

**Huawei Technologies Norway AS**  
**Report on equal opportunities and non-discrimination for 2022**

**1 Introduction**

This report is a mandatory report required pursuant to The Norwegian Gender Equality and Non-Discrimination Act (Norwegian term: “likestillingsloven”), section 26a, paragraph 1; and the corresponding legislation.

In addition to the local employees (n = 61) described in this report, the workforce in Huawei Technologies Norway AS also includes Chinese expatriates and a few leased employees. Save for specific internal requirements for local employees, the Company strives to treat the whole workforce the same both in work, training, opportunities, and development.

This report is based on data and information collected by Huawei Technologies Norway AS hereinafter referred to as the Company. The report describes the diversity and inclusion status of Huawei Technologies Norway AS, and how Huawei Technologies Norway AS is working to ensure equal opportunities for all employees.

**1.1 Definition of levels**

Level 1: CEO & High-level Directors: CEO, Business Group Directors and other regional positions.

Level 2: Senior Experts & Directors: High level expert positions and senior directors.

Level 3: Senior Managers: Senior account managers, senior sales managers, and other senior positions.

Level 4: Managers: Project managers, technical managers, senior platform managers, and other manager positions.

Level 5: Senior Engineers: Senior engineers and staff engineers.

Level 6: Engineers: Product technology engineers and other types of engineers.

Level 7: Specialists, Advisory & Associate managers: Specialist positions, advisory & associate manager positions

Level 8: Entry level: Entry-level positions, fresh graduates etc.

Line (operational positions): By Line we mean operational positions, i.e. positions with profit and loss responsibility. Operational positions normally include, CEO, COO, CFO, Business Department Head, Country Head, Operations, Production, Sales, Markets and all client facing or billable work.

Staff (support positions): By Staff we mean support positions, i.e. positions providing support to the group executive management. Positions within HR, Communications, SHE, compliance, procurement, finance, admin, IT etc. are considered staff positions.

**1.2 Checklist**

The management have gone through the job titles with employee representatives and reached a common agreement on how the job titles are divided on the different levels, to ensure equal pay for equal job value, in addition to equal pay for equal work.

### 1.3 Gender distribution

Overall, women amount to 23% of our employees. Women amount to 42% of employees in staff positions and 18% of employees in line positions. Please see the tables below for more information. We are continuously looking for bright minds. There is a lower share of women in our Company, and therefore we especially interested in bright minded women. The ICT (ICT = Information and communication technology) industry in Norway is currently dominated by men, and there is strong competition for the women in this industry.

Level		Title		Number of employees					
				Line			Staff		
				Women	Men	Sum	Women	Men	Sum
1	CEO & High-level Directors	1	4	5	0	0	0		
2	Senior Experts & Directors	1	3	4	0	1	1		
3	Senior Managers	2	14	16	0	2	2		
4	Managers	1	6	7	1	1	2		
5	Senior Engineers	0	7	7	0	0	0		
6	Engineers	0	4	4	0	0	0		
7	Specialists, Advisory & Associate Managers	4	0	4	3	2	5		
8	Entry level	0	2	2	1	1	2		

Level		Title		Percentage of employees					
				Line			Staff		
				Women	Men	Sum	Women	Men	Sum
1	CEO & High-level Directors	20%	80%	100%	0%	0%	0%		
2	Senior Experts & Directors	25%	75%	100%	0%	100%	100%		
3	Senior Managers	13%	88%	100%	0%	100%	100%		
4	Managers	14%	86%	100%	50%	50%	100%		
5	Senior Engineers	0%	100%	100%	0%	0%	0%		
6	Engineers	0%	100%	100%	0%	0%	0%		
7	Specialists, Advisory & Associate Managers	100%	0%	100%	60%	40%	100%		
8	Entry level	0%	100%	100%	50%	50%	100%		

### 1.4 Temporary employment and part time

In 2022 the Company had two temporarily employed employees. These employees were male. There were no part time employees in the Company and hence no involuntary part time employees in the Company in 2022.

### 1.5 Parental leave

All Employees in the Company have the right to have parental leave.

In average for 2022, men had 2.5 weeks parental leave, while women had 27 weeks parental leave. The calculation of weeks is based on a small sample of employees (5%). It reflects the number of weeks parental leave actually taken in 2022 and is not a reflection of actual number of weeks per person.

## 2 Diversity and inclusion statement

This statement describes how the organization has been working with diversity and inclusion.

### 2.1 Routines and structures to promote equal opportunities and non-discrimination

Huawei Technologies Norway AS currently have the following principles, guidelines and routines in place to prevent discrimination and promote equality in the work place:

#### 1. Provisions

Huawei Technologies Norway AS works consistently to make sure that the Company adheres to Norwegian work, equality, and other relevant national legislation.

#### 2. Principles and guidelines

Employees have the right to a good and fair work environment. Unfair discrimination or harassment because of, for example, gender, age, disability, ethnicity, religion or sexual orientation shall not be accepted.

#### 3. Recruitment guidelines

During recruitment, the focus shall be on previous experience, skills, and personal suitability; not on gender, age, or other matters not related specifically to the suitability for the job. This also applies when submitting position information and requirements to head-hunters.

#### 4. Office facilities

Accessibility: The office has access to 3 elevators, access to accessibility bathroom facilities, office main doors (double doors) can be opened fully to allow access. The bathroom facilities are gender neutral.

Extra equipment: Extra computer screen and computer equipment can be booked on a need-by-need basis. All working desks can be height adjusted and all employees have ergonomic working chairs. The office also has two small quiet rooms and 4 meeting rooms of varying size that can be used both for meetings and other purposes, as well as 3 phone booths for making calls.

#### 5. Targets

Ensuring good accessibility and work conditions for all employees no matter functional capability.

Continue to maintain a culturally inclusive environment.

Retaining and developing employees and giving equal opportunities for career development regardless of gender and other factors.

## 2.2 Risk and cause on equal opportunities and non-discrimination

We have identified the following risk in our work with equal opportunities and non-discrimination:

- Number of female employees

Some of the Company's departments and some of the levels in the Company have an overweight of male employees. It is currently a difficult market for hiring the top minds in ICT sales and development, and unfortunately the market of women in this area is even smaller and this is a major factor for the uneven distribution in some departments. Through our formal recruitment channels, there are also generally fewer women who apply than men.

## 2.3 Measures to promote equal opportunities and non-discrimination

The Company has put into force the following measures to promote equal opportunities and non-discrimination:

- General measures
  - Create clear and measurable objectives
  - Create open and positive communication
  - Provide practical information to everyone
  - Provide rules and routines that can be applied in the workplace
  - Have regular workplace meetings as a way to stem problems at an early stage
  - Create opportunities for competence development for every employee

These measures are already in place, and they are continuously being assessed.

- Work and family life

In addition to following the Norwegian Holiday Act, the Norwegian Work Environment Act, and other relevant legislation, we offer three days leave, of which two are paid leave, for parents whose children are starting kindergarten or school.

- Recruitment, salary policies and promotion

Employees working in the field of recruitment receive company policy training which emphasizes focusing on experience, skills and fit with the company, and not consider gender, age or family status.

Huawei employs a salary policy pertaining to different job levels corresponding to task difficulty and level of responsibility. This policy gives a top and bottom limit to what annual salary can be at any given job level.

Considerations for advancement are done based on internal performance review results and suitability for the position in question and the aim is to keep considerations as objective as possible.

## 2.4 Evaluation of targets measures and results

Our conclusion is:

1. Number of female employees

The gender distribution in the Company is similar to that of other companies in the Norwegian ICT industry.

2. Type of employment

There were only two Employees with temporary contracts with the Company in 2022, and these were male. In 2021 there was one Employee with temporary contract with the Company, and that person was female.

There are no part time employees in the Company and therefore no involuntary part time employees in the Company.

Based on the above, we cannot find any significant deviation on equal opportunities and non-discrimination with regards to type of employment.

3. Parental leave

In 2022 women took more parental leave than men in the company, a result similar to that seen in 2021. Since the sample is small and only shows the exact number of weeks parental leave actually taken in 2022, the result only shows a specific moment in time, and it is still difficult to come to a definite conclusion at this point.