

Gender Pay Gap

Report 2024



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We are determined to foster an inclusive culture that offers everybody equal opportunities to grow and succeed. Diverse work environments create strong businesses. By bringing in different perspectives, we gain new ways to solve problems. With this goal in mind, we can work towards a better industry, society, and future.

“While we have made great strides, there is always work to be

done in closing the gender pay gap. Continued action is essential to address gender disparity and ensure that all employees feel valued and supported.”

Niccolo Spartaro

CEO



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At NTT DATA, we are standing firm in our commitment to diversity, equity, and inclusion. That means translating intention to concrete action. We have sharpened our focus, setting new goals to increase female representation across the business and in senior leadership roles.

“We will continue to stress the importance of equity, ensuring that we remove barriers to progression to create a truly inclusive workplace for all.”

Clare Stephens

Head of Diversity, Equity & Inclusion



Introduction

Gender Pay Gap Report 2024

We have published our Gender Pay report in accordance with the requirements of The Equality Act 2009 (Gender Pay Gap Information) Regulations 2017.

We continue to champion diversity, equity, and inclusion (DEI) as a key driver of innovation and a foundational aspect of strong businesses. Gender pay gap reporting is a valuable snapshot of our journey towards greater equality, allowing us to assess progress and take targeted action where needed.

This year's report shows an increase in the pay gap from last year and this is disappointing, given our focus to improve the gap.

our focus remains on increasing representation at senior levels, strengthening career progression pathways, and reinforcing our inclusive culture through structured initiatives and leadership accountability.



NTT UK Limited

Gender Pay Gap

Hourly Pay

- Increase in the Median compared to last year
- Mean pay gap also has increased since 2023

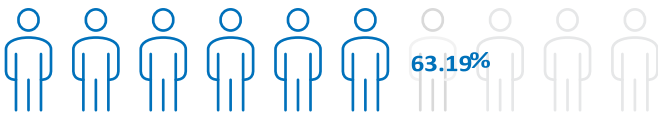
Gender Pay Gap	2024	2023
Mean	25.12%	19.41%
Median	28%	21.86%

Bonus Pay

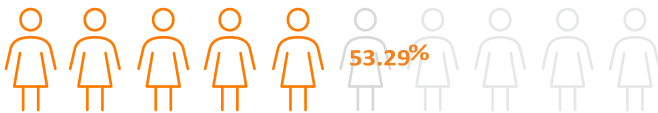
- Mean bonus GPG is 10.04%, up from -0.55%.in 2023.
- Median bonus GPG is 20%, up from 9.35% in 2023.

Bonus Pay Gap	2024	2023
Mean	10.04%	-0.55%
Median	20%	9.35%

Bonus Recipients



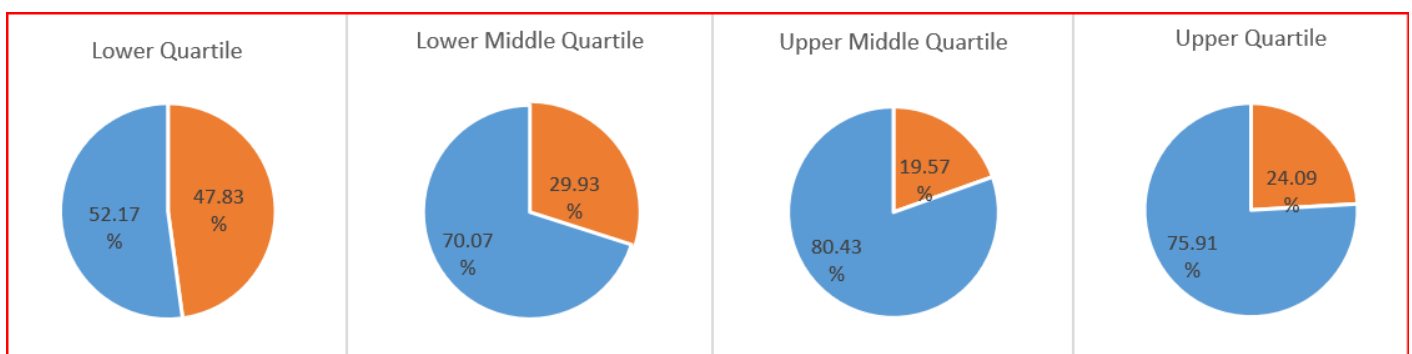
- 63.19 % of men received a bonus in 2024 (Compared to 69% in 2023).



- 53.29% of women received a bonus in 2024 (compared to 78.43% in 2023)



Gender Split by Pay Quartile



The overall gender pay gap has remained largely stable compared to 2023 with some minor fluctuations. We have achieved a considerable reduction in the bonus pay gap due to structural changes in award distribution. Women now hold a slightly higher proportion of senior roles than last year, but representation at leadership levels remains a priority moving forwards.

We are working to close the gap in hourly pay, with this trend primarily the result of a lower proportion of women in higher-paying roles. This data underlines the need for stronger career progression frameworks and talent pipelines to ensure greater equity in leadership representation.

To drive further progress, we have introduced new goals for gender diversity at both company-wide and leadership levels. These internal benchmarks will help maintain focus and accountability; while ensuring we are making progress towards a more balanced workforce.

We recognise that achieving lasting change requires sustained effort on multiple fronts, and therefore we are deepening our focus in key areas:

- **Executive-Led Steering Board:** A new DEI leadership board, sponsored by the Senior Leadership Team, has been established to drive progress at the highest level.



- **Enhancing Career Pathways:** Structured talent development initiatives are being planned to support more women in stepping into senior roles.
- **Expanding Employee Resource Groups (ERGs):** Our ERGs continue to play a crucial role in fostering inclusion and peer support across the business.
- **Financial Wellbeing Awareness:** We are introducing new educational initiatives to address the pension gap for women, providing greater awareness of long-term financial planning.

