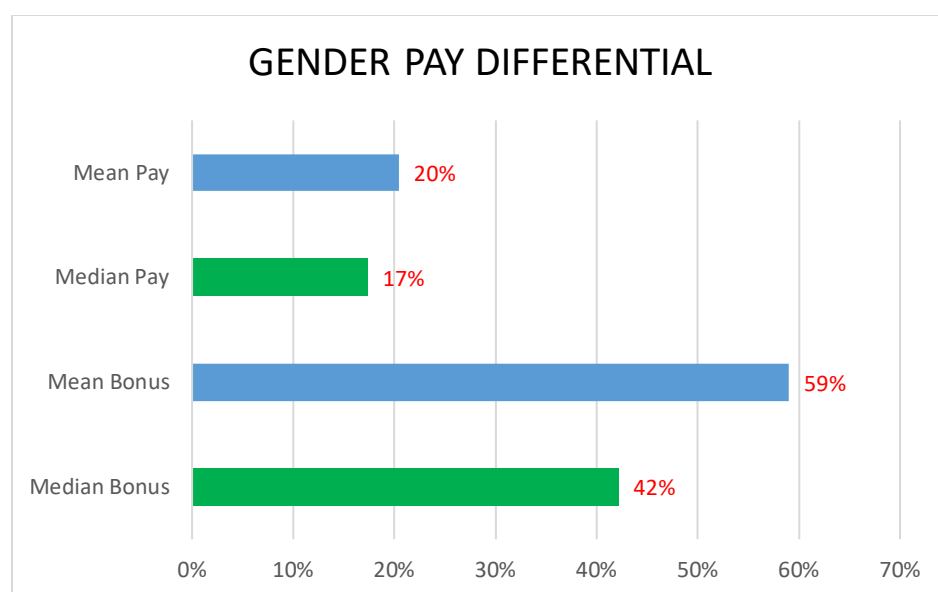


The **NTTData Business Solutions** Gender Pay Gap Statement for the snapshot date 5th April 2022.

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 450 and growing.

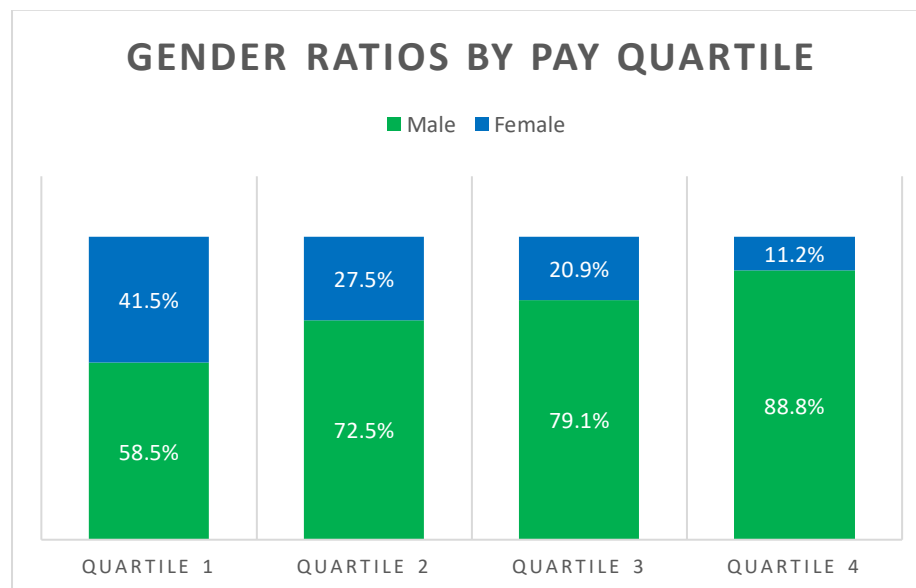
NTTDATA Business Solutions is one of the UK's leading full-service providers for information technology solutions in the applications, analytics, cloud and services environment. We offer a full-scope of services across a range of technologies including implementation and business consultancy, system integration, licensing, outsourcing, and education, help desk support and hosting. We are the No1 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 25% females, up 3% 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 20% shows that the gap exists because women hold fewer senior positions within the company than men. This is a slight increase over 2021 because of a high number of senior technical requirements to meet client expectations. In the upper pay quartile, there are 11.2% to 88.8% respectively, reflecting the intake of senior male technical expertise. Our mean bonus gender pay gap of 59% 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.

There was a change to our fiscal year in 2021 and the months in which bonus payments were made, falling outside of the year, has distorted the percentage of employees receiving a bonus. 100% of employees, once through training, earn either a bonus or commission. Most of our bonuses will be paid at over 100% for the year ended March 2022.



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.



Deborah A Freeman

A handwritten signature in black ink, which appears to read 'Deborah A Freeman'.

People Director

26th March 2023 for the year ended 5th April 2022.