

# Gender Pay Gap

Report 2024

NTT Ltd Group Services United  
Kingdom Ltd



# Introduction

## Gender Pay Gap Report 2024

**We have published our Gender Pay report in accordance with the requirements of The Equality Act 2009 (Gender Pay Gap Information) Regulations 2017.**

We continue to champion diversity, equity, and inclusion (DEI) as a key driver of innovation and a foundational aspect of strong businesses. Gender pay gap reporting is a valuable snapshot of our journey towards greater equality, allowing us to assess progress and take targeted action where needed.

This year's report shows a small increase in the pay gap from last year and this is disappointing, given our focus to improve the gap.

our focus remains on increasing representation at senior levels, strengthening career progression pathways, and reinforcing our inclusive culture through structured initiatives and leadership accountability.



# NTT Ltd Group Services UK Limited

## Gender Pay Gap

### Hourly Pay

- Increase in the Median compared to last year
- Mean pay gap also has increased since 2023

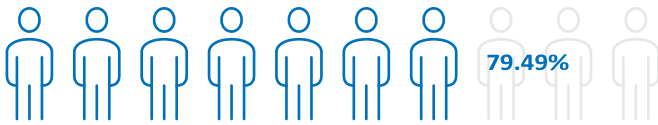
Gender Pay Gap	2024	2023
Mean	19.80%	10.89%
Median	24%	16.82%

### Bonus Pay

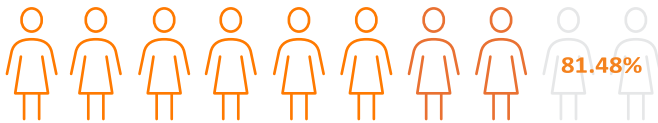
- Mean bonus GPG is -57.14%, compared to 32.05%.in 2023.
- Median bonus GPG is 32.66%, just a slight increase from 32.51% in 2023.

Bonus Pay Gap	2024	2023
Mean	-57.14%	32.05%
Median	32.66%	32.51%

### Bonus Recipients



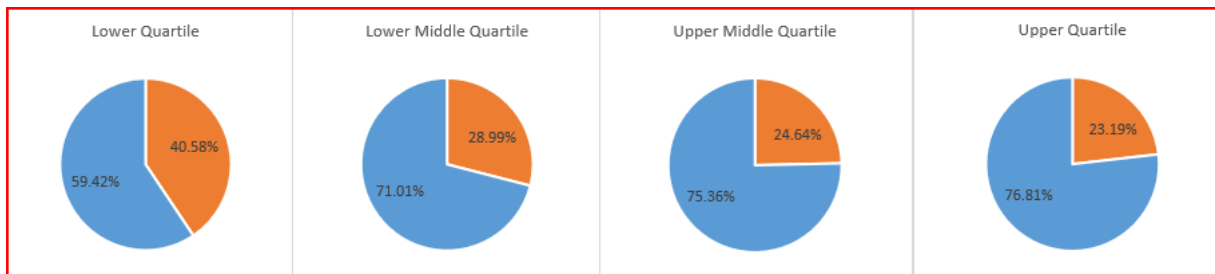
- 79.49% of men received a bonus in 2024 compared to 68.72% in 2023



- 81.48 % of women received a bonus in 2024 (compared to 40.21% in 2023)



### Gender Split by Pay Quartile



We are working hard to close the gender pay gap in all areas, it is disappointing that the pay gap has worsened since 2023, however this is primarily the result of a lower proportion of women in higher-paying roles. This data underlines the need for stronger career progression frameworks and talent pipelines to ensure greater equity in leadership representation.

To drive further progress, we have introduced new goals for gender diversity at both company-wide and leadership levels. These internal benchmarks will help maintain focus and accountability, while ensuring we are making progress towards a more balanced workforce.

We recognise that achieving lasting change requires sustained effort on multiple fronts, and therefore we are deepening our focus in key areas:

- **Executive-Led Steering Board:** A new DEI leadership board, sponsored by the Senior Leadership Team, has been established to drive progress at the highest level.
- **Enhancing Career Pathways:** Structured talent development initiatives are being planned to support more women in stepping into senior roles.
- **Expanding Employee Resource Groups (ERGs):** Our ERGs continue to play a crucial role in fostering inclusion and peer support across the business.
- **Financial Wellbeing Awareness:** We are introducing new educational initiatives to address the pension gap for women, providing greater awareness of long-term financial planning.



