Let’s talk about our company and learn from each other.

华为全称是华为技术有限公司，由任正非在1987于深圳创立。创立初期，华为靠代理香港某公司的程控交换机获得了第一桶金。

HUAWEI's full name is HUAWEI technology limited, founded by Ren Zhengfei in 1987 in Shenzhen. At the beginning of its founding, HUAWEI obtained the first barrel of gold by relying on a program-controlled switchboard of a company in Hongkong.

起初，华为创始人和员工们挤在一间破旧的小厂房里进行设备的研发工作。1992年任正非孤注一掷投入C&C08机的研发。1993年年末，C&C08交换机终于研发成功。其价格比国外同类产品低三分之二，为华为占领了市场。

At first, HUAWEI's founders and employees crowded into a shabby small workshop to carry out research and development of equipment. In 1992, Ren Zhengfei threw himself into the development of C&C08. At the end of 1993, the C&C08 switch was finally developed. Its price is 2/3 lower than that of foreign products, and it has occupied the market for HUAWEI.

之后，华为在通信领域不断发展，逐渐用高品质的产品和较低价格赢得了市场，并且抓住时机不断扩张，渐渐成为了一家在国际上享有盛誉的通信技术解决方案提供公司。在2010年，华为首度进入全球五百强，排在397位。

After that, HUAWEI continued to develop in the field of communications, gradually won the market with high quality products and lower prices, and seized the opportunity to expand, gradually becoming a prestigious communication technology solution company in the world. In 2010, HUAWEI entered the world's top five hundred for the first time, ranking 397.

你是如何成功的？How did you succeed?

成功秘诀 the secret of success

1注重研发

华为在扩张公司规模和业务的同时非常注重对新技术和新产品的研发，华为每年都投入巨额资金在研发方面，在二十一世纪初期，华为在研发方面的投入就占了销售收入的很大一部分。 2013年，华为研发费用支出为人民币306亿元，占收入的12.8%。近十年投入的研发费用超过人民币1510亿元人民币。截至2015年12月31日，华为全球员工总数约17万人，其中研发员工占员工总数比例约为45%

Focus on research and development

While HUAWEI is expanding the size and business of the company, it pays great attention to the research and development of new technology and new products. HUAWEI has invested huge funds in R & D every year. In the early twenty-first Century, the investment in R & D in HUAWEI accounted for a large part of the sales revenue. In 2013, HUAWEI spent 30 billion 600 million yuan on R & D expenses, accounting for 12.8% of its revenue. Over the past ten years, the cost of R & D has exceeded RMB 151 billion yuan. As of December 31, 2015, HUAWEI had about 170 thousand employees worldwide, of whom R & D staff accounted for about 45% of the total number of employees.

2史无前例的实行百分之百由员工持股

3注重学习

4管理理念先进

5坚持不上市，始终不以赚钱为目标

Unprecedented implementation of one hundred percent by employee stock ownership

Focus on learning

Advanced management concept

Insisting on not being listed and never making money as a goal