

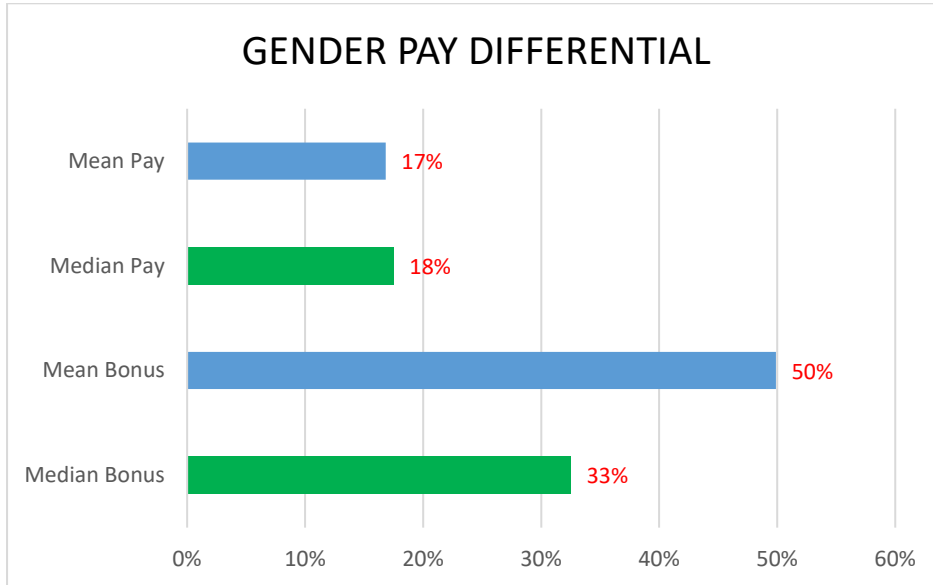
## **The NTTData Business Solutions (UK) Gender Pay Gap Statement for the year ended April 2020 and reporting April 2021.**

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.

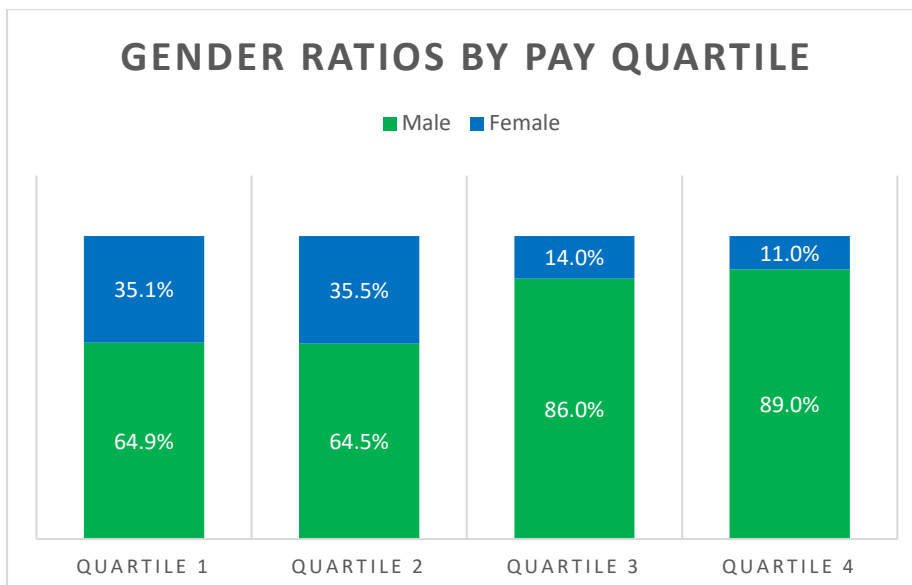
NTTDATA Business Solutions (UK) is one of the UK's leading full-service providers for information technology solutions in the applications, analytics, cloud and services environment. We offer a full-scope of services across a range of technologies including implementation and business consultancy, system 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 drives a pool of male dominated talent, more males employed at a senior level and the gender pay gap. It is challenging to bring women into the industry when the proportion of women who enter STEM subjects at higher education is so low and it takes time to catch up.

An analysis of our mean gender pay gap of 16.82% (down from 25% in 2018) shows that we are making progress. The gap exists because women hold fewer senior positions within the company than men. In the upper pay quartile, there are 11% to 89% women to men respectively. This is closing the gap from 8% to 92% in 2018. Our mean bonus gender pay gap of 50% (down from 74% in 2018) is accounted for by the payment of sales commission to a sales team that is predominantly male. We are making progress. 100% of our permanent people earn either a bonus or commission. Bonuses have been paid at more than 85% over the past 8 years and in two of those years over 100%.



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. Plans are in place, following the COVID-19 pandemic to put in place hybrid working models that will allow for people to “Work Where it Works.” Our customers will remain at the heart of everything that we do but with their collaboration reduce, where we can, the requirement to work on client site.



We continue to support and mentor women through training, promotion and membership of organisations such as Tech Talent Charter 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 that reads "Deborah A Freeman".

People Director

3<sup>rd</sup> May 2021 for the year ended 5<sup>th</sup> April 2020.