



# Ireland Gender Pay Gap Reporting

December 2024



## Reporting Timeframe

All of the data analysed was for the period June 2023 to June 2024

For NTT DATA Services

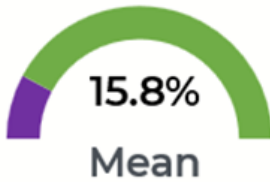
## NTT DATA Services

NTT DATA Services works globally to help businesses, organizations and government entities transform operations through digital technologies. Inclusion is one of our corporate priorities, and one of our immediate focus is on recruiting, retaining, and developing women across our business.

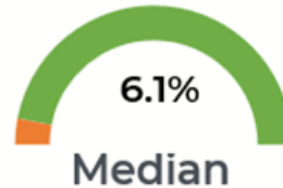
Our commitment to gender equity is based on respect for basic human fairness and recognizes that equitable pay practices are a key component in sustaining an inclusive culture and correlates to better business results.

# Pay Analysis

## Mean Hourly Pay



## Median Hourly Pay





For 2023 to 2024, the mean gender hourly pay gap is 15.8%. The median hourly pay gap between women and men is 6.1%.

When reviewing the employees against internal pay ranges women are predominantly positioned the same or higher than men within the range for the specific job family and grade level. There is a minimal gap. The overall pay gap is impacted by a small number of women in senior positions.

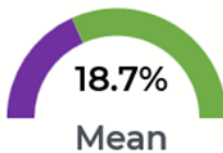
Women in NTT DATA Ireland account for 29% of the total population. The entire industry (Ireland 25% as of date) has work to do regarding gender parity, and NTT DATA Services is committed to increasing the percentage of women especially in middle and senior level positions.

The distribution of the population in the pay quartiles shows robust women presence in the upper middle quartile and limited presence in the upper quartile.

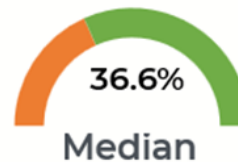
	Lower Quartile	Lower Middle Quartile	Upper Middle Quartile	Upper Quartile
	61.2%	75.5%	58.3%	89.6%
	38.8%	24.5%	41.7%	10.4%

# Bonus Analysis

## Bonus Mean



## Bonus Median



NTT DATA Services rewards for performance, and employees have equal opportunities to participate in incentive payment plans. Specific plans are determined by role and job grade. For our 2024 results, 82% of men and 86% women received a bonus. Men received higher mean bonus payouts by 18.7%, than their female counterparts, and 36.6% on the median.

The bonus gap is significantly impacted by sales commissions and the minimal presence of women in sales and senior roles.

# Benefit In Kind

Regarding the proportions of male and female employees who received benefits-in-kind, in NTT DATA Ireland the medical insurance is the main offering where BIK is paid by the employee. We have 81% females and 91% males who currently pay BIK. Medical Insurance is a benefit offered to all employees and is fully paid for by the company, the difference in the numbers availing of the insurance is down to personal choice.

## Our Commitment

As part of our effort to effect positive change for women, NTT DATA supports the employee-led “Women Inspire NTT DATA (WIN)” which is our largest Employee Resource Group and has a global footprint. WIN provides opportunities for employees to nurture personal and professional development, support recruitment and retention of highly talented women, and promote and support DEI initiatives that recognize and respect the individuality of all NTT DATA employees.

Diversity and inclusiveness are core values for NTT DATA Services, and a key part of our company’s vision is that we enhance our creativity by respecting diversity. Our DEI council drives the strategic direction of the Diversity, Equity, and inclusion office. One way we support the achievement and sustainment of our DEI goals is through continuing education, awareness, and practice through in-house training. NTT DATA launched an Inclusion Intelligence certification program that helps team members understand the importance of modelling the values, actions and decision-making needed to sustain a more diverse, equitable and inclusive workplace. With multiple diversity programs worldwide, we leverage tremendous strength in working together toward common objectives through our DEI Champions. Our DEI Champions harness the power of our corporate programs and initiatives, while driving new ideas and activities locally across the globe.

“Diversity and inclusion are one of our top corporate priorities, and our commitment is illustrated by the small pay gap identified in Ireland at individual grade levels. Even so, we have work to do, and we’re focused on recruitment efforts and support systems that will lead to a more gender-balanced workforce. We view this as both a moral and business imperative. Fairness is the right thing to do, and credible research proves that gender balance leads to better financial results, increased market share and greater innovation.”

— *Julie Downing, Global Senior Vice President Human Resources*