

# **Huawei Technologies Research & Development (UK) Limited**

## **Gender Pay Gap Report – 2021-2022 Reporting Year**

### ***Introduction***

Huawei Technologies Research & Development (UK) Limited. (Huawei R&D UK) is a research and development company based across five regions in key technology centres in the UK (Cambridge, Edinburgh, Ipswich, Bristol and London). Since launching its operations in the UK in 2017, the company has grown steadily from a small number of employees, now with upwards of 250 employees. Huawei R&D UK strives to create a diverse workforce and to engage in many community activities that encourage students with diverse backgrounds to study STEM (science, technology, engineering and maths) subjects. The senior management team promises to continue to promote equality and diversity in the workplace in a bid to create a strong and sustainable future where all employees can flourish.

In particular, women are significantly under-represented in STEM industries worldwide), including in the UK. However, for the first time, there are over 1 million women working in STEM roles in the UK with women now constituting 24% of the core STEM workforce .<sup>1</sup>

### ***Huawei R&D UK Gender Pay***

In line with UK Government reporting requirements, the figures below detail Huawei R&D UK's gender pay gap as of April 2021. 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 2021 to 2022 reportable results. There is a positive reduction of 5.4% in median pay gap and 3.8% in median bonus gap compared to our first report in 2020-2021. We recognise there is more work to be done in order to achieve our goals and we will continue to deploy our recruitment strategies to attract suitable female talent, including more in 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 tech. Our internship programme is on track with a very similar ratio of female to male students, and we can see our 'Millennials' 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	32.5%	29.3%
Bonus Pay	57.6%	50.2%

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

	Male	Female
Bonus	68.7%	77.3%

Actual bonus payments for UK employees made in the 12 months ending 5<sup>th</sup> April 2021, as specified by the UK regulations.

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

	Top quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Male	97.5%	89.9%	84.8%	74.7%
Female	2.5%	10.1%	15.2%	25.3%

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. A contributing reason behind the gender pay gap is due to the lower representation of women in senior leadership positions or research and development roles within the business. Several improvements have been made to this regard, an example of this being our support of the 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.

Our UK Internship Graduate Programme continues to attract more 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 to undertake work experience or a internship opportunities at Huawei R&D UK.

Huawei is committed to encouraging more women to move into senior and higher paid roles within the business, and we are opening 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 share the steps we are taking towards closing the gap.

***Declaration***

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

A handwritten signature in black ink, appearing to read 'H. Koopmans', with a horizontal line underneath it.

**Hendrik Koopmans**

**CEO**

**Huawei Technologies Research & Development (UK) Limited**