



**Huawei Technologies Norway AS
Report on equal opportunities and non-discrimination for 2023**

1 Introduction

This report is made pursuant to the Norwegian Gender Equality and Non-Discrimination Act (lov om likestilling og forbud mot diskriminering), section 26a, paragraph 1; and the corresponding legislation.

In addition to the local employees (n = 42) described in this report, the workforce in Huawei Technologies Norway AS (hereinafter referred to as “Huawei” or the “Company”) also includes Chinese expatriates and a few leased 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 the Company. The report describes the diversity and inclusion status of the Company, and how the Company 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 Regional Directors.

Level 2: Senior Experts & Directors: High level expert positions and Department 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(Safety, Health and Environment), compliance, procurement, finance, admin, IT etc. are considered staff positions.

1.2 Checklist

The management has gone through the job titles with the 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 19% of our employees. Women amount to 40% of employees in staff positions and 12.5% 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 (Information and communication technology) industry in Norway is currently dominated by men, and there is strong competition for the women in this industry.

		Number of employees					
		Line			Staff		
Level	Title	Women	Men	Sum	Women	Men	Sum
1	CEO & High-level Directors	1	4	5	0	0	0
2	Senior Experts & Directors	0	2	2	0	1	1
3	Senior Managers	0	11	11	0	2	2
4	Managers	1	3	4	1	1	2
5	Senior Engineers	0	4	4	0	0	0
6	Engineers	0	3	3	0	0	0
7	Specialists, Advisory & Associate Managers	2	0	2	2	2	4
8	Entry level	0	1	1	1	0	1

		Percentage of employees					
		Line			Staff		
Level	Title	Women	Men	Sum	Women	Men	Sum
1	CEO & High-level Directors	20%	80%	100%	0%	0%	0%
2	Senior Experts & Directors	0%	100%	100%	0%	100%	100%
3	Senior Managers	0%	100%	100%	0%	100%	100%
4	Managers	25%	75%	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%	50%	50%	100%
8	Entry level	0%	100%	100%	100%	0%	100%

1.4 Base Salary

The salary is shown as women's average salary compared to men's average salary at each level. On higher level, women have higher average salary than men. On lower level, women also have higher average salary than men. On middle level, level 4, men have higher average salary. This can be seen in the table below. The table illustrates as percentage. Women's is 100% and men illustrates as percentage to woman.

Higher average salary to one of the genders within the same level, can be due to several factors. Even though the Company has grouped the employees into eight different groups, the employees within each group are not identical, and this can result in different salaries within each group. Each employee within a group can have different education, experience and expertise. Gender in itself is just one of several factors that can explain the actual salary level.

The Company’s policy is that gender in itself shall not impact salary. This means that any gender should not have any disadvantage or advantage towards the other gender, all other factors being equal.

		Percentage of Average Base Salary						
		Line			Staff			
Level	Title	Women	Men	Difference	Women	Men	Difference	
1	CEO & High-level Directors	100%	94%	6%	No data		NA	
2	Senior Experts & Directors	Only men represented			Only men represented			NA
3	Senior Managers	Only men represented			Only men represented			NA
4	Managers	100%	101%	-1%	100%	101%	-1%	
5	Senior Engineers	Only men represented			No data			NA
6	Engineers	Only men represented			No data			NA
7	Specialists, Advisory & Associate Managers	Only women represented			100%	93%	7%	
8	Entry level	Only men represented			Only women represented			NA

1.5 Other Compensations and Benefits

Other compensations and benefits include bonuses, overtime, car allowance, phone allowance, pension, insurance, company car and other payroll items. The table below shown as percentage of average men’s other compensations and benefits compared to women at each level.

On level 1 and 7, women get average more than men. On level 4 the result is split between line and staff. On level 4 for line type, men get average more than women and for staff type, women get average more than men. These can be seen in the table below.

In Huawei, bonuses are solely performance and goal achievement based and never guaranteed. This is one of the main factors of the discrepancies seen in the report. For line positions in particular, the bonus compensations are also connected with projects, so there are also differences between amount of bonus from department to department depending on the number of projects and revenue attained. The Company’s policy is that gender in itself shall not impact other compensations and benefits. This means that any gender should not have any disadvantage or advantage towards the other gender, all other factors being equal.

		Percentage of Average Other Compensations and Benefits					
		Line			Staff		
Level	Title	Women	Men	Difference	Women	Men	Difference
1	CEO & High-level Directors	100%	87%	13%	No data		NA

2	Senior Experts & Directors	Only men represented		NA	Only men represented		NA
3	Senior Managers	Only men represented		NA	Only men represented		NA
4	Managers	100%	102%	-2%	100%	47%	53%
5	Senior Engineers	Only men represented		NA	No data		NA
6	Engineers	Only men represented		NA	No data		NA
7	Specialists, Advisory & Associate Managers	Only women represented		NA	100%	54%	46%
8	Entry level	Only men represented		NA	Only women represented		NA

1.6 Temporary employment and part time

In 2023 the Company had one temporarily employed employee. This employee was male. There was no part time employee in the Company and hence no involuntary part time employees in the Company in 2023.

1.7 Parental leave

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

In 2023 no employee took parental leave.

2 Diversity and inclusion statement

This section describes how the Company has been working with diversity and inclusion.

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

The Company works consistently to make ensure compliance with Norwegian work, equality, and other relevant national legislation. The following principles, guidelines and routines apply to prevent discrimination and promote equality in the work place:

1. 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.

2. 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

3. Office facilities

Accessibility: Oslo office has access to 3 elevators, access to accessibility bathroom facilities, office main doors (double doors) can be opened fully to allow access. Trondheim office has access to 1 elevator, access to 1 accessible bathroom facility and a big office main door. All bathrooms of both offices are gender-neutral.

Extra equipment: Extra computer screen and computer equipment of both offices can be booked on a need-by-need basis. All working desks can be height adjusted and all employees have ergonomic working chairs. The Oslo office 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 while Trondheim office has meeting rooms of varying sizes that can be used both for meetings and other purposes as well as a social kitchen/eating area.

4. 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

The company has 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 based on general knowledge.

2. Type of employment

There was only one Employee with temporary contracts with the Company in 2023, and this employee was male. In 2022 there were two Employees with temporary contract with the Company, and these were male.

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 2023 no employee took parental leave in the company. In 2022 women took more parental leave than men in the company.