

Huawei Technologies Research & Development (UK) Limited

Gender Pay Gap Report – 2022-2023 Reporting Year

Introduction

Huawei Technologies Research & Development (UK) Limited. (**Huawei R&D UK**) is a research and development company based across five sites in key technology centres across the UK (Cambridge, Edinburgh, Ipswich, Bristol and London). Since it started operating in 2017, it has grown steadily from a small number of employees and now has more than 300 employees which is a key achievement. The company has always strived to create a diverse workforce and to engage in many community activities that encourage students with diverse backgrounds to study STEM subjects. The senior management team will continue to work hard to promote equality and diversity at the workplace and to create a strong and sustainable future where all employees can flourish.

Throughout the UK, women are significantly under-represented in STEM industries (science, technology, engineering and maths). The industry as a whole continues to struggle to attract senior professionals in STEM subjects.

Huawei R&D UK Gender Pay

In line with UK Government's requirements, the figures below detail Huawei R&D UK's gender pay gap as at April 2022. Table 1 shows the difference in the hourly rate of pay between men and women expressed as a percentage of the hourly rate of the male employees. Table 2 shows the difference in bonus payments paid to men and women, also expressed as a percentage of the male figures. Additionally, the figures below detail the proportion of male and female employees who received bonus payments in the relevant 12-month period. Table 3 details overall pay distribution, showing the proportion of men and women in each quartile by pay band.

Pay Gap Results:

The pay gap results shown below are Huawei R&D UK's 2023 reporting year results. The pay gap has widened compared to the previous reporting year due to the impact of a small number of male hires at a senior level. The Company recognises the challenges facing research and development companies like Huawei R&D UK, and is working hard to close these gaps. We recognise there is more work that can be done and we will continue to develop our recruitment strategies to attract a more diverse range of applicants, particularly at senior management level.

In addition, Huawei R&D UK's Women Resource Group is now fully established and dedicated to inspiring more women to study a STEM subject. We will drive more initiatives this year to create opportunities for women in technology. Our internship programme is on track with a broadly equal ratio of female and male students and we can see the pay results for our 'Millennial' and 'Generation Z' employees have also shown a positive impact on the pay gap. We will continue to show transparency in the promotion and remuneration process by being open about the criteria for decision-making.

Table 1 Mean and Median hourly gender gap and bonus gap

| | Mean | Median |
|------------|-------|--------|
| Hourly Pay | 52.3% | 55.8% |
| Bonus Pay | 55.8% | 53.9% |

Table 2 Percentage of men and women who were paid bonus pay within the 2-month reporting period

| | Male | Female |
|-------|-------|--------|
| Bonus | 70.3% | 66.0% |

Table 3 Gender distribution across Huawei R&D UK in four quartiles

| | Top quartile | Upper-middle quartile | Lower-middle quartile | Lower quartile |
|--------|--------------|--------------------------|--------------------------|----------------|
| Male | 92.8% | 89.4% | 80.9% | 77.6% |
| Female | 7.2% | 10.6% | 19.2% | 22.4% |

At Huawei R&D UK, we have robust policies and procedures in place to always try to ensure that men and women undertaking the same job or jobs of equal value are paid the same. The reason behind the gender pay gap is predominantly due to the lower representation of women in senior leadership positions or research and development roles across the industry which translates to similar representation levels within our business. Several improvements have been made in this regard, a good example of this being our support of the Women Resource Group and its initiatives to attract more female researchers and engineers to join Huawei R&D UK.

Huawei R&D UK recognises that the shortage of women in STEM creates a pipeline issue as there is a smaller female talent pool from which to recruit. This issue is not unique to our company, but rather is a challenge facing the ICT sector as a whole, both in the UK and globally.

Gender diversity is improving at Huawei R&D UK with more women working in research and engineering roles than ever before. However, we recognise the need to increase gender diversity within leadership and senior roles.

Our Commitment

We are committed to improving diversity at Huawei R&D UK and are working to close our gender pay gap across the business.

Our UK Internship Graduate Programme continued to attract more female students and graduates than in previous years, all of whom hold a STEM-related degree and work in research and development positions. In addition, we continue to host numerous university campus activities to support and sponsor more STEM students to take up work experience or an internship at Huawei R&D UK in order to develop the skills they will need for their future in the technology sector.

Huawei is committed to encouraging more women to move into senior and higher paid roles within the business, and we are opening up opportunities through robust development plans, succession and talent management, and rotation programmes. We are committed to raising awareness around the importance of diversity and supporting our colleagues wherever possible when it comes to balancing commitments outside of work.

Huawei R&D UK welcomes the opportunity to report our gender pay gap and to share the steps we are taking towards closing the gap.

Declaration

I, Hendrik Koopmans, CEO, confirm the information in this statement is accurate.

Hendrik Koopmans

CEO

Huawei Technologies Research & Development (UK) Limited