

Diversity, equity, inclusion, and wellbeing report 2023

Annual report

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Executive summary

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As we delve into the contents of this report, it is essential to acknowledge the collaborative efforts of employees, leaders, and partners who have contributed to our Diversity, Equity, Inclusion, and Wellbeing (DEI&W) journey. Their dedication, passion, and advocacy have been instrumental in shaping our approach and driving meaningful change throughout the organization.

In the spirit of inclusivity and collaboration, we invite all stakeholders to engage with the content of this report, reflect on its findings, and join us in our ongoing efforts to create a workplace where every individual feels valued, respected, and empowered to thrive.

Together, let us reaffirm our commitment to Diversity, Equity, Inclusion, and Wellbeing as not just a set of initiatives, but as fundamental values that drive our organization forward and enrich the experiences of all who are part of our global community. Our joint objective is to integrate Diversity, Equity, Inclusion, and Wellbeing into our company's DNA.

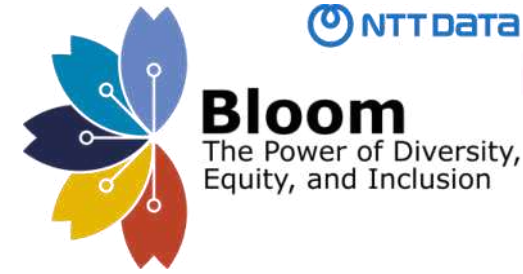


The commitment to Diversity, Equity, Inclusion, and Wellbeing drives our success and fosters an environment where everyone can grow. In this spirit, we encourage our people to contribute their skills and take responsibility for our ambitious goals.”

Norbert Rotter,
CEO NTT DATA Business Solutions
Executive Vice President NTT DATA, Inc.

Executive summary

A comprehensive diversity, equity, inclusion, and wellbeing report



In the dynamic landscape of today's global business environment, the commitment to Diversity, Equity, Inclusion, and Wellbeing has become not only a moral imperative but also a strategic necessity for organizations aiming to thrive and succeed in the long-term. As we reflect on the events and initiatives of the past fiscal year, this report serves as a comprehensive overview of NTT DATA Business Solution's progress, challenges, and achievements in fostering a culture of diversity, equity, inclusion, and wellbeing throughout our fiscal year 2023.

Against the backdrop of a rapidly evolving socio-political climate and post pandemic consequences, 2023 presented both opportunities and obstacles in our journey of fostering DEI&W. From navigating the complexities of remote work and hybrid models to addressing systemic inequities and fostering belonging across diverse teams, our commitment to DEI&W remained unwavering.

This report aims to provide stakeholders with a transparent and detailed account of our efforts and outcomes in advancing DEI&W within our company. Through data-driven analysis, personal narratives, and insights from key stakeholders, we will examine the progress made, potential areas for improvement, and strategies for moving forward.



We are dedicated to integrating Diversity, Equity, and Inclusion (DEI) into our business strategy. The necessity is underscored by research evidencing the superior performance of diverse teams over homogeneous ones. As a company we strive for excellence for both our clients and employees. DEI is among our top priorities to drive our innovativeness and empower our employees.”

Jürgen Pürzer,
CFO NTT DATA Business Solutions
Deputy CFO of NTT DATA, Inc.



“We believe that creating an inclusive environment where every employee feels valued and empowered is essential to foster our organization's culture and success. By embracing diversity in all its forms and prioritizing employee wellbeing we constantly strive for an inclusive and healthy workplace culture. Our aim is to support every employee in unlocking their full potential, both personally and professionally.

Dieter Schoon
Chief HR Officer
NTT DATA Business Solutions

Executive summary

Challenging the status quo – equity in action

As a strong global innovator, we at NTT DATA Business Solutions thrive on pushing boundaries, breaking molds, and redefining what is possible. We understand that achieving true equity requires ongoing reflection followed by adaptation as well as action. That's why we're constantly evaluating our policies, processes, and practices to identify and address any barriers to equality.

As a company, we actively participate in certification processes on a regular basis to gain a better and comprehensive understanding of our own development potentials in the DEI&W domain. These assessments reveal both our strengths and areas for improvement, guiding us in our ongoing efforts to champion DEI&W.

General audits, such as the global Top Employer certification and the Global Equality Standard assessment, aid us in evaluating and advancing our progress comprehensively. Meanwhile, more specific audits, like the German Pride Champion certification, provide detailed insights into particular areas, such as support for the LGBTQIA+ community in the workplace. Together we once again celebrate the outstanding results that we were able to achieve this fiscal year. They are a testimony to our commitment as well as a motivator to keep improving ourselves.



Igniting our principles

Spotlight on people focus, diversity, and responsibility



People Focus

We care for the health and wellbeing of each of our colleagues. We are an equal opportunity employer, and our workplace is free of discrimination and harassment.



Diversity

We appreciate and value the diversity of our workforce and the multifaceted perspectives our colleagues contribute. We believe that diversity leads to creative, innovative, and agile teams.



Responsibility

We act as entrepreneurs, take ownership, and act for the benefit of the whole organization. We strive for meaningful impact on the societies we operate in.



Diversity, equity, and inclusion

Strong commitment leads to stronger results

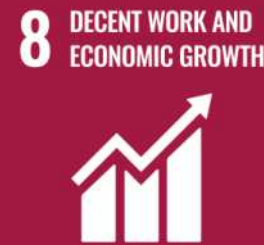
Diversity, equity, and inclusion

As a company we support the UN Sustainable Development Goals (SDGs), which provide a roadmap for addressing the world's most pressing challenges by 2030.

In alignment with the SDGs we promote gender diversity and equity in our workforce as well as our leadership. We are strongly committed to creating equitable opportunities for all employees, including those from marginalized communities and reducing inequalities within our organization. This also includes discrimination-free access to and participation in all our training and development programs.

To hold ourselves accountable for these goals our dedicated global Diversity Management Team collaborates with local DEI responsible. To underscore this commitment, DEI goals are integrated into the performance plans of our Executives.

We recognize that achieving the SDGs requires collaborative action. Through partnerships with various stakeholders, including external organizations we amplify our impact and contribute to collective efforts to address global challenges.



“Valuing Diversity, Equity, Inclusion, & Wellbeing (DEI&W) creates a chance to shine for everyone. Pursuing a holistic approach of DEI&W ensures a healthy environment where everyone feels respected and secure to bring their whole selves to the workplace. By strategically anchoring DEI&W within the organizational framework we create a fertile ground for driving meaningful change and fostering creativity and innovation.

Dr. Sandrine El Sauaf,
Head of Global Leadership Development & Diversity
NTT DATA Business Solutions

Embracing uniqueness, nurturing creativity

Embracing uniqueness, nurturing creativity



NTT DATA Business Solutions is

Over 15,000 employees

With over 90 nationalities

In more than 30 countries

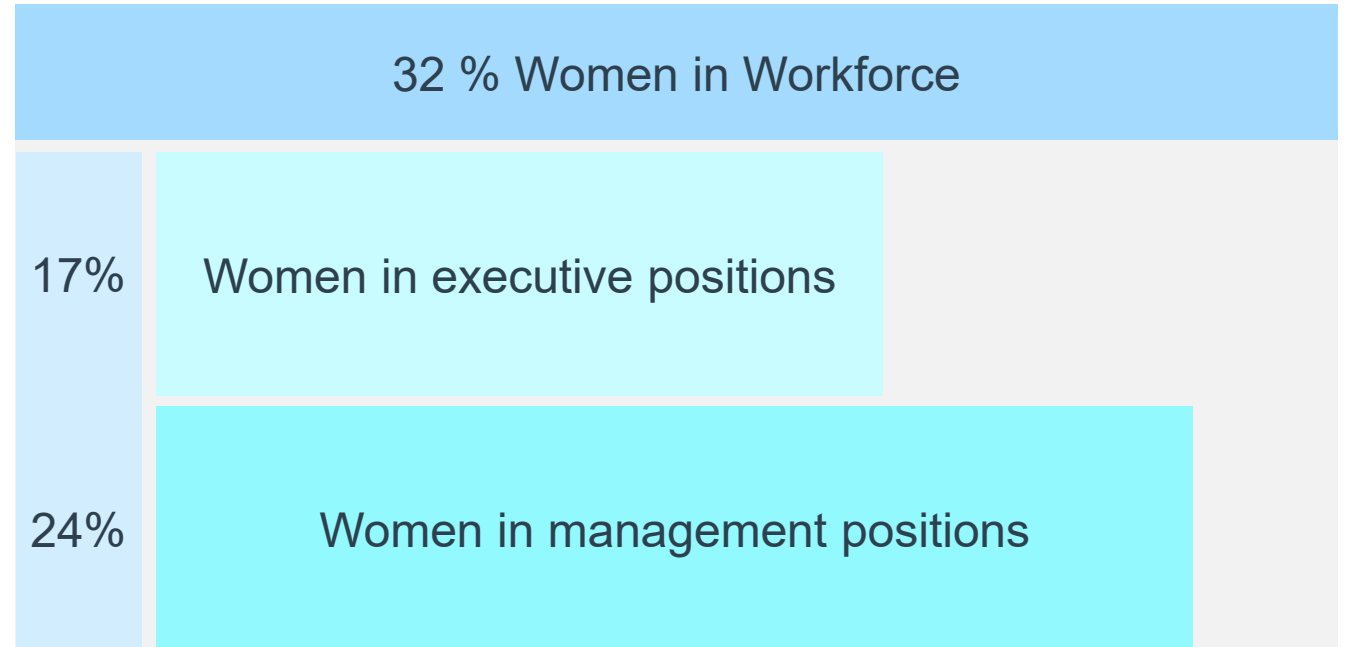
Global gender diversity

United in diversity



At NTT DATA Business Solutions, “We Transform. SAP® Solutions into Value”. This mission of ours can only be achieved by combining a multitude of perspectives, talents, and experiences that stem from a diverse workforce. Gender diversity is a crucial part of our workforce diversity.

By fostering a culture of respect, equity, and inclusivity, we are dedicated to attracting and engaging top female talent, ensuring that our workforce reflects the rich diversity of the communities we serve. Through targeted initiatives, proactive policies, and ongoing dialogue, we strive to create a workplace where all individuals, regardless of gender, can thrive and contribute to our joint success. We have established global gender reference points to track the progress of this goal. By 2028, we aim to increase our average proportion of women to 33.33%. Our target for the Global Finance Team and the Managing Directors is 25%. At the executive level, we aspire to raise the proportion of women to 20% within the same timeframe. As demonstrated by the figures above, illustrating our current gender distribution, we have already made strides toward these goals.



Paving the way for gender diversity

United in diversity

Employee tenure fosters stability and expertise within our company, enhancing productivity and long-term success. Therefore, we are constantly monitoring key performance indicators such as our early termination rate to identify areas of improvement. In combination with our 32% female representation, our early termination rate exhibits no gender-related peculiarities. By maintaining gender diversity within our workforce, we demonstrate our commitment to DEI as well as strengthen our position as an employer that deeply values and supports all its employees equally.

We acknowledge that our employees go through various life stages throughout their careers, and they must reconcile the associated challenges and needs with their professional goals. As an employer, we aim to support them to the best of our ability, which is why we offer individual solutions with external providers and enable leadership roles in part-time.

We take pride in the fact that our individual approach led to a balanced part-time ratio among male and female employees.



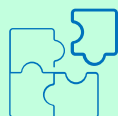
5.4%

of all employees **work parttime** -
with 56% being female and 44% being male



32.6%

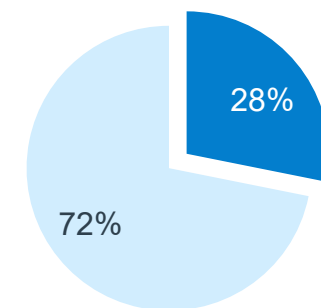
of all **promotions** are given to female employees



35.0%

of all **new hires** are female

Early Termination by Gender



■ Female ■ Male

We value the contributions and dedication of all our employees regardless of their gender. That is why it's particularly important to us that this appreciation is reflected in their professional success at NTT DATA Business Solutions.

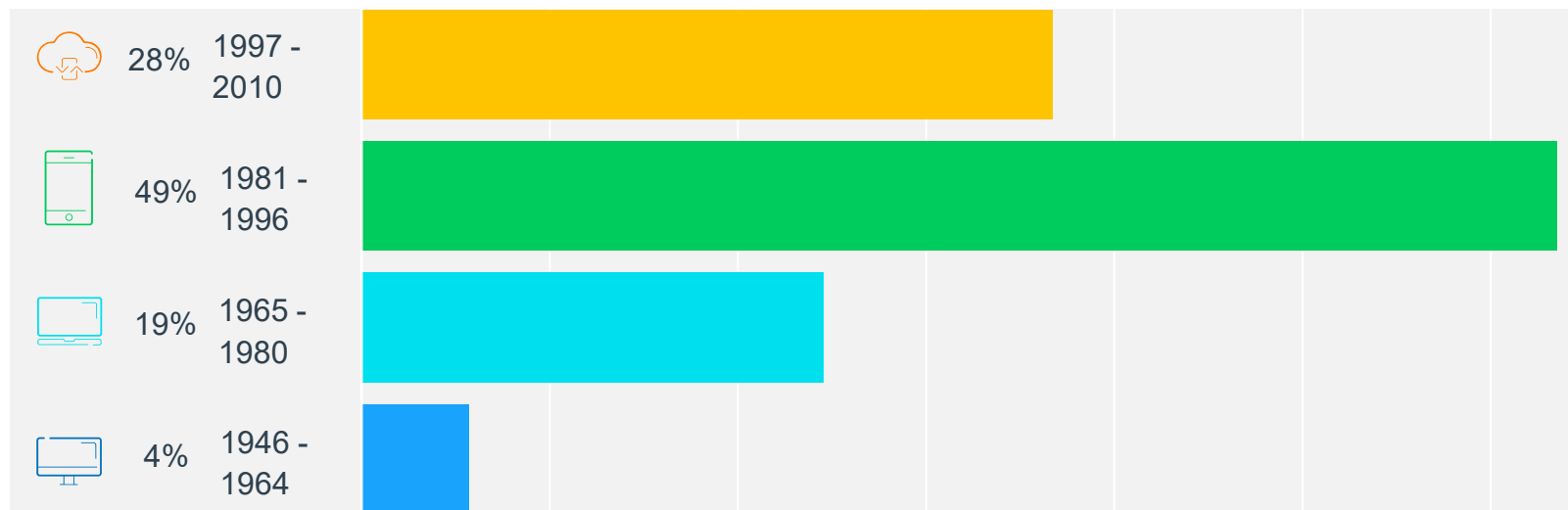
In the last fiscal year, 32.6% of promotions were awarded to women. This figure highlights the outstanding performance of our female talents and symbolizes our commitment to fostering gender diversity as well as equal opportunities at all levels.

Every employee's professional success is determined by dedication and performance, not by gender or any other dimension of diversity.

In FY 2023, NTT DATA Business Solutions continued to grow, welcoming 3,269 new employees, 35.0% of whom are female. This achievement not only brings us closer to our gender goals but also enhances our position as an innovative company by incorporating new and diverse perspectives.

Learning together – 4 generations at work

United in Diversity



The convergence of different age groups brings forth a rich tapestry of perspectives, experiences, and skills that fuel innovation and foster creativity through each generation's unique insights. This generational diversity enhances problem-solving and decision-making as well as it cultivates a dynamic work culture where mutual mentorship, learning, and knowledge-sharing thrive.

We deeply value the contributions of every generation, understanding that their combined strength propels us forward, strengthening our dedication to DEI and ensuring that every voice is heard and respected.

Lifelong learning is an integral part of our company philosophy. In our annual employee talks, we therefore encourage our employees to reflect on their individual learning and development goals to implement them together. We actively assist employees of all ages in realizing their full potential through various internal and external learning opportunities ranging from microlearning to various modules. Our own learning platform, internal and external career development programs, as well as informative keynotes offer a broad variety of learning opportunities.

Equity

Bridging gaps, building futures



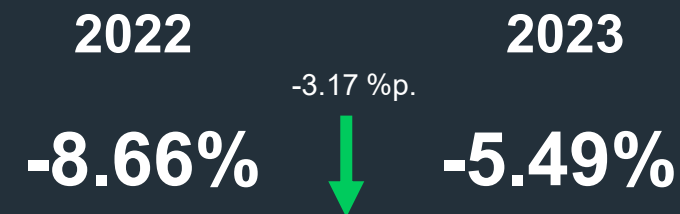
Reducing pay gaps

Equity in action

Addressing gender pay gaps is a pivotal aspect of our commitment to DEI. We understand that these gaps not only perpetuate systemic inequalities but also undermine the fundamental principles of fairness and meritocracy. By closing gender pay gaps, we strive to ensure that every individual, regardless of gender, receives equitable compensation for their contributions and skills. This is not just about fulfilling regulatory requirements; it is about cultivating a culture where diversity is celebrated and valued. We are dedicated to conducting regular pay equity audits and fostering an environment where all employees have equal opportunities for advancement and recognition.

Compared to the previous year, we have been able to reduce our global weighted gender pay gap by 3.17%-points, towards achieving a more equitable pay for our female employees. This is a significant milestone for us, although not one on which we intend to rest. We are excited to see the positive impacts of our DEI management reflected in salary structures and are even more motivated to continue improving towards achieving full equity and inclusion.

Global NTT DATA Business Solutions gender pay gap



We are passionate about creating a workplace where every voice is heard, and every talent is valued. Ensuring equal opportunities and fostering equitable structures is central to our values. With the help of strategic data analysis, we hold ourselves accountable, and continue to build a vibrant, inclusive culture that inspires everyone to reach their highest potential. Together, we shape a future where diversity drives success.

Stephanie Metzke,
Head of Global Compensation and People Analytics
NTT DATA Business Solutions

Systemic change through policies and programs

Equity in action

Creating equitable conditions in the workplace is a process that requires a strategic approach and regular self-assessment. An important step in this regard is strategically integrating DEI into relevant policies. For this reason, we have firmly embedded our commitment to DEI in our Code of Conduct. Additionally, we have implemented an "Anti Sexual Harassment Policy" and a "Whistleblowing Policy" to unequivocally state that we do not tolerate discrimination or harassment against any dimension of diversity. Our anonymous whistleblower line supports us in enforcing these company rules. Through a dedicated training assigned to all employees, we also educate our staff about the various forms of workplace harassment.

In addition to these official regulations and their implementation, actively changing internal structures through targeted programs is one of our top priorities. To achieve this, we have launched our global Female Empowerment Program, aimed at preparing our female top talents for future leadership positions. This initiative is geared towards increasing the long-term representation of women in our leadership roles whilst helping us create a leveled playing field where everyone has a fair chance to excel based on their skills and abilities.

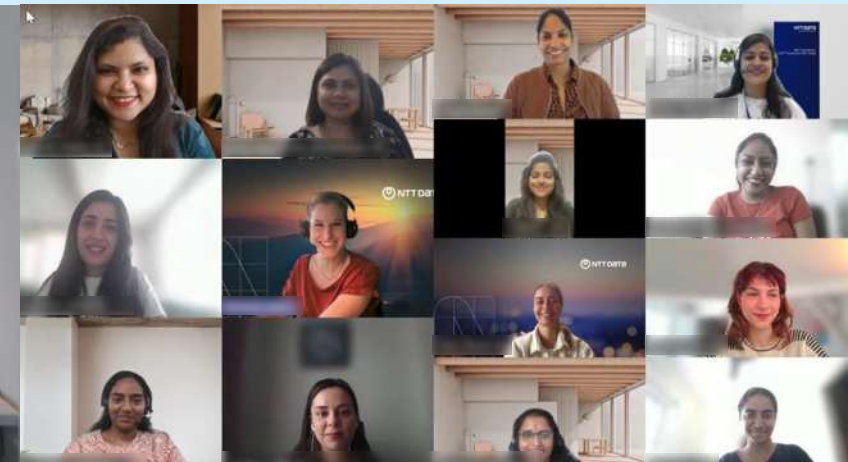
Policies and enforcement



Trainings



Female Empowerment Program



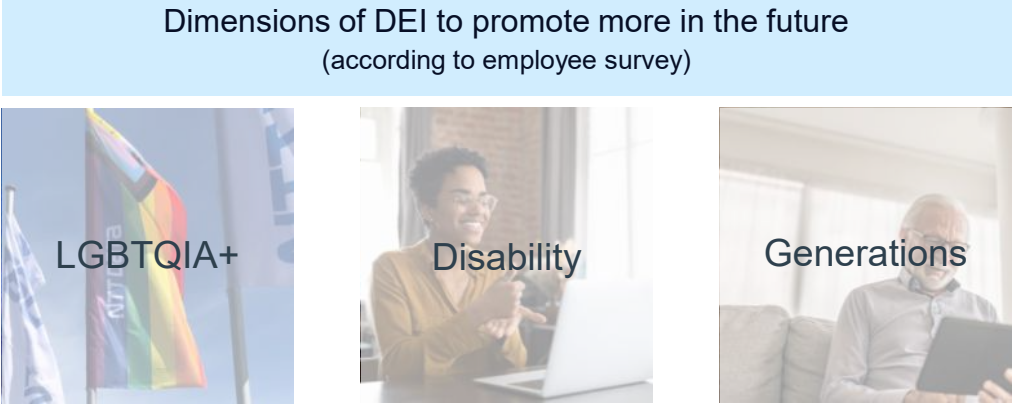
Asking our employees - Employee Engagement Index

Equity in action



We are a people business, and our employees are best placed to assess how successful we are in embodying DEI within our company and implementing it in our structures. For this reason, we conduct regular employee surveys, in which we inquire specifically about the perception of our DEI activities and also gather general feedback on their satisfaction with their employee experience (EEI) with us. We are proud to report that our EEI has remained above 4 in 4 consecutive years now.

These surveys help us ensuring that every team member feels valued, heard, and supported while at the same time allowing us to pinpoint any gaps or biases within our organizational structure, guiding us in implementing targeted initiatives to enhance DEI across all levels of our company.



Inclusion

Breaking barriers, building bonds



Celebrating diversity - Talent Resource Groups

Globally united through inclusion

Global Women's Network



Our employees not only evaluate the current status of our DEI strategy, but they also play an integral role in shaping our organizational culture. Our management firmly supports our various local Talent Resource Groups, each dedicated to different dimensions of diversity ranging from supporting parents, as well as young professionals, empowering female talents, and advocating for LGBTQIA+ individuals to creating a work environment free from barriers for differently abled employees. Our global diversity community provides the local communities with the opportunity to connect across borders and share best practices with each other.

Since the establishment of these local groups, the desire for global collaboration has been steadily increasing. This has also led to the founding of the first global groups, such as the *Global Women's Network* and the *global LGBTQIA+ Talent Resource Group*. As a company, we are excitedly endorsing these voluntary initiatives by our employees and providing support for them.

Our Talent Resource Groups provide safe spaces where individuals can connect, share experiences, and advocate for their needs within the organization. By amplifying the voices of underrepresented groups, our Talent Resource Groups play a pivotal role in driving meaningful change and promoting a culture of inclusion.



Close collaboration of local and global DEI management and community spokespersons.

International Women's Day

Global highlights 2023



In navigating the gender diversity, it is crucial to foster inclusion and create safe spaces where individuals of all gender identities feel respected and valued.

This involves challenging gender stereotypes, promoting awareness, and advocating for practices that promote diversity, equity, and inclusion.



On International Women's Day, our organization's global branches stand in solidarity to express support for gender equality, and to honor the remarkable achievements of women worldwide.

Each branch brought its distinctive cultural perspective, manifesting itself through a variety of activities and initiatives.

While the activities spanned a range of scales and approaches, the underlying message was consistent: Equality knows no borders, and by working together, we can build a world where every woman can thrive.



Women in leadership

Global highlights 2023

In the pursuit of gender equality, we are committed to fostering greater representation of women in leadership roles. Recognizing the importance of DEI, efforts are underway to promote and uplift women, ensuring their voices are heard and their talents are recognized and utilized to their fullest potential.

One of the most effective strategies for increasing the number of women in leadership positions is implementing targeted mentorship programs and training initiatives.

By investing in mentorship and training programs, fostering a supportive work environment, and promoting visibility and recognition, we can empower women to succeed.

Through the synergy of our *Global Female Empowerment Program* and localized initiatives such as *Advancing Together*, a training program designed for female professionals, and our participation as trainers in the *CCI Proud 100s Program* aiming to empower women in the tech industry, we are forging a path towards a more equitable and inclusive workplace where women have equal opportunities to lead and succeed.

Additionally, we are constantly educating our ourselves on related topics. Therefore, we are currently working on a renewed *Global Unconscious Bias* training while local activities like the *Regenerative Leadership Program* are already installed. By bridging the gap between global vision and local action, we are empowering women to break barriers.



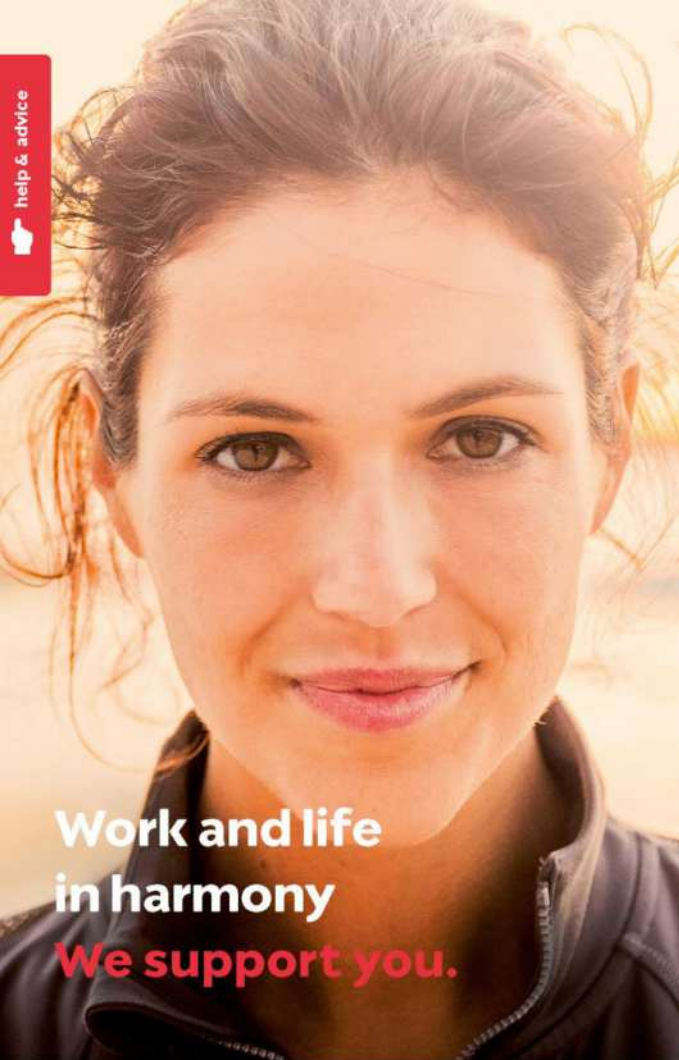
Regenerative Leadership Program, Brazil



Advancing Together Initiative, India



Debiasing Recruitment Processes, Turkey



Generational diversity

Global highlights 2023

At NTT DATA Business Solutions we cherish our generational diversity. Instead of viewing age as a barrier that separates us, we recognize the value of learning from individuals of different age groups and backgrounds. By fostering intergenerational dialogue and collaboration, we can harness the collective strength of diverse age groups. Furthermore, the consideration of age prompts us to confront ageist stereotypes that unjustly confine individuals due to their age.

We acknowledge that age is not a singular determinant of identity or capability but rather a dynamic aspect of our lived experience that evolves over time. Additionally, we prioritize establishing supportive working conditions for all our employees in their various life situations, regardless of their age. Life models are as unique as the people who live them; therefore, we refrain from using age as a major predictor. To meet these demands, we provide comprehensive solutions for remote work and flexible working hours.

To achieve this, we collaborate with local service providers and external stakeholders who impart services such as mentoring programs and individual support including childcare, general caregiving assistance, and personal coaching tailored to the needs of our employees.

Furthermore, we actively engage in the corporate-wide “Parents, We Care” campaign, providing a platform for parents within the organization to advocate for their concerns. Additionally, we offer local networking opportunities, such as the *Network for Young Professionals* in the US.



Disability

Global highlights 2023

Diversity takes on many forms, including the rich and varied experiences of individuals with disabilities. At NTT DATA Business Solutions, we are committed to fostering inclusivity and raising awareness about the experiences of individuals with disabilities. Through various events and initiatives, we celebrate the contributions of persons with disabilities and reaffirm our commitment to creating an inclusive environment. Participating in action days as the Purple Light up Day, a global initiative dedicated to celebrating and supporting the talents and contributions of people disabilities and educational trainings, we challenge stereotypes and break down barriers.

Our commitment to amplifying the voices and experiences of people with disabilities through a series of events, initiatives, and awareness campaigns, we seek to shed light on unique challenges, while also celebrating their achievements and contributions to our commitments.



“

We understand that disability is not a barrier to our success, but rather an aspect of human diversity that enriches our company and drives innovation. It's not always visible, such as neurodiversity or chronic illness, but merits equal understanding and support. We strive to create an environment where individuals of all abilities feel welcome, respected, and empowered.

Justin Brading,
Executive Vice President
Americas & UK/Ireland
NTT DATA Business Solutions



Disability Day, France



Disability Awareness Quiz, Global



“We thrive on Diversity, Equity, and Inclusion at NTT DATA Business Solutions. Embracing people of all races, cultures, and religions is ingrained in our DNA and fuels our collective strength. Diversity is more than a value – it’s one of our superpowers. At NDBS, everyone is welcome.

Steve Niesman,
Executive Vice President
Global Advisor & CEO USA
NTT DATA Business Solutions

Culture and religion

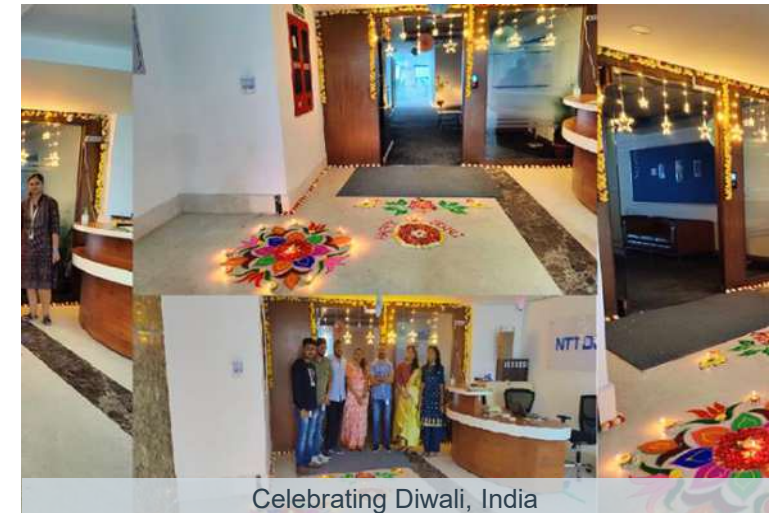
Global highlights 2023

Central to our commitment to Diversity, Equity, and Inclusion is the recognition that spirituality is a deeply personal and multifaceted aspect of identity. As such, we honor the diversity of religious traditions and spiritual practices. Throughout the year, we observe and celebrate a variety of religious holidays and festivities, such as Christmas, Ramadan and Diwali. We support our employees in practicing their religious activities.

Embracing cultural and religious diversity is integral to advancing the principles of DEI. By recognizing the value of every individual’s cultural and (non-) religious identity, we are creating a more equitable workplace.



Celebrating Christmas, India



Celebrating Diwali, India

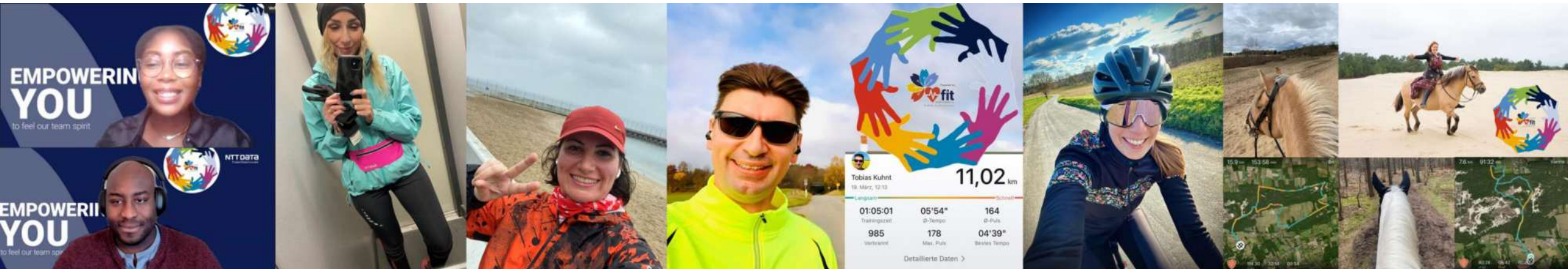
Anti-racism

Global highlights 2023

Anti-racism is not merely a concept, it is a call to action that requires dedication and collective effort. It requires actively addressing systematic inequalities, challenging unspoken biases, and dismantling the systems that perpetuate discrimination.

As a company, we are united in our commitment to eradicating all forms of prejudice, bias, and discrimination. We are constantly reminding ourselves of the importance of fostering a world where every individual is valued and respected for who they are.

In order to reinforce our dedication to fostering inclusive environments where diversity is celebrated and all voices are heard, we held a global event to educate on racism and on how to recognize and address unconscious bias and systemic discrimination. Additionally, we initiated a charity run with the proceeds going to an anti-racism organization. Only by fostering a culture of inclusion and belonging, we can truly honor the richness of human diversity and respect one another.



LGBTQIA+

Global activities and highlights

LGBTQIA+ inclusion in the workplace is not just a matter of meeting legal requirements; it's a fundamental aspect of fostering a culture of Diversity, Equity, and Inclusion. When employees feel accepted and supported regardless of their sexual orientation or gender identity, they are more likely to bring their authentic selves to work, leading to increased morale, productivity, and innovation.

Driving cultural inclusion like this demands proactive action on multiple fronts. For this reason, we encourage and enable our employees to participate in charity events such as the German "Love is Love" which represents more than just a physical challenge – it's an expression of solidarity and acceptance.

However, our commitment to LGBTQIA+ inclusion does not end with a single event. Throughout the month of June and beyond, our corporate-wide Pride campaign „Proudly diverse“ shines a spotlight on the importance of fostering a culture of support within our organization. From rainbow-themed campaigns to the display of the pride flag throughout our branches, we endeavor to foster an inclusive environment and ensure that all individuals feel welcomed. In order to dismantle stereotypes and biases through targeted information, we collaborate with MyGwork sponsored by NTT DATA Business Solutions UK to offer various workshops and keynotes globally throughout June.



Ultimately, cultural inclusion for LGBTQIA+ individuals requires intentional, continuous efforts to create an environment where everyone feels respected, valued, and able to thrive authentically.

Therefore, we leverage annual days of action like the International Day Against Homophobia, Biphobia, Lesbophobia, and Transphobia (IDAHOBILIT) and Pride Month to renew our dedication to these objectives.





Wellbeing



Elevating organizational success

Comprehensive employee wellbeing initiatives

As we navigate the complexities of modern work-life, prioritizing employee wellbeing has emerged as a cornerstone of organizational success. Recognizing that the health and happiness of our workforce directly correlate with productivity, creativity, and overall satisfaction, we have invested in comprehensive wellbeing initiatives.

Wellbeing extends beyond traditional boundaries, encompassing physical and mental health, as well as Environmental Health and Safety (EHS). We understand the pivotal role EHS plays in shaping our workforce's health and happiness. From ensuring safe and ergonomic work environments to promoting sustainability and environmental stewardship, EHS initiatives are foundational to our collective wellbeing.

Our approach covers physical health, mental wellness, emotional resilience, social connectedness, and work-life balance. From fitness programs and ergonomic workspaces to mindfulness workshops and mental health resources, we support our employees globally in every facet of their lives.

Through transparency, accountability, and continuous improvement with several stakeholders and target groups, we foster a culture where wellbeing is a shared value embraced by every member of our organization. Together, we reflect, assess, and take action to create a workplace where everyone can thrive.



Workplace wellbeing goes beyond just numbers. Prioritizing our team's health and happiness isn't just a perk; it's essential. When employees feel valued and supported, they're empowered to bring their best selves to work, fostering productivity and creativity. Let's remember, a thriving workplace culture is built on the foundation of collective wellbeing and engagement.

Dr. Andreas Pauls,
Executive Vice President
Region DACH & Managing Director Germany
NTT DATA Business Solutions



Promoting wellbeing for a sustainable future

Wellbeing

The 17 Sustainable Development Goals (SDGs) of the United Nations (UN) are intended to ensure sustainable development on an economic, social and ecological level worldwide.

SDG 3 Good Health and Wellbeing focuses on ensuring healthy lives and promoting wellbeing for all at all ages. By prioritizing health initiatives such as vaccination programs, health checks and trainings on health topics, as well as mental health support, or access to quality healthcare services, we can reduce disease burden and improve life expectancy. Promoting healthy lifestyles through nutrition, physical activity, and preventive care also helps mitigating health risks, contributing to the overall wellbeing of communities.

We organize events and provide offers that encourage all kinds of physical activities, e.g., jogging, hiking, cycling, soccer or yoga. People get together, doing what's good for their bodies and minds. These activities strengthen our community and culture towards our common value: "teamwork". We have company benefits that support alternatives for car usage. For example, a company-sponsored job bicycle leasing has been introduced in Germany to motivate the employees to get active, or sponsored alternatives to support public transportation.

Air pollution reduction has a significant positive effect on health, leading to fewer respiratory and cardiovascular issues. Cleaner air lowers the incidence of asthma, lung diseases and heart problems and in total makes cities safer and more livable.

Wellbeing initiatives increase physical activity, contributing to better overall fitness, reduced stress, and improved mental health. Contributions to a healthier environment as well as enhancing the wellbeing of individuals and communities pay in the SDG 3 Good Health and Wellbeing, knowingly supporting further SDGs as Quality Education (SDG 4), Responsible Consumption and Production (SDG 12) or Climate Action (SDG 13).



3 GOOD HEALTH
AND WELL-BEING



As leaders, we must recognize that prioritizing wellbeing encompasses far more than physical health; it's equally about nurturing mental wellbeing and resilience. By championing mental health initiatives, we not only foster a supportive culture but also unlock the full potential of our team, paving the way for sustained success and fulfillment.

Nicolaj Vang Jessen

Chief Consulting Officer

Global Innovation & Industry Consulting Region

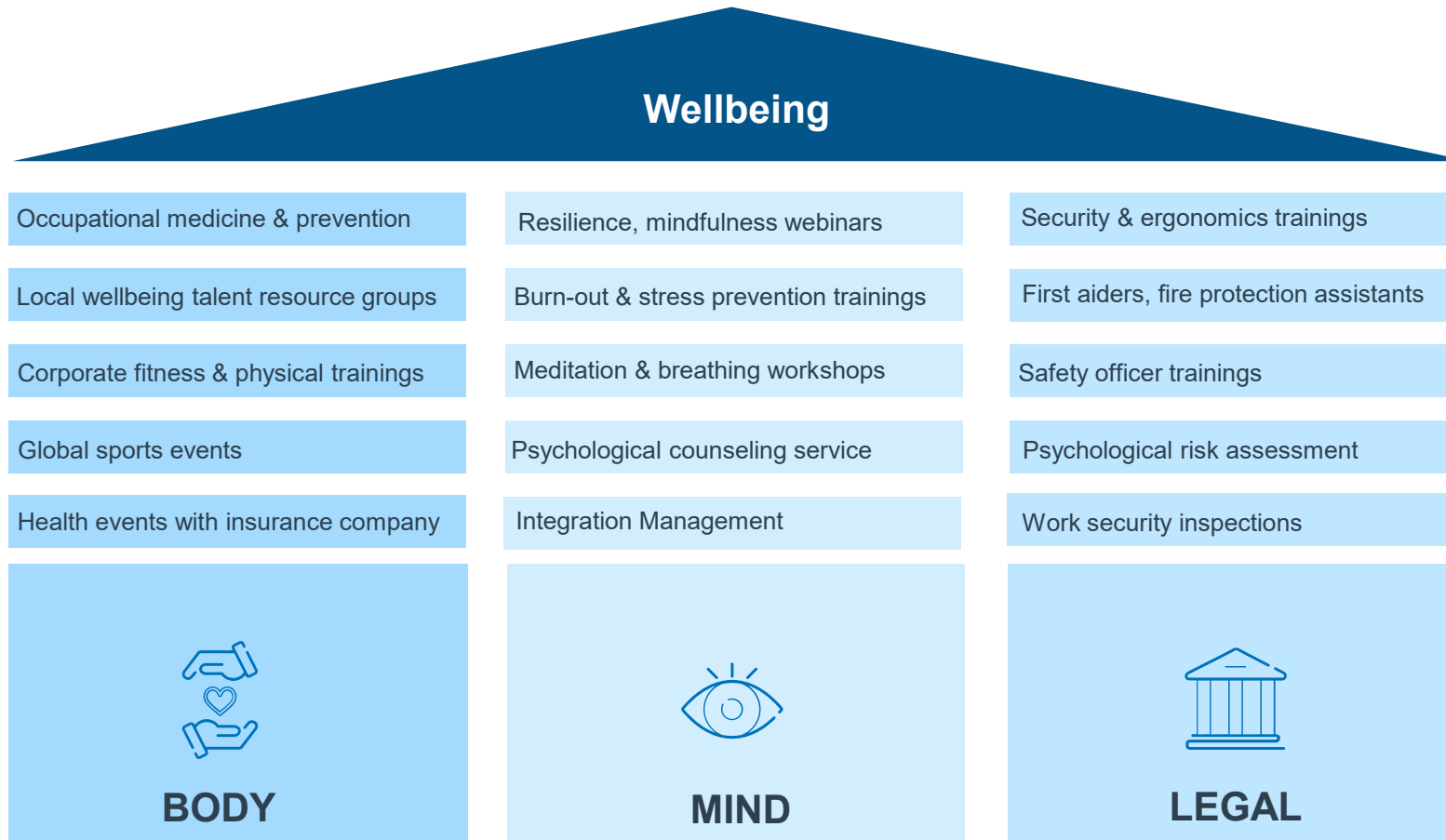
Nordics & Eastern Europe

NTT DATA Business Solutions

Our pillars paving the way for a comprehensive wellbeing

Body - Mind - Legal

Our wellbeing programs are thoughtfully divided into three pillars to ensure a comprehensive approach to employee health and satisfaction. Together, these pillars create a holistic wellbeing strategy that supports our employees in every aspect of their lives.



Body

This pillar focuses on physical activities, promoting fitness and overall physical health through initiatives such as fitness programs, ergonomic workspaces, and wellness challenges. Talent resource groups in several countries support and initiate these activities locally.



Mind

Dedicated to mental health, this pillar offers resources and support through mental wellness programs, mindfulness workshops, trainings, webinars, and Talent Resource Groups to foster emotional resilience and social connectedness.



Legal

This pillar ensures we meet all legal requirements related to occupational safety, maintaining a safe and compliant work environment through robust Environmental Health and Safety (EHS) protocols and practices.

Empowering talents through open feedback

One voice survey



4.3% How would you rate work-life balance in relation to working from home?



4.2% Does your direct manager create a work culture that is positive and supportive?



4.0% How comfortable are you with our working space when you work at the office (or client site) ?



3.8% Does your job allow you to have a good balance between work and personal life?



3.8% How would you rate your current level of motivation (energy, enthusiasm, effort in the working context?)

Our One Voice survey uses a 5-point-Likert-scale (5 being the most positive answer)

The strategic purpose of One Voice is to contribute to become the number one employer for the best talent worldwide by creating a stimulating and motivating work environment, and an open culture to learn and grow. The Survey with 80 questions in 2023 is designed to empower our employees by gathering their feedback in several areas. This survey is a crucial tool for understanding the needs, concerns, and suggestions of our workforce. By participating, they contribute to shaping a workplace that reflects our shared values and aspirations, ensuring that every voice is heard and valued, as well as creating a more inclusive, supportive, and dynamic work environment where wellbeing is one of the top priorities. Only through open feedback we are able to meet the needs of our employees and continuously develop our offers and initiatives.



“Occupational wellness isn't confined to the hours we spend on the job – it's about finding purpose and satisfaction in our careers while maintaining a healthy work-life balance. It's creating a workspace that not only showcases our skills but also prioritizes our health and wellbeing. After all, true occupational wellness isn't just about thriving at work; it's about thriving in life.

Lars Janitz
Chief Managed Services Officer
NTT DATA Business Solutions

Evaluating and enhancing our processes

Top employer excellence

In 2023, a comprehensive Top Employer survey was conducted globally, with outstanding results. All countries that participated in the certification for the first time this year have successfully passed with very good results, securing their certification for both 2023 and 2024. Additionally, NTT DATA Business Solutions Germany has been successfully re-certified for 2024. We are proud to be recognized as one of the 17 Global Top Employers for 2024.

Within the "Engage" category of the survey, our commitment to employee wellbeing was highlighted with an impressive score of 93.98%, which is 17.19% above the benchmark.

Key strengths in this category included our employer contribution to childcare, special leave for elder care, preventative wellbeing offerings, vacation, out-of-office policy, and the provision of religious and spiritual facilities.

These achievements underscore our continuous dedication to enhancing our workplace and supporting our employees' diverse needs.

Overall Score

87.13%

(Benchmark
85.18%)

Category
„Engage“:
Wellbeing

93.98%

Benchmark:
76.79%



Health and safety in figures

Best practices - Germany

By enhancing initiatives in wellbeing, safety, and professional development of our employees, we are committed to foster a healthier, more secure, and more skilled workforce dedicated to achieving our collective goals.

- ✓ **Workplace safety & ergonomics training:** We provided comprehensive security training to 2,800 employees, ensuring a safer work environment for everyone.
- ✓ **Trained first aiders and fire protection officers:** A total of 266 employees received specialized training, empowering them to handle emergencies effectively.
- ✓ **Vaccinations and preventive medical check-ups:** 180 employees benefited from our vaccination and health check-up initiatives, promoting a healthier workforce.
- ✓ **Home office equipment support:** We approved 664 applications for home office equipment, supporting our employees in maintaining productivity while working remotely.
- ✓ **Webinars & trainings:** We organized 58 webinars and trainings, with 707 attendees participating, fostering continuous learning and individual wellbeing.
- ✓ **Sponsored memberships for company fitness:** 81 members took advantage of our sponsored fitness memberships, encouraging a culture of physical wellbeing.



Success in employee wellbeing

A case study from Germany

In today's fast-paced work environment, employee wellbeing is a critical factor in maintaining high levels of productivity, morale, and overall organizational health. One of the most effective ways to gauge the wellbeing of employees is by monitoring the average number of sick days taken. This metric provides valuable insights into the physical and mental health of the workforce, enabling organizations to tailor and initiate targeted wellbeing offers.

Sick days are not merely a reflection of individual health issues; they also serve as a barometer for the overall working environment. Frequent absenteeism can signal underlying problems such as excessive stress, burnout, workplace toxicity, or inadequate support systems. By carefully analyzing sick leave patterns, organizations can identify trends and areas that require intervention.

Our company has made significant strides in fostering employee wellbeing, achieving an impressive average of just 7.70 sick days per year per employee in Germany. This is well below the benchmark of 12.0 sick days in the IT industry, highlighting the effectiveness of our comprehensive wellbeing initiatives and actions.

Key to this success has been our commitment to ongoing wellbeing programs tailored to meet the specific needs of our workforce. By actively listening to our employees through regular surveys, we have been able to implement targeted solutions that address their concerns and improve their health outcomes.

Our initiatives include:

Health and Wellness Programs: Offering remote and on-site fitness classes, mental health support, and regular health check-ups.

Flexible Working Conditions: Providing options for remote work and flexible hours to help employees balance their work and personal lives.

Supportive Work Environment: Cultivating a workplace culture that prioritizes employee wellbeing, diversity, equity, inclusion, and open communication.

NTT DATA Business Solutions Germany:

Benchmark Germany (source: "Die Techniker" - one of the biggest health insurance companies in the professions computer science, information/ communication technology):

7.7 days per year
12.0 days per year



**Average sick days
per employee**



Building teams and enhancing global health through local and remote business runs

Global highlights 2023

Local business runs / hikes play a crucial role in bringing teams together and fostering a sense of belonging, while also contributing to global health. These events create opportunities for team members to bond outside the workplace, enhancing camaraderie and collaboration. Participants can connect live during local runs or hikes or join remotely for global challenges, sharing their distances and photos through our intranet. This inclusivity ensures that all team members, regardless of location and fitness level, can participate and share in the experience. By encouraging physical activity and healthy lifestyles, these kind of events contribute to the wellbeing of individuals and communities around the world, demonstrating the profound impact of collective efforts on global health.

“We want to create a working environment in which wellbeing is a top priority and is practiced in everyday working life through health-preserving measures and offers, following the motto “Ignite your potential, empower your wellbeing”!

Laura Lipponen

Health & Wellbeing Expert
Global Leadership Development &
Diversity
NTT DATA Business Solutions



Local and global online and on-site offerings for all fitness levels

Wellbeing

At our organization, we are dedicated to promoting holistic wellbeing through a diverse range of online and on-site offerings, designed to cater to all fitness levels and abilities. Our inclusive approach ensures that everyone, regardless of their physical capabilities or fitness background, can participate and benefit from our programs.

Here are some examples:

Inclusive yoga classes

Our online chair yoga classes are designed to accommodate everyone, from beginners to advanced practitioners. We offer various styles, ensuring that participants can find a practice that suits their needs. Each session emphasizes mindfulness and breath control, promoting both physical flexibility and mental clarity.

Guided meditation and breathing sessions

Our guided meditation and breathing sessions are perfect for those seeking to enhance their mental wellbeing. These sessions, available online, are tailored to suit all levels of experience. Whether you are beginner or a seasoned practitioner, our instructors will guide you through techniques to improve focus, reduce stress, and foster a sense of inner peace.

Eye health workshops

Prolonged screen time can strain our eyes, so we offer specialized online workshops focused on eye health. These sessions include exercises and techniques to alleviate eye strain, improve focus, and maintain overall ocular health, ensuring that your vision remains sharp and healthy.



International NTT DATA Business Solutions Soccer Cup

Global highlights 2023

The annual NTT DATA Business Solutions Soccer Cup, where 22 teams from across the globe came together to compete and celebrate our shared values was held for the 10th time last year. This exciting event not only showcases athletic skill but also enhances team spirit and ignites a powerful sense of ONE NTTDATA. As teams from many countries meet on the field, we emphasize the importance of supporting each other and upholding the principles of fair play. This remarkable tradition not only strengthens our global community but also fosters lasting connections. 250 of our colleagues showed remarkable team spirit and a commitment to a common goal in 85 games that were played.



Ignite the passion
for fairplay and
team potential

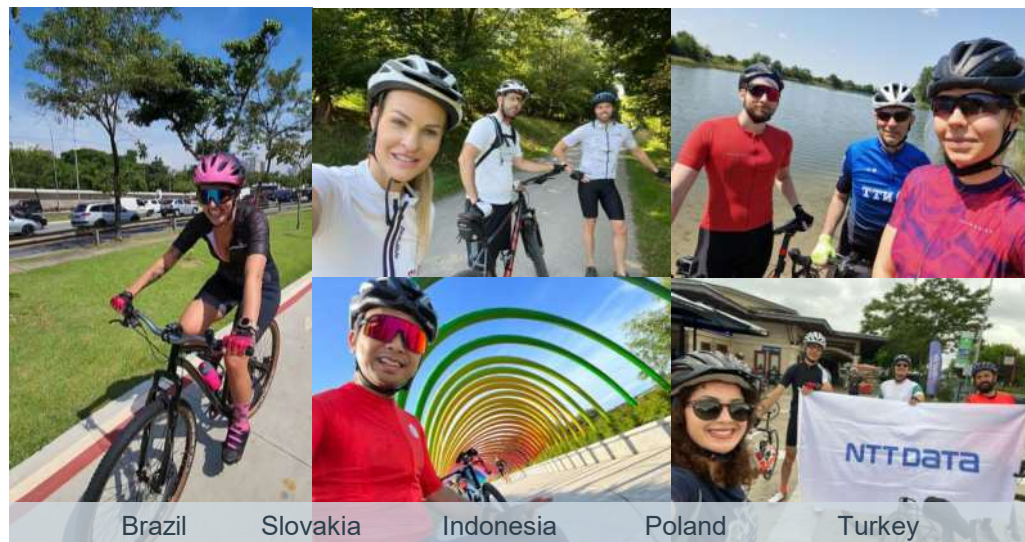


Physical health

Global highlights 2023

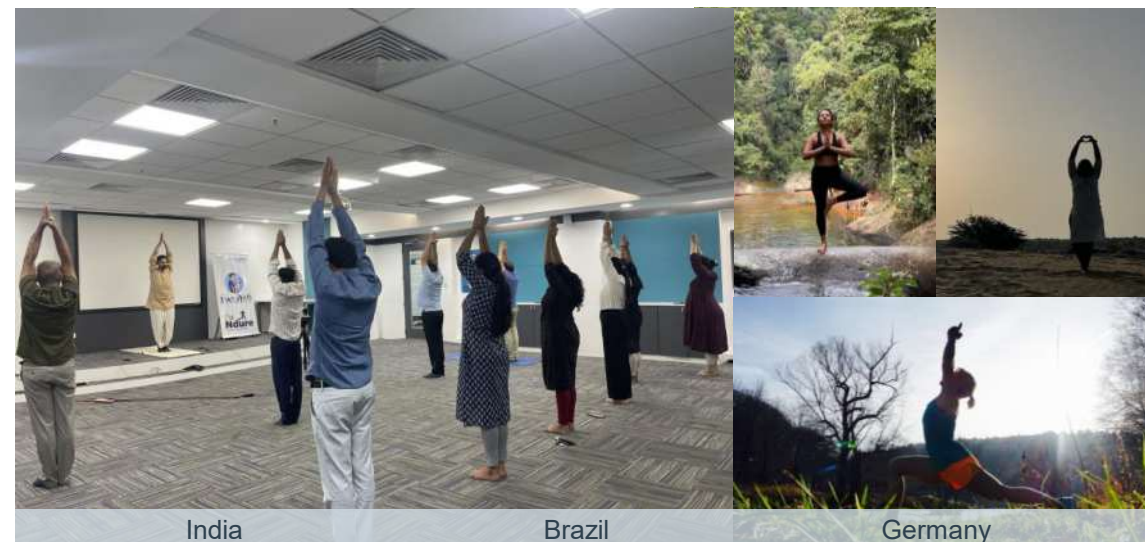
On the occasion of World Bicycle Day, we encouraged every employee to embrace the joys of cycling and physical wellbeing. We received 116 registrations out of 22 countries and cycled 11,757 km in total.

At NTT DATA Business Solutions World Bicycle Day is about promoting mobility and healthy living both within our company and beyond. From individual to group rides, we are constantly striving towards a greener and healthier future for all our employees across the globe. Cycling isn't just about getting from one point to another – it is about physical, mental, and emotional wellbeing.



International Yoga Day, celebrated annually on June 21, celebrates the physical and mental benefits of yoga. On this day, we had the opportunity of participating in a yoga session, from Hyderabad, led by one of our Indian colleagues. Up to 230 colleagues joined the online event as we learned more about mindfulness, self-awareness, and inner peace.

World Yoga Day is more than just a day of exercise; it is also an opportunity to promote the mind-body-connection. We encourage our employees to engage in regular yoga and meditation practices in order to enhance their physical and mental wellbeing, which in turn enables them to achieve their full potential.



Uniting for heart health

Global highlights 2023

One vital aspect of overall health is cardiovascular health, highlighted on World Heart Day. Observed annually on September 29th, World Heart Day aims to raise awareness about cardiovascular diseases and promote heart-healthy habits.

By observing World Heart Day, we demonstrate our commitment to a healthy work environment and supporting our employees in maintaining a good heart health. The collective efforts of our organization, spanning national and cultural boundaries, from Germany to Turkey, Brazil, Malaysia, Slovakia, and Indonesia, amplify the message and impact of World Heart Day, contributing to the global effort to combat heart disease.

Through fun and engaging activities such as group exercises, we aim to inspire individuals to take proactive steps towards a healthier lifestyle. Together, we are enabling individuals and communities to prioritize heart health as we strongly believe in investing in the wellbeing of our employees.



Singapore



Indonesia



Germany



Indonesia

Turkey



Malaysia



International Teams



France

Health and wellbeing

Global highlights 2023

The *Health and Wellbeing week* is a time dedicated to raising awareness about the importance of prioritizing physical and mental wellbeing. This week-long event serves as a reminder for individuals to take proactive steps towards living a healthier lifestyle.

As part of the *Health and Wellbeing week*, employees in France and Brazil came together to participate in various activities such as team events, fitness challenges, mindfulness workshops, and educational seminars on nutrition and mental health. Throughout the week, in addition to lectures on various topics, on-site actions promoting wellbeing are carried out, such as massage and gymnastics during work, as well as giveaways for participants. The goal is to empower individuals with the knowledge and resources needed to make positive lifestyle changes.

Moreover, at NTT DATA Business Solutions, we believe that the power of sports and movement promote inclusion and empower individuals of all abilities. The soccer cup event and the charity run for persons with disabilities are meant to bring form groups from diverse backgrounds to work together as a team. We believe that everybody should have the opportunity to participate in sports activities regardless of their ability. Through global participation in a variety of days of action, including World Mental Health Day and numerous health-related events focusing on spine health and abdominal related diseases, we strive for a healthier work environment.



Brazil

Mental health

Global highlights 2023

In conjunction with efforts to promote physical health, it's equally important to address mental health concerns. That is why we are committed to fostering a workplace culture that prioritizes the wellbeing of our employees. As part of our commitment to mental health, we offer a range of resources and support services to help employees manage stress, resilience, and mindfulness. On World Mental Health Day we took the opportunity to educate about positive psychology with 300 attendees learning about adopting a positive mindset and highlighting the importance on focusing on strengths and opportunities.

We also lay emphasis on World Suicide Day as it serves as a reminder of the global significance of mental health awareness and suicide prevention. This day encourages open conversations about mental health, reduces stigma surrounding mental illness, and provides support for those struggling with suicidal thoughts. During Suicide Prevention Day, we aim to come together to raise awareness and guiding professionals to seek help. True to the motto "Yellow September – You are worth gold" we always strive to reaffirm our commitment to prioritizing the mental health and wellbeing of our employees.



Brazil



Germany



Brazil

Promoting women's health

Global highlights 2023

At our organization, we are deeply committed to promoting health and wellbeing among our employees and communities. One of the ways we demonstrate this commitment is by raising awareness about breast cancer and providing access to vital resources and support services. Each year, during Breast Cancer Awareness Month and beyond, we launch a comprehensive awareness campaign aimed at educating our employees.

Central to our awareness efforts in India is the promotion of breast self-exams and clinical breast exams as crucial components of early detection. To facilitate this, we offer on-site examination and orientation sessions, providing employees with access to trained healthcare professionals who can provide guidance, support, and answers to their questions.



Women's health needs are diverse encompassing a range of physical, emotional, and reproductive concerns. By providing access to free gynecological consultations, we aim to address these needs comprehensively, offering personalized care and support. These consultations cover a wide range of topics including reproductive health, sexual health, and preventive screenings.

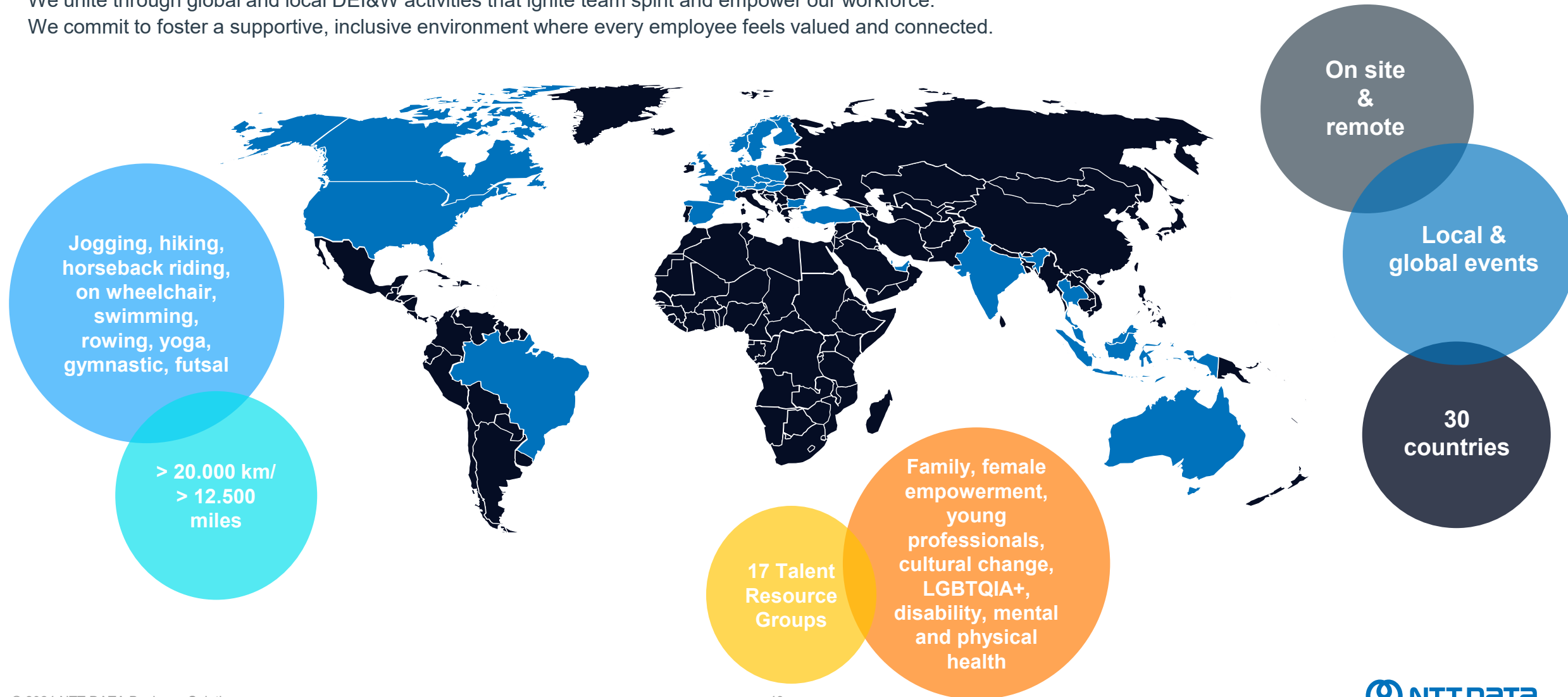
During these consultations, female employees can discuss any concerns or questions they may have in a confidential and supportive environment. In addition to addressing immediate health concerns, our gynecological consultants also focus on promoting overall wellbeing and preventive care. We recognize that taking care of one's health is not only essential for individual wellbeing but also contributes to a more productive workforce overall.



Igniting a strong team through diversity, equity, inclusion, and wellbeing

Shared values empowering ONE NTT DATA

We unite through global and local DEI&W activities that ignite team spirit and empower our workforce.
We commit to foster a supportive, inclusive environment where every employee feels valued and connected.





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