

Huawei Technologies (UK) Co., Ltd.

Section 172 Statement

2025



The following “Section 172” statement is extracted from the Company’s strategic report for the year ended 31 December 2025.

Introduction

The Company’s directors are aware of their responsibilities under section 172 of the Companies Act 2006, and ensure that their responsibilities under section 172 are fulfilled in the course of their work.

Key Decisions

Decisions are taken by directors either in directors' meetings or by written resolution. In making those decisions, each director acts in a manner that they consider to be the best way to promote the success of the Company for the benefit of its members, and in doing so have regard to the likely consequences of any decision in the long term and the interests of the various stakeholders.

Stakeholder Engagement

The directors obtained appropriate information about the Company’s stakeholders either through day-to-day business interactions or through channels established for engagement. Formal board meetings were supplemented by topic-briefings and staff interactions. Stakeholder engagement took place at either operational level or board level. Where engagement took place at an operational level, the outcome of those engagements was shared with the directors for their consideration in key decision making.

Shareholders

The Company is a wholly owned subsidiary of the Huawei Group. The directors have open dialogue with the Huawei Group management through regular meetings. Reports are regularly made to the Huawei Group management in respect of business strategy, financial performance and other topics, which gives its shareholders assurance that proper consideration is given to stakeholders’ interests in the director’s decision making.

Employees

The directors maintain oversight of employee welfare using formal business management data and by direct engagement with employees. The directors have access to data on compensation and benefits, industry benchmarking, employee satisfaction surveys, employee retention data and Environment, Health and Safety reports. There is direct engagement with employees at forums such as “All Staff meetings”, which provides an opportunity to brief employees in respect of the Company’s direction and for employees to provide feedback.

Suppliers

The directors obtain regular reports from the Company’s procurement team, which is tasked with managing and maintaining relationships with the Company’s suppliers. The procurement team’s responsibilities include establishing long-term and cooperative relationships with suppliers, to establish an open, sound, and collaborative value chain that targets shared success, and treating suppliers with kindness and respect. The directors require the

procurement team to maintain close oversight of the Company's contractual obligations to suppliers and ensure compliance. Among other measures, the directors have implemented Key Performance Indicators in respect of on-time-payment.

Customers

Customer centricity is one of the Company's core values. The directors maintain close oversight of the Company's relationships with its customers, to ensure that a collaborative approach to working is maintained, and strive to achieve a win-win business outcome between customers and the Company. The directors regularly considered the impact of the changing business environment on customers, and the necessary responses by the Company.

Community and the environment

The directors paid particular attention to ensuring the positive impact of its business operations on a wide range of communities in the UK. They considered the policy context from Government and relevant community-facing projects in that light.

The directors considered the imperatives around business and environmental sustainability and promoted the adoption of technology solutions that facilitate the net zero agenda and the awareness of sustainable economic development offered by Information and Communication Technology growth.

The directors supported the engagement of the Company in key industry bodies and partnerships to strengthen our relationships with suppliers, customers, academics and commentators.

Regulation

The directors also monitor the changing external business environment, the challenges and opportunities for Chinese companies conducting international business, new legislation and regulation.

The directors receive regular reports from the Company's compliance team, and routinely invite reports upon matters such as cyber security, privacy, anti-bribery and corruption, taxation, environment, health and safety, human resource and business conduct.

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