

NTT United Kingdom Ltd Gender Pay Gap Report – 2023

The data below represents the salary payments made to staff employed by NTT United Kingdom Limited on the snapshot date of 5th April 2023 and all annual bonus payments (including commission) paid in the financial year 2022-2023.

- Metric 1 - **Mean pay gap** - The difference in the *hourly pay between full-pay men and women, expressed as a percentage.

*The hourly pay is calculated using the employees gross pay after reductions for any salary sacrifice scheme and before any deductions for Tax and National insurance. It also includes any bonuses, commission, and allowances, but does not include overtime payments.

Year	Mean Pay Gap %
2023	19.41%
2022	27%
2021	30%
2020	24%
2019	31%
2018	42%

- Metric 2 - **Median pay gap** - The difference in the *hourly pay between the middle-ranking men and middle-ranking women, expressed as a percentage.

Year	Median Pay Gap %
2023	21.86%
2022	27%
2021	35%
2020	32%
2019	41%
2018	27%

- Metric 3 - **Mean Bonus pay gap** - The contrast in **bonus pay between women and men, expressed as a percentage.

**Bonus pay is any gross Bonus or Commission paid to employees in the 12 months ending on the snapshot date of 5th April 2023, before any deductions for Tax and National Insurance.

Year	Mean Bonus Pay Gap %
2023	-0.55%
2022	24%
2021	43%
2020	36%

- Metric 4 - **Median Bonus pay gap** - The difference in **Bonus pay between the middle-ranking women middle-ranking men, expressed as a percentage.

Year	Median Bonus Pay Gap %
2023	9.35%
2022	20%
2021	37%
2020	28%

- **Metric 5 – Proportion of Men & Women receiving **Bonus pay.**

Year	Men	Women
2023	69.86%	78.46%
2022	89%	91%
2021	90%	91%
2020	35%	47%

- **Metric 6 – Distribution of full-pay women and men across the quartile pay bands.**

Year	Quartile	Male	Female
2023	1 – upper hourly pay	76.74%	23.26%
2023	2 – upper middle hourly pay	78.59%	21.71%
2023	3 – lower middle hourly pay	76.15%	23.85%
2023	4 – lower hourly pay	50.77%	49.23%

Company Statement

We recognise that the gender pay gap is a national issue across the UK, which is why the UK government has mandated that companies share this information. As a key employer in the UK IT industry, we support this mandate, as a positive step to help resolve this national issue.

Each year, during the Annual Salary Review process, we proactively look at our gender pay gap data and take action to equalize the gap, this proactivity shows in the data and the gap is reducing each year. We take the same approach for promotions and Adhoc increases that might happen during the year outside of the Annual review process.

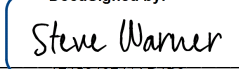
Early investment and targeted initiatives that we have implemented have already driven a measurable decrease in our Gender Pay Gap and we are confident that our future statistics will indicate further progress.

Our People and Culture diversity investments include:

- **Proactive People and Culture Diversity Forums and Committee**
This team proactively encourage inspirational female and male leaders to actively identify talent, notably female talent to coach, mentor and support career progression. We host annual International Women's Day Celebrations with specific pledges that leaders of all levels make to drive greater diversity in our workspace. Initiatives are internal and external in our industry to drive a better balance.
- **Proactive Talent Development Programs**
We have company-wide development programs from early careers to advanced leaders. Our teams and diversity champions proactively engage in STEM initiatives, Women in Tech initiatives and networking events to accelerate this change. Across all these development programs, we ensure we have strong gender diversity in the cohorts.

While we acknowledge the existing gender pay gap, we are dedicated to creating a more equitable workplace. Our commitment extends beyond compliance, and we strive to foster an inclusive environment where everyone has the opportunity to thrive.

I confirm the published information on this report is accurate.

DocuSigned by:

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 Steve Warner, VP HR & Facilities