

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

**Gender Pay Gap
Report UK**

2025/6



Introduction

Huawei Technologies Research & Development (UK) Limited (“Huawei R&D UK” or the “Company”) is a research and development company based across four sites in key technology centres across the UK (Cambridge, Edinburgh, Ipswich and London). Since it started operating in 2017, it has grown steadily from a small number of employees and now has more than 300 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 backgrounds to study STEM subjects. The senior management team will continue to work hard to promote equality and diversity at the workplace and to create a strong and sustainable future where all employees can flourish.

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 of April 2025. **Table 1** shows the difference in the hourly rate of pay between male and female staff 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 shown below are Huawei R&D UK’s 2026 reporting year results. The pay gap results demonstrate a reduction in the pay gap (both mean and median) compared to the previous reporting year. The median bonus pay gap difference has also been significantly reduced.

This progress can largely be attributed to several initiatives implemented by Huawei R&D UK. Specifically, Huawei R&D UK has worked to try to ensure that, as far as is feasible, women are included in shortlists for promotion opportunities and appointments. We have also continued to show transparency in the promotion and remuneration process by providing full disclosure about the criteria used for decision-making.

However, the Company recognises the challenges facing research and development companies like Huawei R&D UK and 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	24.08%	20.09%
Bonus Pay	52.27%	39.39%

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

	Male	Female
Bonus	71.94%	56.36%

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

	Top quartile	Upper-middle quartile	Lower-middle quartile	Lower quartile
Male	96.45%	86.75%	74.7%	78.31%
Female	3.66%	13.25%	25.3%	21.69%

At Huawei R&D UK, we have robust policies and procedures in place so 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 across the industry which translates to similar representation levels within our business. Several improvements have been made in this regard.

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. Nonetheless, we acknowledge 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 continued to attract more female students and graduates than in previous years, 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, both male and female, to take up work experience or an internship at Huawei R&D UK in order to develop the skills they will need for their future in the technology sector.

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

Declaration

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

Signed:



Dated: 23 March 2026

Hendrik Koopmans
CEO, Huawei Technologies Research & Development (UK) Limited.

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