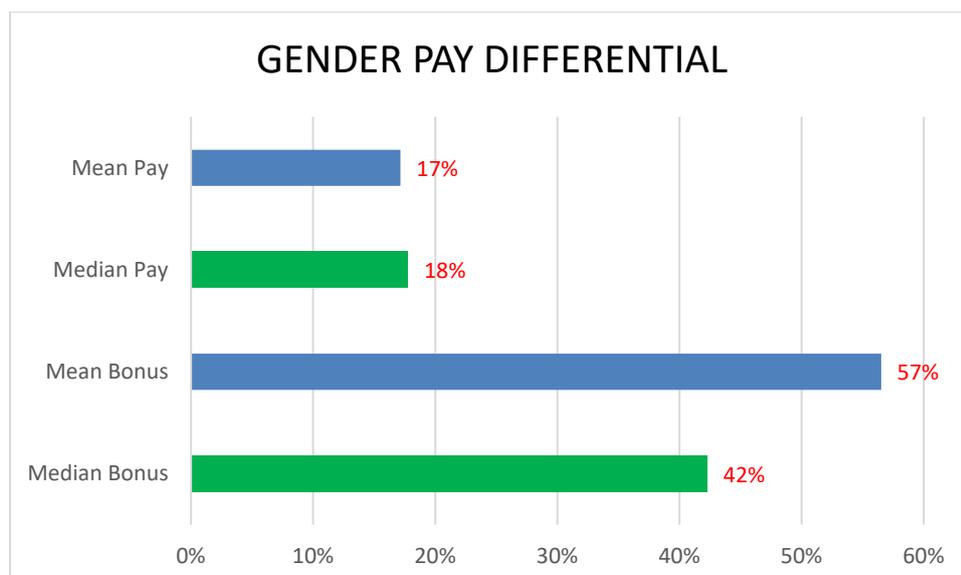


The NTTData Business Solutions Gender Pay Gap Statement for the year ended April 2021.

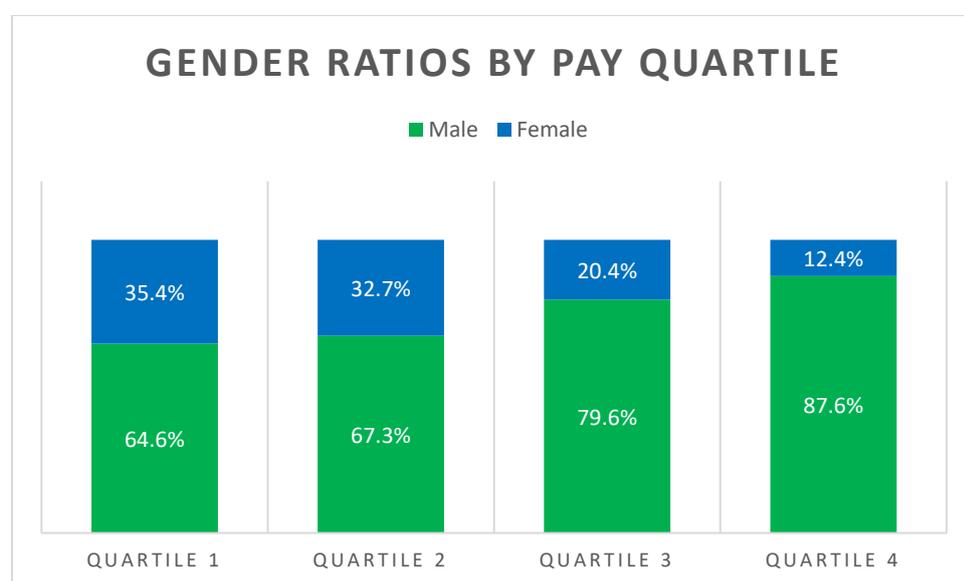
UK government regulations introduced in 2017 require companies with more than 250 employees to publish their gender pay gap annually and in six different ways; the mean and median gender pay gap, the mean and median gender bonus gap; the proportion of men and women receiving a bonus and the proportion 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.

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.

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 at an average ratio of 22% to 78%. This ratio remains fairly constant and changes very little. This 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 17% (down from 19% in 2020) shows that the gap exists because women hold fewer senior positions within the company than men. In the upper pay quartile there are 12.4% to 87.6% respectively, a further improvement on 2020 where the results were 8.3% to 91.7% women to men respectively. Our mean bonus gender pay gap of 57% is up from 2020 and accounted for by the payment of sales commission to a sales team that is predominantly male and our success in going beyond revenue targets. We are making progress. 100% of employees, once through training, earn either a bonus or commission. The majority of our bonuses will be paid at over 100% for the year ended March 2021.



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 supported our people throughout the COVID-19 pandemic without use of the furlough scheme, many of whom “work where it works” and remain predominantly working from home.

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 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, appearing to read "Deborah A Freeman", with a horizontal line extending from the end of the signature.

People Director

22nd March 2022 for the year ended 5th April 2021.