

Huawei Technologies Research & Development (UK) Limited

Gender Pay Gap Report – 2020-2021 Reporting Year

Introduction

Huawei Technologies Research & Development (UK) Limited – (**Huawei R&D UK**) is a research and development company which is 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 250 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 background to study STEM subjects. The senior management team will continue to work hard to promote equality and diversity at the workplace 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). However, for the first time, there are more than one million women working in STEM roles in the UK and women now make up 24% of the core-STEM workforce^[1].

Huawei R&D UK Gender Pay

In line with UK Government requirements, the figures below detail Huawei R&D UK's gender pay gap as at April 2020. 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 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 first reportable results. This data is derived from a relatively low proportion of female employees who are mainly deployed across platform support functions. We do not currently have a large female representation at senior management level. To tackle this, Huawei R&D UK has created its first internal Women Resource Group which is dedicated to inspiring more women to study a STEM subject. We have an ongoing internship programme which has around the same ratio of female and male students. We have also continued to show transparency in the promotion and remuneration process by being open about the criteria for decision-making. We do, however, acknowledge that there is always more work that can be done to improve gender parity.

Table 1 Mean and Median hourly gender gap and bonus gap

	Mean	Median
Hourly Pay	32.4%	34.7%
Bonus Pay	55.2%	54.0%

Table 2 Percentage of men and women who were paid bonus pay within a 12-month period

	Male	Female
Bonus	81.2%	86.0%

Actual bonus payments for UK employees made in the 12 months ending 5th April 2020, as specified by the UK regulations.

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

	Top quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Male	93.9%	95.4%	83.1%	70.8%
Female	6.1%	4.6%	16.9%	29.2%

At Huawei R&D UK, we have robust policies and procedures in place 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 within the business. Several improvements have been made in this regard, a good example of this being our support of the first Women Resource Group and their 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.

Since last year, our UK Internship Graduate Programme has seen an uplift in the recruitment of female students and graduates, 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 taking up work experience or an internship at Huawei R&D UK.

Huawei R&D UK 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 work.

Huawei R&D UK welcomes the opportunity to report our gender pay gap and 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