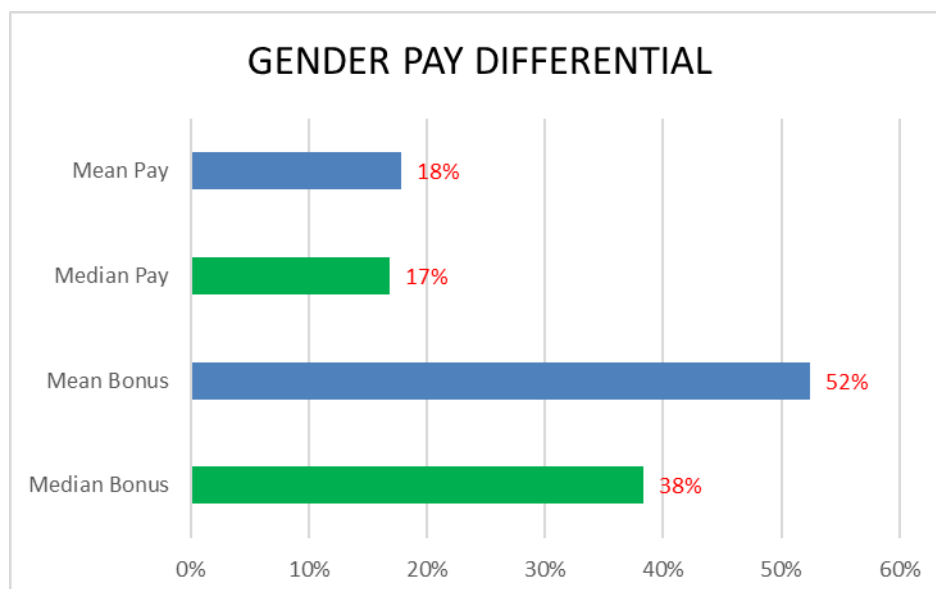


## The **NTT DATA Business Solutions** Gender Pay Gap Statement for the snapshot date 5<sup>th</sup> April 2024.

UK government regulations introduced in 2017 require companies with more than 250 employees to publish their gender pay gap annually and in six different ways; the mean and median gender pay gap, the mean and median gender bonus gap; the proportion of men and women receiving a bonus and the proportion of men and women by quartile pay bands. NTTDATA Business Solutions UK welcomes the opportunity to focus upon all opportunities to close the gender pay gap at each stage of the employee lifecycle. Our headcount is now **735** and growing.

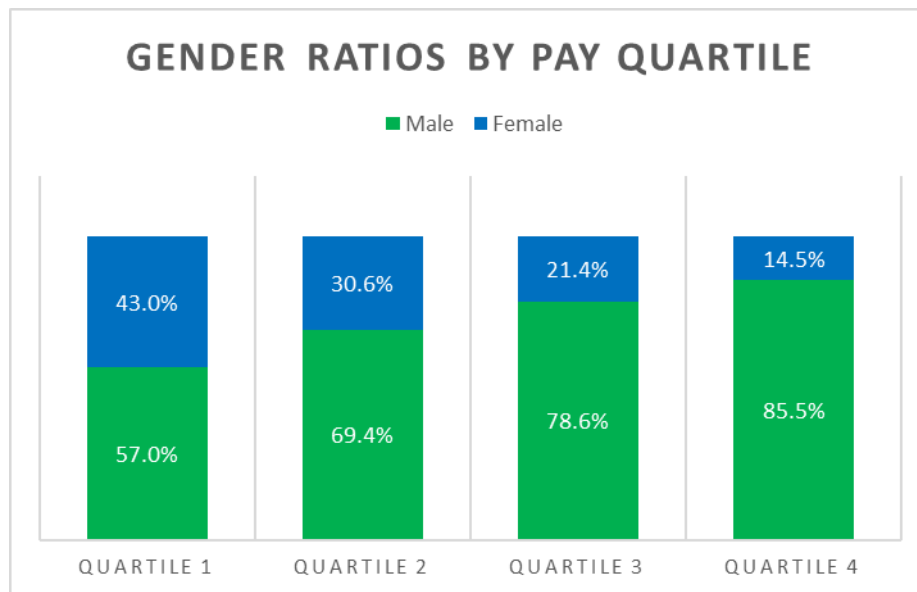
NTTDATA Business Solutions is one of the UK's leading full-service providers for information technology solutions in the applications, analytics, cloud, and services environment. We offer a full scope of services across a range of technologies including implementation and business consultancy, system integration, licensing, outsourcing, and education, help desk support and hosting. We are the No.1 SAP value added reseller in the UK. We Transform SAP Solutions into Value.

Our industry employs a predominantly male employee population and male employees outnumber females at every level in the organisation. Fewer women apply for our technical roles than males. However, we have improved the female ratio, and we now employ **27%** females, up **1%** since last year. The talent pool available to us drives a pool of male dominated talent, more males employed at a senior level and the gender pay gap.



An analysis of our mean gender pay gap of **18%** shows that the gap exists because women hold fewer senior positions within the company than men. In the upper pay quartile, there **are 14.5% to 85.5% respectively, showing a minor increase** in the gender pay gap compared to the previous year. Our mean bonus gender pay gap of **52%** is accounted for by the payment of sales commission to a sales team that is predominantly male and our success in going beyond revenue targets.

100% of employees, once through training, earn either a bonus or commission. A significant number of our bonuses will be paid at over 100% for the year ended March 2024.



We are committed to encouraging women to apply for all roles within NTTDATA Business Solutions UK, especially at senior levels. We have a variety of approaches for both women and men around flexible working, including working from home contracts, agreement to a 4-day working week, Free Fridays, and a scheme to purchase additional holiday.

We continue to support and mentor women through leadership development training and the promotion process and to ensure, wherever possible that more women are promoted into senior positions within the business. Our principle of appointment and promotion on merit remains in place whilst we offer support to our females in our efforts to narrow the gender pay gap.

I confirm that our data has been calculated according to the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

*Kristina Broekelmann*

Kristina Broekelmann

VP Head of People Western Europe and Chief People Officer UK

19<sup>th</sup> February 2025 for the year ended 5<sup>th</sup> April 2024.