

## **NTT Gender Pay Gap Report – 2020**

The data below represents payments made in April 2020 and the bonuses received in the financial year 2019-2020. This is for NTT United Kingdom Limited.

### **Pay gap:**

Mean gender pay gap = from 42% (2018) to 31% (2019) to 24% (2020)

Median gender pay gap = from 50% (2018) to 41% (2019) to 32% (2020)

### **Bonus gap:**

Mean bonus gender pay gap = 36%

Median bonus gender pay gap = 28%

Proportion of males receiving a bonus = 35%

Proportion of females receiving a bonus = 47%

### **Quartile gap:**

Proportion of males and females in each quartile band

Quartile 1 = Male 51% Female 49% Mean pay Gap = 1%

Quartile 2 = Male 67% Female 33% Mean Pay Gap = 4%

Quartile 3 = Male 80% Female 20% Mean Pay Gap = -3%

Quartile 4 = Male 81% Female 19% Mean Pay Gap = -5%

### **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.

During the Annual Salary Review process we proactively looked at our gender pay gap quartiles and took action to equalize these.

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

Looking forward, 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 Programmes**  
We have company wide development programmes 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 of these development programmes, we ensure we have strong gender diversity in the cohorts.

As a business, we're fully committed to closing this gap and ensuring that all of our employees, current and future, have equal opportunities to develop, progress and be rewarded for their significant contributions. We will continue to communicate transparently with all of our employees regarding this and empower them to help us drive this change, not only in NTT, but in our industry too.

In 2019 NTT Corporation merged 28 companies with the creation of NTT Ltd. The new entity brought together NTT Communications, Dimension Data, NTT Security, and 25 other companies in the portfolio. NTT Europe Limited was part of NTT Communications and, at the point of the snapshot date for reporting, existed still as a legal entity and therefore we have published the gender pay gap statistics as required below.

**Pay gap:**

Mean gender pay gap = 44%  
Median gender pay gap = 39%

**Bonus gap:**

Mean bonus gender pay gap = 75%  
Median bonus gender pay gap= 44%

Proportion of males receiving a bonus = 84%  
Proportion of females receiving a bonus = 87%

**Quartile gap:**

Proportion of males and females in each quartile band  
Quartile 1 = Male 47% Female 53% Mean pay Gap = -1%  
Quartile 2 = Male 67% Female 33% Mean Pay Gap = 0%  
Quartile 3 = Male 85% Female 15% Mean Pay Gap = -3%  
Quartile 4 = Male 95% Female 5% Mean Pay Gap = 31%

As NTT Europe Ltd has merged with NTT United Kingdom Limited as of April 2021, moving forward the statistics will be jointly reported on. We are already proactively working on what that looks like.

I can confirm the published information on this report is accurate.

DocuSigned by:  
  
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Steve Warner, VP HR & Facilities