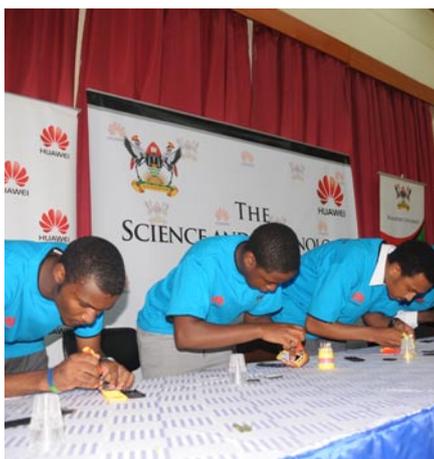




Telecom Seeds for the Future

In order to help bridge the gap between what is learned in ICT education and what is necessary in the industry, Huawei developed the Telecom Seeds for the Future Program which prepares a country's most important resource, its people, to be more competitive in the information age.



Overview of Huawei's Approach to Sustainability

As a leading ICT solutions provider, Huawei's mission is to establish an excellent sustainable management system, operate strictly with integrity and compliance, continuously improve the communication with stakeholders, promote a harmonious business ecosystem, ensure the sustainable development of the company and provide benefits to our customers and society.

The Challenge

Talent is crucial for the growth and the development of any industry. The fast growing ICT industry has brought constant changes to business models and customer requirements. As a result, across the ICT ecosystem, there is an urgent need for a large number of technical staff who can address the challenges posed by this transformation.

The Solution

In order to help bridge the gap between what is learned in IT education and what is necessary in the industry, Huawei developed the Telecom Seeds for the Future Program. The program seeks to develop local ICT talent, transfer knowledge, promote a greater understanding of, and interest in, the telecommunications sector and encourage regional building and participation in the digital community.

Through the program, Huawei:

- Works with universities and other local organizations to provide some training on communication technologies.



- Provides scholarships and internships for top students
- Offers a work experience to selected students. The Huawei Undergraduate Work Experience Program provides ICT students with the opportunity to gain valuable hands-on work experience at Huawei's offices in China, enabling students to be fully immersed in a global business operation, cross-cultural work practices and Chinese culture.

The Results

Huawei has provided scholarships, training, internships and work experience to thousands of students in Australia, Congo, France, Germany, Ghana, Guinea, Indonesia, Italy, Kenya, Mexico, Malaysia, Morocco, Norway, Russia, Singapore, Spain, Thailand, Uganda, United Arab Emirates and the United Kingdom. Huawei has also created and makes available 16 training centers and partnered with more than 60 universities around the world.

What makes this program unique is that it also offers first-hand learning opportunities through interactions with Huawei staff and visits to Huawei laboratories, where program participants can witness live demonstrations of the latest technology.

In some countries, Huawei, in partnership with local universities, promotes localized innovation by encouraging ICT students to develop mobile applications that improve the daily lives of people around the world.

- Benefits for students: Students are able to enhance their ability to adapt in the ICT industry as they gain an understanding of the most up-to-date technologies and skills, as well as local innovation needs. By acquiring hands-on skills, students are able to gain confidence, which helps them further excel in their careers and in multi-cultural business environments.
- Benefits for universities: Local universities are able to improve their offerings in the ICT sector and provide a higher level of education to students.
- Benefits for the industry and local markets: The program has enhanced the available pool of skilled personnel in the technology sector, which in the long term will help reduce unemployment rates. The program is also in line with the strategic digital plans of many countries as they seek to bridge the digital divide.

Going Forward

The advancement of the ICT industry and ICT in education is integral to the socio-economic development of countries around the world. The program has served as a crucial platform that enriches students' experiences, preparing them to work efficiently in real IT and telecommunications companies. Huawei plans to strengthen and expand the program across current and future markets by strengthening local partnerships.

