

Huawei UK 2021/22 Gender Pay Gap Report

Introduction

Huawei Technologies (UK) Co., Ltd. (Huawei UK) has a strong, long-term commitment to promoting equality and diversity within the company. The senior management team at Huawei UK recognises the value a diverse workforce brings and is committed to promoting an inclusive culture and work environment where all employees can flourish. Throughout 2021, Huawei continued campaigning for a greater gender balance in STEM subjects in the UK.

Huawei UK Gender Pay

In line with the UK government requirements, the figures below detail Huawei UK's gender pay gap as of April 2021. Table 1 shows the difference in the hourly rate of pay between men and women. This is expressed as a percentage of the hourly rate of the male employees. Table 2 shows the difference in bonus payments paid to male and female employees, also expressed as a percentage of the male figures. Additionally, the figures below detail the proportion of employees who received bonus payments in the relevant 12-month period split by gender. 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 detailed below demonstrate a reduction in the bonus pay gap (both mean and median) compared to 2020. The hourly pay gap median difference has also been significantly reduced. This progress can largely be attributed to several initiatives implemented by Huawei UK. Specifically, Huawei UK has worked to ensure that women are included in shortlists for promotion opportunities and appointments. For example, we recently ensured gender parity in the senior leadership appointment shortlist process. We have also continued to show transparency in the promotion and reward process by providing full disclosure about the criteria used for decision-making. However, Huawei

acknowledges there is still more work that must be done in order to attain greater gender parity.

Table 1 Mean and Median hourly gender gap and bonus gap

	Mean	Median
Hourly Pay	31.27%	20.72%
Bonus Pay	35.00%	14.85%

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

	Male	Female
Bonus	82.64%	88.12%

Actual bonus payments for UK employees made in the 12 months ending April 5 2021, as specified by the legislation.

Table 3 Gender distribution across Huawei UK in four quartiles

	Top quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Male	90.7%	81.6%	79.1%	65.5%
Female	9.3%	18.4%	20.9%	34.5%

At Huawei, 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 and technical roles within the business. The bonus gap is also affected by the lower representation of women in sales-focused roles. Several improvements have been made in this regard. For example, Huawei UK has assigned multiple female senior leadership team members to serve as mentors for graduates who have recently joined the business.

Huawei 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

Huawei but rather is a challenge facing the ICT sector as a whole, both in the UK and globally. Nonetheless, we acknowledge the need to increase gender diversity within leadership and senior roles.

Our Commitment

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

Huawei recognises that the shortage of women in STEM creates a pipeline issue as there is a smaller female talent pool for recruitment, however, this issue is not unique to Huawei but is a challenge facing the ICT sector, both in the UK and globally. Huawei is committed to improving these figures. This has been reflected in Huawei's Graduate Programme in the UK and Western European region, where we have achieved gender parity in STEM graduate recruitment.

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

Declaration

I, XIAO Binbing, CEO, confirm the information in this statement is accurate.

A handwritten signature in black ink, appearing to read 'XIAO Binbing', is written over a light grey rectangular background.

XIAO Binbing

CEO of Huawei Technologies (UK) Co. Ltd