was on a regular schedule and available in time. FIBERHOME TELECOMMUNICATION will report on a regular schedule with one year to assure the good timeliness.

Clarity
The Report used various expression ways such as words, charts, graphs, photos and combination with the case analysis, it was easily understood by stakeholders.

Reliability
FIBERHOME TELECOMMUNICATION has established the management process about the sustainability report, and it was timely collected, recorded and analyzed the information and data which disclosed in the report. The information and data disclosed in the report are realistic and reliable.

Management Approach
The Report discloses the management approach of determined material topics.

General Disclosures
The general disclosures were presented in accordance with the core option of GRI Standards.

Topic-Specific Disclosures
FIBERHOME TELECOMMUNICATION's topic-specific disclosures related to the material topics in economic, environmental, and social areas were in accordance with the core option of GRI Standards.

Findings and recommendations
Detail report of the good practices, findings and recommendations for continuous improvement were presented in SGS internal management report which has been submitted to FIBERHOME TELECOMMUNICATION.

Limitations of assurance
Only managers of relevant departments and some employees were interviewed and relevant documents were reviewed, the interview did not involve external stakeholders;
The assurance only covered the site located at No. 6, Gaoxin Fourth Road, Donghu New Technology Development Zone, Wuhan City, Hubei Provice, P.R. China, and did not cover the sites of subsidiaries.

Signed:

For and on behalf of SGS-CSTC
Country Headquarter 16/F Century Yuhui Mansion, No.73, Fucheng Road, Beijing, China

Aug. 30th, 2022
WWW.SGS.COM

Appendix 3: Index of GRI Indicators

GRI Standards	Disclosure	Section
GRI 102: General Disclosures		
1. Organization overview	102-1 Organization name	6.1 About FiberHome
	102-2 Activities, brands, products and services	6.1 About FiberHome
	102-3 Location of Headquarters	6.1 About FiberHome
	102-4 Business location	6.1 About FiberHome
	102-5 Ownership and legal form	6.1 About FiberHome
	102-6 Markets served	6.1 About FiberHome
	102-7 Organization size	6.1 About FiberHome 11.1 Economic performance 11.2 Patent performance
	102-8 Information about employees and other workers	11.2 Patent performance
	102-9 Supply chain	7.2 Sustainable Supply Chain
	102-10 Significant changes in the organization and its supply chain	6.1 About FiberHome
	102-11 Early warning principles or guidelines	6.3 Compliance Operation
	102-12 External initiatives	6.4 Stakeholder Engagement
	102-13 Membership of associations	6.4 Stakeholder Engagement
2. Strategy	102-14 Statements by senior decision makers	3 Speech by the Chairman 4 Speech by the President
3. Ethics and integrity	102-16 Values, principles, standards, and codes of conduct	6.1 About FiberHome
4. Governance	102-18 Governance structure	6.2 Corporate Governance
5. Stakeholder engagement	102-40 List of stakeholder groups	6.4 Stakeholder Engagement
	102-41 Collective bargaining agreement	9.1 Employee rights and interests
	102-42 Identification and selection of stakeholders	6.4 Stakeholder Engagement
	102-43 Policy on stakeholder engagement	6.4 Stakeholder Engagement
	102-44 Main issues and concerns raised	6.4 Stakeholder Engagement
6. Reporting practice	102-45 Entities covered by consolidated financial statements	1.3 Report description
	102-46 Defining report content and topic boundaries	1.2 Report basis 6.5 Analysis of substantive issues
	102-47 List of substantive issues	6.5 Analysis of substantive issues
	102-48 Restatement of information	1.3 Report description
	102-49 Reporting changes	6.1 About FiberHome
	102-50 Reporting period	1.3 Report description
	102-51 Last reported date	1.5 Report acquisition and feedback
	102-52 Reporting period	1.1 About the Report
	102-53 Contact information on questions regarding this report	1.5 Report acquisition and feedback
	102-54 Statement of compliance with GRI standards for reporting	1.2 Report basis
	102-55 Content index	13 Appendix 3: Index of GRI Indicators
	102-56 External authentication	12 Appendix 2: Verification Statement
Management approach	103-1 Description of substantive issues and their boundaries	6.5 Analysis of substantive issues
	103-2 Management approach and its components	See each chapter for details
	103-3 Evaluation of management approach	See each chapter for details
Substantive issues		
Series 400	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	9.3 Salary and welfare
	401-3 Parental leave	9.3 Salary and welfare
	403-1 Occupational health and safety management system	7.4 Work Safety
	403-2 Hazard identification, risk assessment, and incident investigation	7.4 Work Safety
	403-3 Occupational health services	7.4 Work Safety
	403-5 Occupational health and safety training for workers	7.4 Work Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	7.4 Work Safety
	403-9 Work injury	7.4 Work Safety
	403-10 Work-related health issues	7.4 Work Safety
	404-1 Average number of hours of training per employee per year	9.4 Career development
	404-2 Employee Skills Upgrading Program and Transition Assistance Program	9.4 Career development
	404-3 Percentage of employees regularly assessed for performance and career development	9.4 Career development
	405-1 Diversity of regulatory agencies and employees	9.2 Talent structure 11.3 Talent structure performance

GRI Standards	Disclosure	Section
Series 400	406-1 Events of discrimination and corrective actions taken	9.1 Employee rights and interests
	407-1 Points of operation and suppliers where freedom of association and the right to collective bargaining may be at risk	7.2 Sustainable Supply Chain 9.1 Employee rights and interests
	408-1 Points of operation and suppliers with significant risk of child labor incidents	7.2 Sustainable Supply Chain 9.1 Employee rights and interests
	409-1 Points of operation and suppliers with significant risk of forced or compulsory labor events	7.2 Sustainable Supply Chain 9.1 Employee rights and interests
	414-1 New suppliers screened using social criteria	7.2 Sustainable Supply Chain
	414-2 Negative impact of supply chain on society and actions taken	7.2 Sustainable Supply Chain
	418-1 Substantiated complaints relating to infringement of customer privacy and loss of customer data	6.3 Compliance Operation 7.1 Product R&D

FiberHome