

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

Section 172 Statement

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.

Section 172(1) Statement

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Engaging with the Company's stakeholders

A critical aspect of working constructively with the Company's five key stakeholder groups is the engagement which takes place to understand material issues of interest, and set out below are details of the engagement mechanisms that exist within the Company, which ultimately support the Board's understanding of relevant stakeholder views:

Internal customers

Proactive and continual engagement with our customers, through all project stages ensures high quality of services and solutions provided. Maintaining long term relationships with our customers at management level allows identification of customers' needs to ensure that the Company's services and solutions remain relevant, advanced and reliable. Regular engagement with telecom operators and their customers allows the Company to gather the requirement from the end-user market, thereby further developing our offering. Outputs of engagement are reported and reviewed by the management team (Research Centre Directors) to support the right business decision for the Company's future investment plans and development of operational management processes.

Employees

The Company engages with its employees at all sites to understand areas of importance in respect of the working environment, career development and Company culture. To gather the views from employees, the Company has built an open-door policy, with direct access to Research Centre Directors and HR Business Partners at each local site as well as direct engagement with the CEO. This way employees' opinions and voices can be heard and the Company's culture can be understood and followed efficiently. The Company also proactively engages with employees through staff briefings which include 'no holds barred' Q&A sessions.

Suppliers and Contractors

Constructive engagement with suppliers and contractors sets fair expectations on delivery and safety performance and ensures good outcomes for local supply chains and the environment. The Company's supplier relationship management system (SRM) monitors qualification, selection, performance and development of suppliers that have a critical influence on the growth of the Company. SRM has the ultimate aim of enhancing documentation filing normalisation, decision-making transparency, and performance evaluation and strengthening relationships, and provides quality management interface, which are a forum for dialogue with the supply chain on other topics, including finance, quality management system, corporate social responsibility, safety, cyber security, logistics and

business capability. This work is led by the Company's procurement team, in order to build a secure, reliable, and healthy industry chain.

The Company began to disclose its payment mechanisms, processes, and efficiency on the Government website every six months in accordance with the regulations and this information is publicly available. The Company pays attention to the timeliness of payments to suppliers and carries out semi-annual reviews on payment statistics.

Board Members

The Company has a Board of statutory directors. The CEO has direct access to, and support from, the Company directors and, if necessary, creating efficient communications in respect of key corporate risk management decisions.

Government and Regulators

The Company's interest in establishing and maintaining excellent relationships with the UK government is driven by the Company's need to collaborate with its external stakeholders in the UK, including government agencies & regulators, universities, UK companies, as well as prospective employees. The Company therefore has a strict governance practice, with corporate risk management having ultimate control over operational management.

The Company's culture

The Company's focus on providing technology solutions to improve lives defines its culture. With an emphasis on challenge led research and technology development, advancement, dedication and perseverance define both Company culture and that of individuals; the desire to create technology and innovation breakthroughs is the key driver and individuals do not give up despite difficulties and setbacks in order to gain that satisfaction of providing new advanced solution to the world. A huge beneficial side effect of this culture is how these individuals work as teams despite coming from very diverse and different ethnic backgrounds.

The Company makes an effort to maintain a reputation for high standards of business conduct. The directors were selected on the basis of their integrity, their knowledge, their relevant qualifications and experience, and their ability to guide and advise the Company. The directors participate in regular board meetings in the UK (with some joining remotely) to acquire an understanding of challenges facing the Company, to discuss key decisions, and to review the consequences of those decisions against the Company's long-term strategies. When making strategic decisions and as part of the risk management processes established by the Company, the likely consequences of decisions and the risks of its activities in the long-term are identified. In particular, the Company has established a team as part the Company's compliance risk framework. The team, which meets at least quarterly, consists of key operational personnel and at least one of the Company's directors. All areas of risk that are material to the Company and its stakeholders are managed and considered to ensure that the Company conducts its business appropriately.

The Company is run for the benefit of its shareholder, but the Company recognises that the long-term success of its business is dependent on maintaining relationships with its other stakeholders and on the external impact of the Company's activities.