

Sustainability Report 2025-2026

NTT DATA Iberia, International Organizations, LATAM & consulting in Benelux and France

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About the report

This sustainability report has been prepared as a consolidated report for the NTT DATA Iberia, International Organizations, LATAM, and Consulting in Benelux and France group, which this year began a process to integrate the capabilities of Consulting Services (CS) and Technology Services (TS), represented by the legal entities listed in Annex 1. This integration enables us to support clients across multiple industries end to end, from the definition of transformation strategies to the implementation, operation, and evolution of technology solutions that generate sustainable value.

NTT DATA Iberia, International Organizations, LATAM, and Consulting in Benelux and France, hereinafter “NTT DATA”, is present in 17 countries, which are covered in this report. The information and data provided correspond to the fiscal year from April 1, 2025, to March 31, 2026.The content presented herein is the result of our efforts to promote transparency and accountability regarding our company’s performance in sustainability and ESG (Environmental, Social & Governance) matters, following the Global Reporting Initiative (GRI) reporting standards.



01

General information

01

General Information

Company description and business model

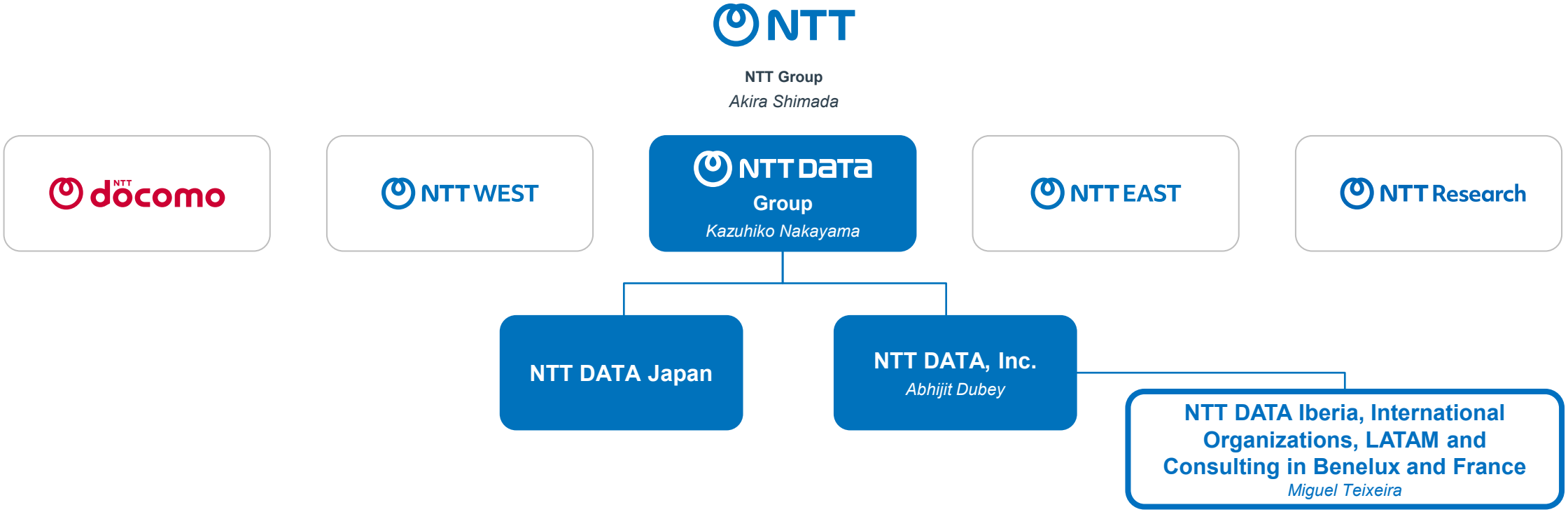
NTT DATA Iberia, International Organizations, LATAM and Consulting in Benelux and France is a technology consulting firm with more than 44,000 professionals in 17 countries in Europe and America and an annual turnover of 3,216 million dollars during FY25. It serves large companies in all sectors: financial institutions, insurance, utilities, industry and the public sector.

We are part of NTT DATA, Inc., parent company of NTT Group established in 2023 in Japan. NTT DATA, Inc. has a turnover of 19,000 million dollars and has +200,000 professionals in more than 70 countries.

NTT DATA focuses its efforts on developing agreements with clients and major partners that combine industry knowledge with investment in technology solutions to facilitate the changes that companies want to address to improve their performance.



One of the world's largest global telecommunications companies



Highlights of NTT Group:

$90B	**$3B+**	**150+**	**>75%**	**#3**	**A-**	**340K+**
Annual Revenue	in annual investment in R+D	Years of tradition in the sector	of the Fortune Global 100 are customers	Data Center Provider	S&P credit rating	Employed professionals

The organizational structure of NTT DATA Iberia, International Organizations, LATAM and Consulting in Benelux and France is as follows:



Highlights of NTT DATA:

$3B+
Annual Revenue

57
Offices

30
years in the industry

44K+
Employed professionals

Advisory Board

The **Advisory Board of the CEO NTT DATA Iberia, International Organizations, LATAM and Consulting in Benelux and France** is a strategic support advisory body that provides an external, independent and multidisciplinary vision to enrich the company's decision-making. Its objective is to serve as a space for analysis and reflection on key issues for the business, helping to identify opportunities, risks and trends, and contributing to responsible innovation, sustainability and long-term value creation.

The main functions of the Council:

- **Advise on strategic, operational and management decisions**, providing expert judgment to the Board of Directors and the Chief Executive Officer.
- **Incorporate an external, independent and multidisciplinary perspective** that complements the company's internal view.
- **Identify opportunities, risks, trends and best practices** relevant to business development.
- **Promote responsible innovation, sustainability and long-term value creation**, aligned with the company's values.
- **Issue non-binding recommendations**, which will be considered by the relevant governing bodies.

The **CEO Advisory Board** is mainly composed of external and independent profiles, complementary and with relevant experience in areas such as business, finance and corporate governance. These members, which include the President, and the members listed below, include the CEO of **NTT DATA Iberia, International Organizations, LATAM and Consulting in Benelux and France**, the Country Manager of NTT DATA Spain and its Secretary.

Chairman of the Board

Ignacio Goirigolzarri
Economist with extensive experience in the Spanish financial sector. He has chaired Bankia and CaixaBank, leading two of the most important banking transformation and integration processes of the last decade. He is currently a member of various boards of trustees and councils linked to the business, educational and economic fields.

External Members

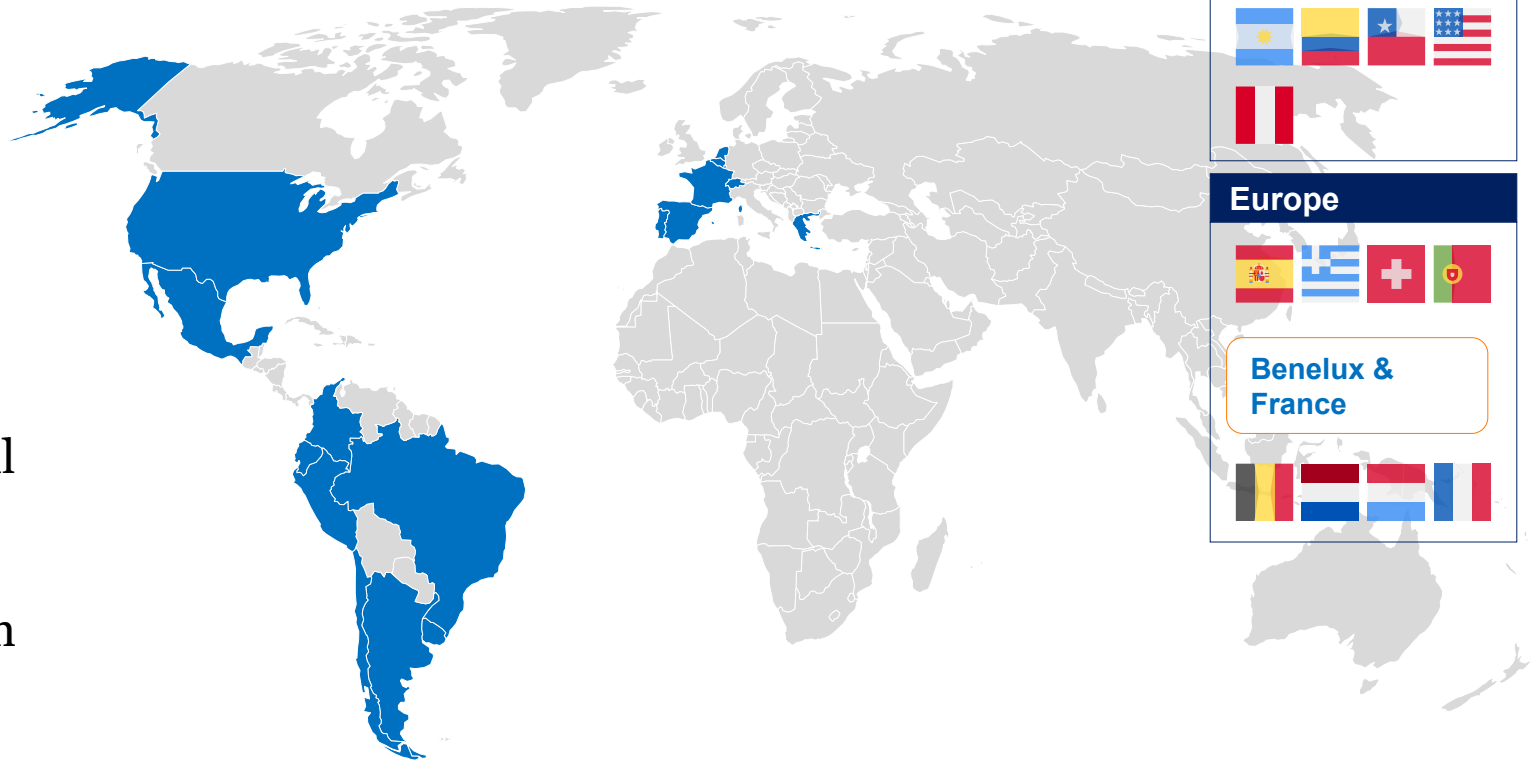
Ignacio Deschamps
Industrial engineer recognized in the international financial sector. He was president and CEO of BBVA Bancomer, led BBVA's global retail banking strategy and Scotiabank's digital transformation in Latin America. He currently chairs the Board of Directors of Banamex, bringing extensive experience in leadership, innovation and transformation of the banking sector.

Eva Castillo Sanz
With a degree in Law and Business Sciences, she has an outstanding career in investment banking and senior international management. She was President and CEO of Telefónica Europe and held senior positions at Merrill Lynch in Europe, the Middle East and Africa. She is currently a member of the Board of Directors of IAG and the Vatican's Council for the Economy, as well as having served as a board member of CaixaBank, Bankia and Telefónica.

Francisco Román Riechmann
Telecommunications Engineer, widely recognized in the technology and telecommunications sector. He served as President of Vodafone Spain and previously as CEO of Microsoft Ibérica, leading key innovation and digital transformation processes. He currently chairs Lyntia Networks and is highly active in the business, academic and innovation fields.

Fernando Francés Pons
Holds a degree in Mathematics and is the founder of DMR Consulting, the origin of everis and today's NTT DATA Spain. He chaired the company for more than two decades, leading its growth from a local firm into an international benchmark in technology consulting. He has also served as an independent director of Bankinter.

NTT DATA Iberia, International Organizations, LATAM and Consulting in Benelux and France offers business solutions, strategy, digital transformation, development, maintenance of technological applications and outsourcing solutions in a variety of sectors.



Consulting | Applications | Operations | Infrastructure | Outsourcing

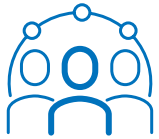
Our mission: To accelerate customer success and positively impact society through responsible innovation.

And to achieve this, we work with the following values:



01 Respect every voice.

We grow by listening. We invite different perspectives, honor every background and learn from one another.



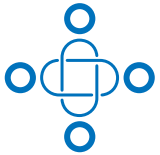
02 Think big. Be bold.

We stretch beyond what's expected. Curiosity fuels us, ambition drives us and innovation is how we push boundaries to shape the future.



03 Deliver the outcome.

We build trust by keeping our word. We act with integrity and hold ourselves accountable – always choosing to do the right thing.



04 Win together.

We lift each other up. We collaborate across borders, share openly and succeed as one global team.

The value chain of **NTT DATA Iberia, International Organizations, LATAM and Consulting in Benelux and France** includes:

1

Procurement logistics:

NTT DATA's inbound logistics revolves around the management of its suppliers around the world.



2

Sales & Marketing:

NTT DATA's sales are managed through client managers who maintain continuous communication with customers.



3

Operations:

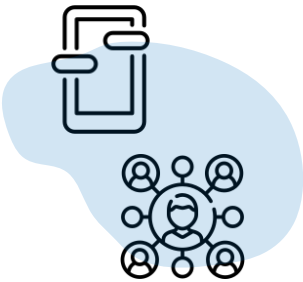
The company's core operations include the development and maintenance of technology applications and consulting services.



4

Outbound logistics:

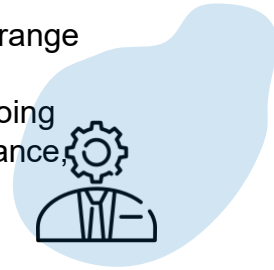
NTT DATA's portfolio of services is delivered directly to customers, and optimal service delivery is monitored and customer satisfaction is ensured.



5

After-sales services:

NTT DATA offers a wide range of after-sales services to customers, including ongoing support, system maintenance, training and consulting services.



01

General information

Products and services

From strategic consulting services to cutting-edge technologies, we develop experiences that transform organizations, revolutionize industries, and shape a better society for all people.

Solutions

- AI
- Application Services
- Business Consulting
- Business Process Services
- Cloud
- Cybersecurity
- Data and Analytics
- CX and Digital Products
- Digital Workplace
- Edge
- Enterprise Applications Platforms
- Enterprise Networking
- Global Data Centers
- Infrastructure Solutions
- Sustainability Services

Industries

- Automotive
- Banking and financial services
- Education and research
- Energy, utilities and natural resources
- Healthcare
- Insurance
- Travel, transportation and logistics
- Life Sciences and Pharma
- Manufacturing
- Private Equity
- Public sector
- Retail and consumer packaged goods
- Telco, Media and Technology

Sustainability Services

At NTT DATA, we accompany our clients in their sustainable transformation, helping them to address complex challenges, comply with regulatory requirements and respond to new market demands.

We combine consulting, scientific focus, scalable technology, proprietary assets and an ecosystem of partners to accelerate sustainability plans and generate positive impact on people, the planet and the business. In the field of sustainability, we have these 5 pillars:

Climate & Nature

- Net Zero Strategy
- Carbon Markets
- Climate Change Adaptation Strategy
- Nature positive strategy
- Nature-based accounting
- Nature-based solutions

Corporate Sustainability

- Sustainability Maturity Assessment
- Sustainability & ESG Reporting
- Sustainable Finance
- Organizational Change Management

Sustainable Value Chain

- Sustainable Value Chain
- Supply chain network design
- Sustainable packaging transformation
- Sustainability in transport

Sustainable IT

- Software Carbon Footprint
- Cloud optimization
- Sustainable Data Center
- Sustainable Network (NaaS)
- Lifecycle Management Services
- Data Waste Assessment
- Sustainable Device as a Service (DaaS)

SMART in Sustainability

- IoT and digital twins for sustainability
- 5G Private Connectivity
- Efficient data connectivity in edge
- AI for forecasting and predictions

Energy Primary Sector | Water | Mobility | Cities and territories | Buildings

Partners

Microsoft, Google, salesforce, servicenow, Workiva, SAP, cisco, DELL Technologies, hp, aws, SIEMENS, NetApp

Alliances

Green Software Foundation, ESTAINIUM Association

Syntphony Sustainability

Syntphony Sustainability is part of NTT DATA's suite of technology assets and brings together solutions designed to help organizations advance their environmental goals faster, more efficiently and measurably.

Through *Syntphony Beyond Net Zero* and *Synthphony Smart Sustainability*, capabilities such as carbon footprint calculation, environmental market management, natural capital, sustainable mobility, value chain traceability or intelligent resource management are brought together, making it possible to transform sustainability challenges into scalable and impact-oriented digital solutions.

Syntphony Beyond Net Zero

An advanced set of assets designed to provide end-to-end environmental impact calculations and reporting.

Carbon Footprint Information

IT Carbon Footprint

Comprehensive CO2e calculation for IT ecosystems, including devices, apps, cloud, data centers, and networks.

Corporate Carbon Footprint

Collecting, accounting, and reporting of corporate carbon data to help clients comply with ESG.

Carbon Footprint Real Estate Assets

Building portfolio, accounting, and carbon optimization to advance decarbonization initiatives.

Environmental Markets

A secure and traceable blockchain system that enables ESG compliance and sustainable project financing through the flexible generation of environmental credits on carbon, water, energy, and biodiversity assets.

Capital Natural

A digital tool that enables organizations to assess, value, and manage their interactions with nature, supporting nature-positive strategies, regulatory alignment, and science-based decisions using recognized geospatial data and sustainability frameworks.

Syntphony Smart Sustainability

Comprehensive, AI-powered suite designed to help organizations manage their resource networks more efficiently.

Electric Vehicle Charging

Smarter EV charging for a sustainable future.

- Management of charging point networks.
- Optimized load management.
- Mobility Services Applications.
- Rate settings; CSP - MSP Settlement.

Water Management

Digitalization of drinking water distribution infrastructures:

- Water network management and digital twins.
- Water network reports, alerts and simulations.

Value Chain Traceability

Blockchain-based traceability to improve end-to-end supply chain transparency, verification, interoperability, and ecological responsibility, including EUDR traceability.

Mobility Management

Comprehensive mobility management for sustainable and efficient transport.

- Citizen-centric user experience.
- Digital payment methods.
- Mobility as a Service and configurable rates.

01

General information

Alliances and certifications

Our alliances

With the confidence of working with the best.



Sustainability Partnerships & Affiliations

Our commitment to sustainability is strengthened through our partnerships and collaborations with leading global organizations. These relationships allow us to adopt industry best practices, foster innovation, and expand our impact on global sustainability initiatives. Below are some of the key partnerships that reflect our dedication to building a more sustainable future.





















Global Sustainability Certifications

NTT DATA stands out for its transparency and for sharing information aligned with the highest European and international standards, strengthening the trust of customers, professionals and communities. Below are some of the certifications, including those earned by NTT Group and NTT DATA Group.



NTT DATA Spain S.L.U. won the Bronze Medal in the ECOVADIS 2026 evaluation, a recognition that reflects its firm commitment to sustainability. With a rating of 71 out of 100, the company is positioned in the 82nd percentile, as a result of the effective application of sustainable policies and practices in its operations.



NTT Group was recognized for the fourth consecutive year on CDP Climate Change 2025's "A List," standing out for its leadership in transparency and environmental disclosure.
Among more than 22.100 companies evaluated, NTT DATA obtained the highest "A" rating.



NTT DATA Group was certified by the EY Global Equality Standard (GES), which conducts a comprehensive assessment in diversity, equity, and inclusion, in May 2023.

ISO/IEC 42001:2023 AI Management System (AIMS)

In February 2026, aXet, **NTT DATA Spain S.L.U.**'s internal platform, obtained **ISO/IEC 42001:2023** certification, accrediting a responsible AI management system, with structured, traceable and auditable processes for the development, use and governance of the platform.

01

General information

Awards and Recognition

Global Awards and Recognition

NTT DATA reinforces its position as a strategic partner of reference at a global level, promoting innovation and transformation for its clients through the main technological ecosystems. This commitment is recognized by various awards given by its partners, below are some of the main recognitions obtained in FY25.

Microsoft

In FY25, NTT DATA has been recognized as Partner of the Year in the **Global System Integrator Growth Champion** category due to its capacity for innovation and excellence in the implementation of customer solutions based on Microsoft technology.

salesforce

In December 2025, NTT DATA received the **Salesforce Partner Innovation Award** in the **Automotive category** for its ability to drive business transformation through innovative solutions based on the Salesforce ecosystem.

SAP

In 2025, NTT DATA was honored at the SAP Pinnacle Awards in multiple categories, including **Grow with SAP, SAP Business AI** (Customer Adoption, Business Transformation Management, and Cross-Portfolio Success), as well as **SAP SuccessFactors, Customer Experience, Intelligent Spend, and Business Network Partner Excellence**. These recognitions highlight the potential to drive business transformation, innovation and success for its customers through the SAP ecosystem

DELL Technologies

In 2025, NTT DATA was recognized by DELL as **Global Alliances Partner of the Year.**

snowflake

In 2025, NTT DATA received the **APJ Data Cloud Services Implementation Partner of the Year** and **Telecom Data Cloud Services Partner of the Year** awards. These awards highlight its ability to implement advanced Data Cloud solutions and its leadership in the telecommunications sector.

Brandon Hall Group HCM Excellence Award – Learning and Development – Gold 2025

NTT DATA, Inc. was recognized with **10 Brandon Hall Group Excellence Awards**, including four Gold awards. The recognition of the **AI Academy** was particularly noteworthy.

SkillSoft

NTT DATA, Inc. received Skillsoft's **Partnership Impact Award** for its work in launching the **AI Academy**.

UCL SCHOOL OF MANAGEMENT

Award for the "Tech for All" initiative that promotes digital education and accessibility, awarded by **UCL Sustainability Business Awards**.

Top Employer in 12 countries

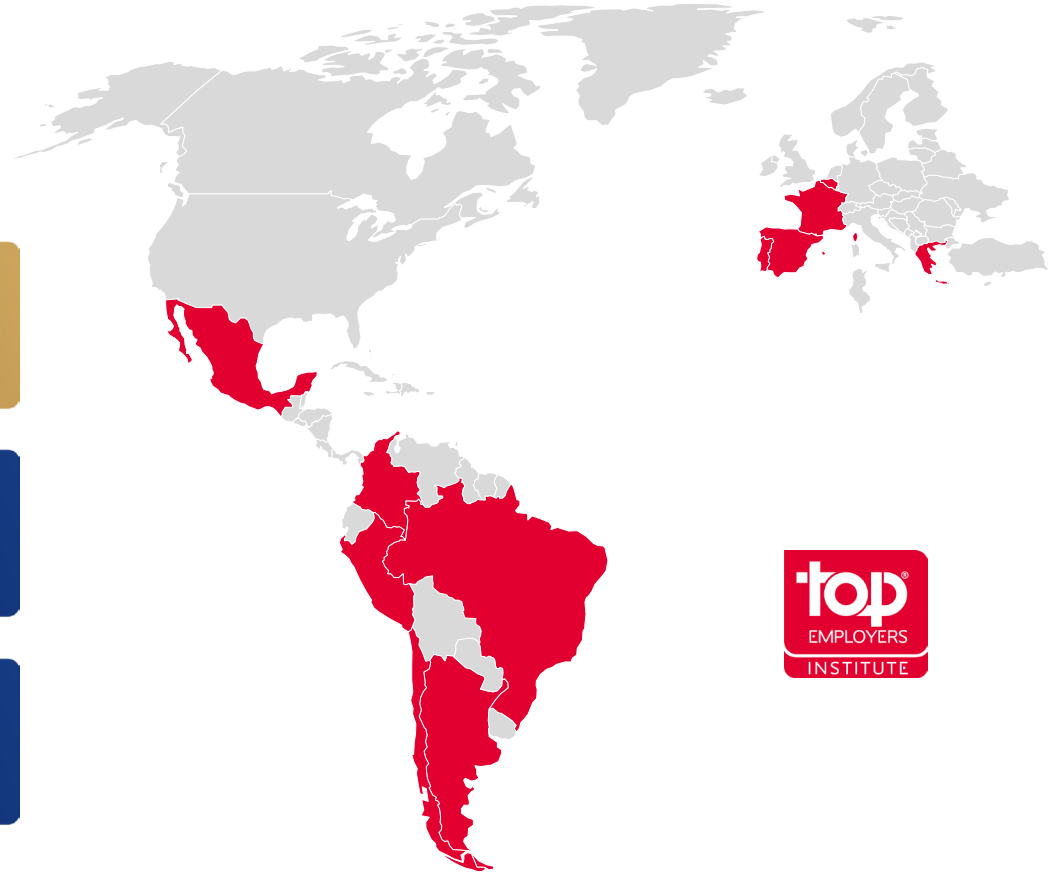
NTT DATA is once again **one of the 17 companies** that has received the **Global Seal** of the **Top Employer Institute**. And in addition, we have been awarded the Top Employer Latin America and Top Employer Europe awards.

12 countries have received the Top Employer Country in 2026. The graphic shows the countries that obtained the recognition during FY25.

top EMPLOYER Global 2026 FOR A BETTER WORLD OF WORK

top EMPLOYER Latin America 2026 FOR A BETTER WORLD OF WORK

top EMPLOYER Europe 2026 FOR A BETTER WORLD OF WORK



top EMPLOYERS INSTITUTE

01

General information

Sustainability Strategy

NTT DATA Group's sustainability strategy is translated into operational plans that are carried out by sustainability leaders in each country, in coordination with corporate and business areas. The implementation of these plans considers the different local contexts, which means that certain actions and targets are adapted to local realities.



Planet positive

Leading by example to positively transform industries by innovating services and solutions that contribute to regenerating our planet.

- Climate change
- Circularity
- Water management



Prosperity positive

Transforming business and society for successful growth with 100% sustainable services and solutions that engage our end-to-end value chain.

- Innovation through technology
- Responsible technology and ethical AI
- Sustainable supply chain
- Digital Security and Reliability
- Secure services and solutions, and Sustainable by design



People positive

Shaping a better society by applying our digital capabilities to foster digital training and education to accelerate economic growth and create a more diverse and inclusive world.

- People-centric company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

As signatories of the UN Global Compact, we align our strategy with the 2030 Agenda, focusing on 5 of the 17 SDGs where we have the greatest impact.

Stakeholders

NTT DATA prioritizes and permanently attends to each of its stakeholders, with whom it maintains a relationship of respect, active and bidirectional listening, through which the needs and expectations of each of them are extracted, to incorporate it into the company's plans and strategies.

The following is a list of **NTT DATA's different stakeholder groups**, along with the **channels and forums for dialogue** that are used to engage with them.



Professionals

OneVoice survey, which collects information on the level of satisfaction and the work environment.

Annual sustainability survey where professionals are heard about their interests and perceptions on the subject.

Mailboxes permanently open to listen to professionals.

Internal communication channels (page 67).

Professional Associations / Academic Institutions

Working groups, research groups, alliances with the education sector.

Board of Directors

Council and Committee Sessions.

Customers

Regular customer service satisfaction evaluations.

Events: congresses, talks, workshops and conferences.

Suppliers

Supplier Newsletter.

Supplier Satisfaction Survey.

NGOs / Foundations

Collaboration agreements, joint actions and social impact sponsorships.

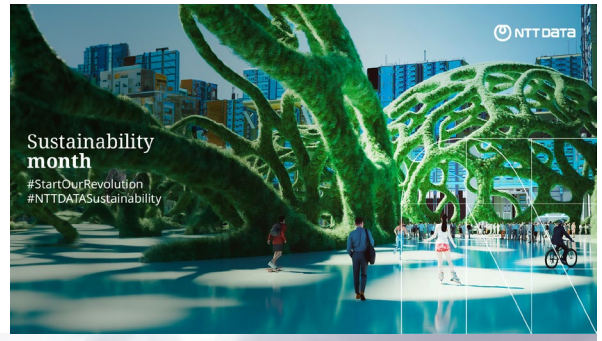
Engagement of professionals with sustainability

At NTT DATA, professionals are key in building a sustainable culture within the company, which is why we motivate them to act today to build a better future through **four lines of action**:

AWARENESS

We promote 5 annual global awareness campaigns, deployed at the local level through talks, face-to-face workshops and volunteering actions, promoting sustainable habits and actions.

- **Earth to Ocean**: Environmental awareness and sustainable habits, with a special focus on circular economy and protection of the natural environment.
- **World Cleanup Campaign**: Cleaning of natural and digital spaces, raising awareness of the impact of waste.
- **Global Giving Month**: Solidarity through donations, volunteering and support for vulnerable groups during the Christmas period.
- **Global Volunteer Month:** Corporate volunteering culture, encouraging participation in initiatives with social impact and digital accessibility.
- **Sustainability Month**: A full month dedicated to sustainability, addressing key issues in the technology sector such as the environmental impact of artificial intelligence, digital footprint, energy efficiency and circularity, and sharing tips and good practices applied to business.



TRAINING

Through our **Sustainability Academy**, we empower sustainability professionals to make more conscious and responsible decisions (detail on page 72). In addition, we introduce sustainability training modules in the Onboarding processes to sow the seed of sustainable culture for new hires.



VOLUNTEERING

We promote volunteering initiatives aligned with our values and strategy, adapted to the local context of each country (more information on page 79).

LOCAL AMBASSADORS

In some of the countries where we operate, we manage a network of internal champions, or sustainability ambassadors (the **ESG Movers**) who voluntarily lead their own social and environmental impact initiatives.

Sustainability Policy Framework

NTT DATA reinforces its commitment to sustainability and the protection of human rights through the implementation of policies, processes, and guidelines aligned with current legislation and the most demanding international standards.

These documents are subject to periodic reviews to ensure they remain continuously up to date. At the same time, the company continuously monitors the processes required for their application, with the aim of strengthening the ethical and compliance culture that distinguishes the organization.

Corporate Sustainability

Corporate Sustainability
Integrate sustainability into the business model to generate long-term value.

Electronic Device Waste Management
Promote responsible management of electronic equipment and its waste.

Environmental & Energy
Promote efficient and responsible environmental management.

Human Rights
Ensure respect for human rights throughout the value chain.

People

Diversity, Equity, and Inclusion
To encourage the uniqueness of people, promoting a diverse and inclusive environment and guaranteeing equal opportunities.

AI

AI Risk Management Policy
Clarify and manage global AI risks and promote reliable and responsible development and use.

AI Use Decalogue
Detail the principles to be considered in the use of AI in NTT DATA.

Procurement

Supplier Code of Conduct. Promote responsible practices in the supply chain, ensuring regulatory compliance and respect for human rights.

Procurement (+sustainability criteria).
Manage procurement incorporating quality, cost, efficiency and sustainability criteria.

Data Protection Office

Data protection
Guarantee privacy and the appropriate processing of data in accordance with current regulations.

Global AI Guideline for GenAI
Identify and prevent risks related to the generation of GenAI content.

Key Performance Indicators

To monitor sustainability performance, we have defined **15 indicators***, with **targets**** for each set over the short-term horizon of FY26.

The progress and details of these indicators can be found throughout the report, in each of the corresponding sections.

Planet Positive

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	77.402	325.973	319.581
Carbon footprint per professional (tCO2e)	1,89	7,19	7,05
% renewable energy	83%	99,6%	100%
Carbon footprint in business travel/professional (tCO2e)	0,26	0,21	0,20

Prosperity Positive

	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	50%	47%	50%
% of professionals who have completed the compliance course	90%	95%	95%
% of professionals who have completed the security course	90%	90%	90%

People Positive

	FY25 Target	FY25	FY26
4KPI: Engagement of professionals	75%	75,3%	75%
% of women in the workforce	35%	32,7%	35%
% of women executives	35%	33,79%	35%
% of women top executives	20%	15,41%	20%
% of people with disabilities	1,5%	1,53%	2%
% of professionals participating in social and/or environmental initiatives	5,5%	7,1%	7,5%
% of professionals who consider NTT DATA to be a sustainable company	75%	96,1%	97%
% of professionals trained in sustainability	40%	23%	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

NOTES: Details of the strategic indicators, including calculation formulas, definitions of terms and interpretation criteria, are available in Annex 3.

FY24 data has not been included, as information is not available for the legal entities added to the new analysis and reporting perimeter of this report.



02

Planet positive

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Setting an example to transform industries in a positive way, innovating services and solutions that regenerate our planet.

- Climate Change
- Circularity
- Water management

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	77.402	**325.973**	319.581
Carbon footprint per professional (tCO2e)	1,89	**7,19**	7,05
% renewable energy	83%	**99,6%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,26	**0,21**	0,20

The green traffic light (🟢) indicates that the FY25 target has been met.

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02

Planet Positive

Climate change

Responsible technology for the transition to a low-carbon economy

The climate emergency is one of the main global challenges, driving the transformation of economic models toward more sustainable approaches. In this context, digitalization has become a key enabler in accelerating the transition to a low-carbon economy, and the technology sector plays a strategic role in this process.

According to the joint report by the **International Telecommunication Union (ITU) and the World Bank (2024),** the ICT sector currently accounts for between **1,5% and 4%** of **global greenhouse gas emissions**. This impact is mainly associated with the energy consumption of digital infrastructure, such as data centers, networks, and devices.

NTT DATA Group addresses these challenges through a dual approach: on the one hand, by driving continuous improvement in the environmental efficiency of its operations; and, on the other, by supporting its clients in their sustainable digital transformation processes, including hardware, software, network services, and cloud, as well as the entire infrastructure of its own and client data centers through its decarbonization plan, "**NTT DATA** Net Zero Vision 2040".

At **NTT DATA Iberia, International Organizations, LATAM, and Consulting in Benelux and France**, we are committed, together with the Group, to achieving Net Zero by 2040, with the goal of reducing our greenhouse gas emissions by 90%.

Net Zero: 2040 vision

2035 *Net Zero*
Scope 1 y **Scope 2**
Net zero emissions for direct emissions and indirect emissions from imported energy

90%
emission reduction

2040 *Net Zero* **Scope 3**
Net zero emissions for indirect emissions in the supply chain

NTT DATA Group's objectives have been validated by the Science-Based Targets initiative (SBTi) and aligned with its Net Zero standard. This validation confirms our commitment to the Paris Agreement and to global efforts to limit global temperature rise.

Methodology for the calculation of Carbon Footprint

NTT DATA calculates its greenhouse gas (GHG) emissions in accordance with the methodology established by the GHG Protocol, applying the financial control approach to the definition of the reporting perimeter. For this process, the Watershed reporting tool is used as of this fiscal year.

Strengthening the integrity and coverage of the emissions inventory

During FY25, a review of the perimeter and coverage of scope 3 emissions has been carried out, incorporating new categories and expanding the level of detail of certain emission sources already existing in FY24:

- ✓ **Category 1:** expansion of the inventory to include all NTT DATA's Purchase Orders, incorporating, among others, expenses associated with IT software and hardware, cloud services and data centers.
- ✓ **Categories 4 and 9:** incorporation of emissions associated with **upstream and downstream transport and distribution**.
- ✓ **Categories 11 and 12:** exclusion of emissions derived from the **use and treatment at the end of the useful life of products** marketed under reselling models.
- ✓ **Category 7:** incorporation of emissions associated with **teleworking**, and travelling of professionals to the workplace, estimated from the NTT DATA mobility survey.

As a result of these methodological updates, FY25 data is not fully comparable with that reported in FY24. FY25 is therefore set as the new base year for emissions reporting.

Scope 1: Direct GHG emissions, originating from facilities within the organization's boundaries

- ✓ Direct emissions with natural gas consumption
- ✓ Direct emissions from generator sets
- ✓ Direct emissions by own fleet
- ✓ Direct emissions from refrigerant gas leaks

Scope 2: Indirect GHG emissions

- ✓ Indirect emissions from electricity consumption
- ✓ Indirect emissions from district heating/cooling consumption
- ✓ Indirect emissions from own electric fleet

Scope 3: Indirect GHG emissions, which are not owned or controlled directly by the organization, but which are related to the activities of the organization

- ✓ Category 1: Indirect emissions from the purchase of goods and services.
- ✓ Category 2: Indirect emissions from the acquisition of capital goods.
- ✓ Category 3: Indirect emissions from fuel and energy-related activities (not included in Scope 1 or Scope 2).
- ✓ Category 4: Upstream transport and distribution (*).
- ✓ Category 6: Business travel.
- ✓ Category 7: Travel of professionals to the workplace.
- ✓ Category 9: Downstream transport and distribution.
- ✓ Category 11: Use of products sold (*).
- ✓ Category 12: End-of-life treatment of products sold (*).
- ✓ Category 13: Downstream leased assets (**).
- ✓ Category 15: Investments (**).

(*) New calculation categories included during FY25 as part of NTT DATA's strategy.

(**) Categories with no emission sources associated with NTT DATA, but relevant in other regions of the Group.

FY25 Carbon Footprint

The carbon footprint analysis identified that offices in countries that include Technology Services (TS) (Brazil, Spain, Mexico, and Chile) account for approximately 82% of total emissions. This is mainly due to the high emissions associated with purchase orders (POs) and the resale of hardware and software.

In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1) and resale activities (Categories 11 and 12). These efforts will be complemented by maintaining a renewable electricity procurement strategy and the progressive electrification of the corporate fleet.

These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: Direct emissions — 0,41% tCO_2e

Main source of scope 1 emissions: own fleet of vehicles.

Scope 2: indirect emissions from purchased energy — 0,11% tCO_2e

Thanks to the renewable electricity consumption of 99.6%.

Scope 3: indirect emissions in the value chain — 99,48% tCO_2e

Travel — 12,15% tCO_2e

- Business Travel
- Employee travel to work centers

Purchased fuel and energy activities — 0,37% tCO_2e

Supply chain — 86,96% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

IBIOL	FY25 Market Based	FY25 Location Based	Units
Scope 1 GHG emissions	**1.345**	**1.345**	**tCO2e**
Stationary combustion	136	136	tCO2e
Mobile combustion	1.110	1.110	tCO2e
Refrigerant gas leaks	99	99	tCO2e
Scope 2 GHG emissions	**346**	**1.755**	**tCO2e**
GHG emissions from electricity consumption	7	1.404	tCO2e
District heating/cooling GHG emissions	271	271	tCO2e
GHG emissions from electric mobility	69	81	tCO2e
Scope 3 GHG emissions	**324.282**	**324.135**	**tCO2e**
1. Purchase of Goods and Services	188.503	188.503	tCO2e
2. Capital Goods	322	322	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	1.202	1.056	tCO2e
4. Upstream Transportation and Distribution	4.841	4.841	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business Travel	9.478	9.478	tCO2e
7. Employee travel to work and teleworking	30.138	30.138	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream Transportation and Distribution	0	0	tCO2e
10. Processing of Sold Products	-	-	tCO2e
11. Use of Sold Products	89.504	89.504	tCO2e
12. End-of-life treatment of products sold	293	293	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**325.973**	**327.235**	**tCO2e**
Total GHG emissions avoided	**32.327**	**32.327**	**tCO2e**
Total GHG emissions offset	**2.977**	**2.977**	**tCO2e**
Total GHG emissions per professional	**7,19**	**7,21**	**tCO2e/professional**

The location-based approach reflects the emissions calculated with the average factors of the electricity grid, while the market-based approach incorporates the specific attributes of the contracted energy and energy certificates acquired.

*Note: In FY25, the carbon footprint calculation includes Morocco, in addition to the 17 countries in the perimeter of this report, in accordance with the financial control approach defined by the GHG Protocol.

Initiatives towards Net Zero 2040

As part of the Net Zero Vision 2040 strategy and the commitment to achieve net-zero emissions in scopes 1 and 2 by 2035, NTT DATA established a target of 28% reduction of its scope 1 and 2 emissions for FY25, compared to FY24 (target to be achieved: 2 $ktCO_2e$) To obtain this, NTT DATA promoted initiatives aimed at the decarbonization of its operations, among which the following stand out:

- ✓ Inventory of the corporate vehicle fleet and progress in its electrification.
- ✓ Acquisition of Energy Attribute Certificates (EACs).
- ✓ Optimization of energy consumption in stationary sources.
- ✓ Reinforcement of preventive maintenance of refrigeration equipment.

27% tCO_2e reduced in its own fleet

99,5% tCO_2e reduced by EACs

19% tCO_2e reduced in stationary sources

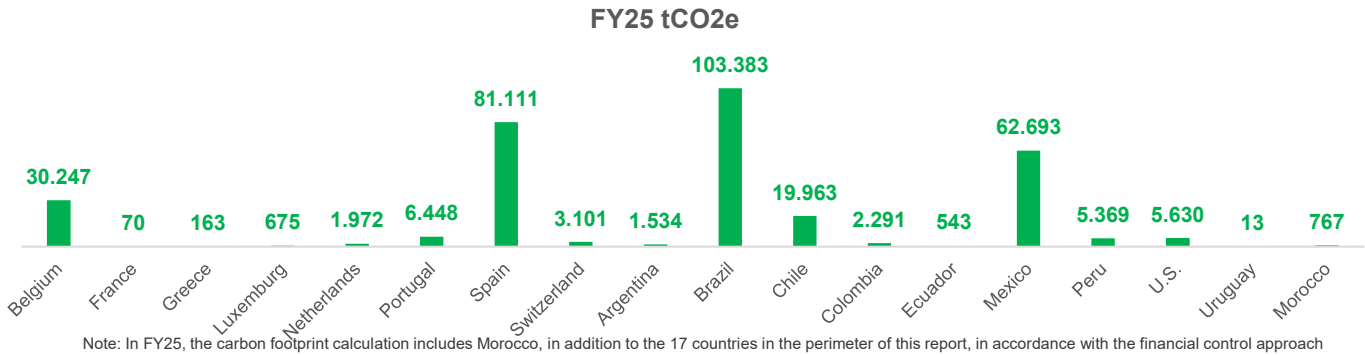
66% tCO_2e reduced in cooling equipment

Thanks to the implementation of these measures, NTT DATA achieved an emissions reduction of 1,7 $ktCO_2e$, for scope 1 and 2 during FY25, consolidating significant progress towards achieving its long-term decarbonization goals.

Country	FY25 carbon footprint in tCO2e (*Market-based*)	% of Total Footprint	tCO2e/professional
Belgium	30.247	9,28%	104,30
Spain	81.111	24,88%	3,82
France	70	0,02%	1,21
Greece	163	0,05%	1,81
Luxembourg	675	0,21%	6,31
Netherlands	1.972	0,60%	35,21
Portugal	6.448	1,98%	3,50
Switzerland	3.101	0,95%	124,03
Argentina	1.534	0,47%	1,39
Brazil	103.383	31,72%	14,93
Chile	19.963	6,12%	10,34
Colombia	2.291	0,70%	1,04
Ecuador	543	0,17%	1,45
United States	5.630	1,73%	38,04
Mexico	62.693	19,23%	26,71
Peru	5.369	1,65%	0,94
Uruguay	13	0,00%	3,14
Marruecos	767	0,24%	0,85
NTT DATA	**325.973**	**100%**	**7,19**

Other initiatives contributing to climate action

- Be-Flex flexible work models have helped **avoid 31.628 tCO_2e** associated with employee commuting.
- The incorporation of electric vehicles has helped **avoid 690 tCO_2e.**
- Solar PV self-consumption systems have helped **avoid 9 tCO_2e**.
- Reforestation projects promoted by NTT DATA have **offset 2.977 tCO_2e**.



Note: In FY25, the carbon footprint calculation includes Morocco, in addition to the 17 countries in the perimeter of this report, in accordance with the financial control approach defined by the GHG Protocol for the calculation of the carbon footprint.

Energy consumption

NTT DATA maintains a strong track record toward its commitment to sourcing 100% renewable electricity by 2030. In FY25, the company reached **99.6%** of electricity consumption from renewable sources, driven primarily by the acquisition of Energy Attribute Certificates (EACs). Under a market-based approach, this strategy helped reduce emissions by **1.409 tCO_2e**, further lowering the carbon footprint associated with electricity consumption.

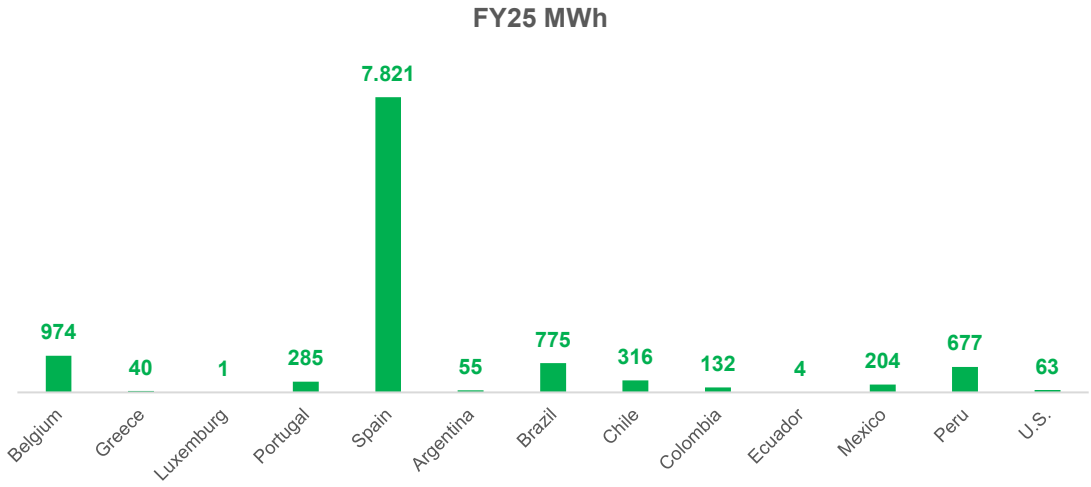
At the same time, NTT DATA continues to make progress in distributed renewable generation through self-consumption solutions. In FY25, the solar photovoltaic installation located at NTT DATA Towers in Spain generated a total of 65 MWh, contributing to the diversification of energy sources and strengthening the organization's energy resilience, while avoiding the emission of **9 tCO_2e** into the atmosphere.

Regarding the evolution of energy consumption, during FY25, European territories accounted for 80% of NTT DATA's total energy consumption, a figure aligned with the region's operational weight, as it represents 53% of the company's professionals and 77% of its operational floor area. This higher consumption is also due to structural factors associated with the European operating model. Unlike other geographies, offices in Europe combine electricity consumption with additional energy needs linked to HVAC systems, including natural gas boilers and district heating and cooling solutions.

0,26
MWh/employee

1.409
tCO_2e reduced

NTT DATA	FY25	Units
Total energy consumption from fossil sources	**3.333**	**MWh**
Natural gas	740	MWh
Diesel	5	MWh
Electricity purchased from fossil sources	36	MWh
District Heating/cooling from non-renewable sources	2.552	MWh
Total energy consumption from renewable sources	**8.014**	**MWh**
Electricity purchased from renewable sources	7.949	MWh
Self-generated electricity consumption	65	MWh
Percentage of total electricity from renewable sources	**99,6**	**%**
Percentage of total energy from renewable sources	71	%
Total energy consumption	**11.348**	**MWh**
Total energy consumption per professional	**0,26**	**MWh/ Professional**
Total energy consumption per m2	**0,11**	**MWh/m2**



Note: Information is displayed only for countries for which information is available. The countries not included are France, the Netherlands, Switzerland and Uruguay.

*FY24 data has not been included, as information is not available for the legal entities added to the new analysis and reporting perimeter of this report.

Water consumption

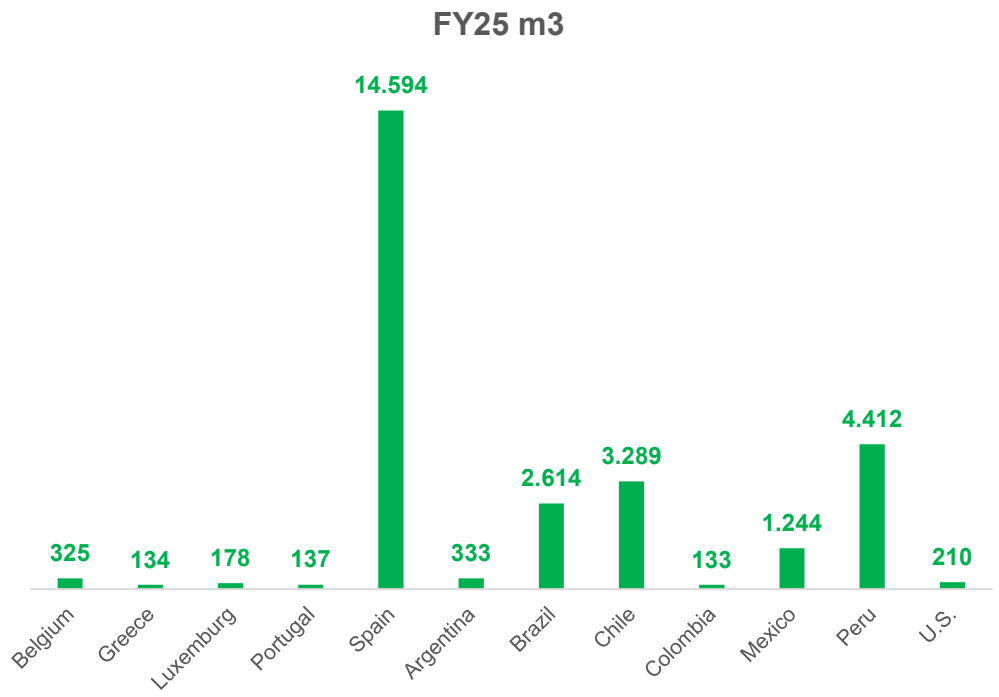
Given the nature of its business model, which is focused on the provision of IT services, water consumption is not a material environmental aspect for NTT DATA. In FY25, 100% of the water consumed in the company's offices came from local water supply networks, with 56% of total consumption concentrated in Europe, in line with the operational weight of this region.

The results were calculated based on the scope of information available for FY25. Offices in Ecuador and some sites in Spain were not included in the analysis due to limitations in the availability and consolidation of consumption data during the reporting period. However, these exclusions do not significantly affect the representativeness of the results obtained.

NTT DATA continues to promote water efficiency initiatives across its facilities through measures such as the installation of timers and faucet aerators, dual-flush toilets, and the optimization of space occupancy, contributing to more efficient resource management and real estate portfolio management.

0,62 m3 of water consumption/employee

NTT DATA	FY25	Units
Water consumption	27.604	m3
Total water consumption per professional	**0,62**	**m3/ professional**



Note: Information is displayed only for countries for which information is available. The countries not included are: Ecuador, France, the Netherlands, Switzerland and Uruguay.

*FY24 data has not been included, as information is not available for the legal entities added to the new analysis and reporting perimeter of this report.

02

Planet Positive

Circular economy

The incorporation of circularity principles in technology favors a more responsible use of resources, reduces waste generation and contributes to the creation of sustainable value.

Circularity at NTT DATA is based on maximizing the value of resources throughout their entire life cycle through the reuse, updating, recovery and recycling of technological resources and assets and digital infrastructures.

This approach contributes to reducing waste generation, optimizing material and energy consumption, and minimizing the environmental impacts associated with business activity.



Waste management

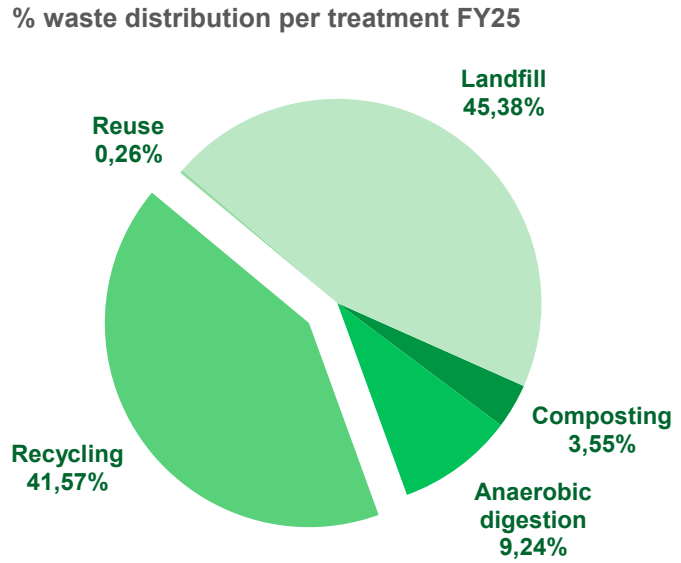
As part of its circular economy strategy, NTT DATA has continued to strengthen the monitoring and management of waste generated in its operations. In FY25, the company reported waste information for 43 of its 57 operational offices. The analysis was conducted based on the available information scope, excluding certain locations in Argentina, part of Brazil, part of Chile, Greece, and Luxembourg due to limitations in the availability and consolidation of data for the reporting period.

In line with the distribution of operational activity, the European region accounted for 75% of the waste reported during FY25. Regarding treatment, 42% of the waste generated was recycled or reused, while 53% was diverted from landfill through various recovery and management alternatives.



Note: Information is displayed only for countries for which information is available. The countries not included are: Argentina, France, Greece, Luxembourg, the Netherlands, Switzerland and Uruguay.

NTT DATA	FY25	Unit
Non-hazardous waste	**81,44**	**t**
Reuse	0,12	t
Recycling	32,85	t
Composting	2,96	t
Anaerobic digestion	7,70	t
Landfill	37,81	t
Hazardous waste	**1,89**	**t**
Reuse	0,10	t
Recycling	1,79	t
Composting	-	t
Anaerobic digestion	-	t
Landfill	-	t
Total waste generated	**83,33**	**t**
Total waste generated/professional	0,0019	t/ professional
Waste diverted from landfill	53	%
Recycled/reused waste	42	%





03 Prosperity positive

Prosperity Positive

Prosperity Positive represents our way of growing by building trust, value and sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation and transparency.



	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	50%	47%	50%
% of professionals who have completed the compliance course	90%	95%	95%
% of professionals who have completed the security course	90%	90%	90%

The green traffic light (🟢) indicates that the FY25 target has been met.

NOTES: Details of the strategic indicators, including calculation formulas, definitions of terms and interpretation criteria, are available in Annex 3.

FY24 data has not been included, as information is not available for the legal entities added to the new analysis and reporting perimeter of this report.

03

Prosperity Positive

Risk Management

Risk Management Process

NTT DATA adopts a global, structured approach based on clear responsibilities to proactively manage risks, strengthen operational resilience, protect business value, and ensure effective oversight.

In FY25, a **new internal regulatory framework for global risk management** was created. This framework has adopted a more operational and in-depth approach to the process, aligned with applicable standards in this area. It currently consists of the **Risk Management Policy and the Risk Management Framework**, both aligned with COSO (the Committee of Sponsoring Organizations of the Treadway Commission) and ISO 31000 on Risk Management.

The purpose of this new regulatory framework is to ensure that financial, strategic, and operational risks are identified, assessed, prevented, and/or mitigated, while ensuring appropriate monitoring and reporting through formal structures that support timely decision-making by senior management and protect clients, employees, business partners, and other stakeholders. It also establishes a governance model that defines clear responsibilities across the relevant bodies, committees, and roles, ensuring that the process maintains the Three Lines of Defense model and implements common controls and procedures.

NTT DATA promotes a culture of risk prevention and management that fosters accountability, open communication, informed decision-making, and continuous process improvement.

Risk management results

In this year, the following initiatives have been carried out linked to the risk management process and following the guidelines of the NTT DATA Inc. Group.:

1. Identification of material risks that could affect the fulfillment of the objectives and strategy of the NTT DATA Inc. Group.
2. Preparation of a list of corporate risks with an impact on business or operational activities, assigning Risk Owners for their proper management.

In addition, at the local and regional levels, priorities are established each year for the planning and implementation of actions to counter risks. These include both the implementation of new controls to prevent or mitigate risks, as well as the monitoring of controls already in place and indicators related to risk status.

The results of the risk assessment conducted in FY25 showed that the scenarios identified do not represent a material risk for the region, due to the controls already implemented and considering the nature of our activities.

We continue to work steadily on technologies and solutions aimed at preventing and controlling threats such as cyberattacks and potential information leaks, while also continuing to implement actions in response to changes in national and international laws and regulations, particularly in areas related to DORA, NIS2, and the AI Act.

03

Prosperity Positive

Corporate culture

Corporate culture at NTT DATA

NTT DATA maintains a strong commitment to a solid corporate culture based on core values such as respecting every voice, thinking big, being bold, delivering results, and winning together. These values inspire professional behavior and decision-making at all levels of the organization and are fully aligned with the principles of sustainability, good corporate governance, integrity, transparency, and business ethics.

NTT DATA's corporate culture is supported by a **common framework for action** defined by the Business Code of Ethics, NTT Group policies and guidelines, and a preventive approach to risk management, all of which promote responsible conduct in compliance with applicable laws and the highest ethical and governance standards.

Within the organization, specific functions are responsible for promoting, developing, and assessing corporate culture and ethical behavior, particularly People, Compliance & Risk Management, and Internal Audit:

- **People**: promotes **responsible people management**, aligned with corporate values and aimed at fostering ethical, inclusive, and continuously evolving work environments, strengthening the organizational culture through development, training, and awareness-raising processes.
- **Compliance & Risk Management**: ensures the **effective deployment of the Business Code of Ethics and NTT Group policies and guidelines** within the company, promoting regulatory compliance, risk prevention, and ethical business conduct in accordance with applicable ethical and legal principles.
- **Internal Audit**: plays a key role in the **independent and objective assessment of the effectiveness of the internal control, risk management, and governance system**, contributing to the continuous improvement of processes and reporting directly and independently to Senior Management and the relevant governing body.

Commitments against corruption and bribery

NTT DATA Iberia, International Organizations, LATAM, and Consulting in Benelux and France reinforces its firm commitment to integrity, ethics, and bribery prevention through an **Anti-Bribery Management System aligned with ISO 37001**. This system includes policies, controls, training, and oversight mechanisms to prevent, detect, and respond to any form of corruption. This approach guides decision-making and the way the company engages with clients, partners, and third parties.

During FY25, as a relevant milestone, the company expanded this international certification – already available in Peru and Ecuador – to entities based in **Spain, Colombia, and Chile**, consolidating a scalable model and a roadmap to incorporate new geographies in future fiscal years.

This framework promotes a culture of compliance and zero tolerance, guides relationships with clients, partners, and third parties, and reinforces transparency, risk management, and trust in the market.

As a result, in FY25 no cases of corruption or bribery were confirmed, nor were any sanctions, public investigations, or convictions recorded for anti-corruption or anti-bribery breaches.

Our criminal risk prevention system, which covers anti-corruption matters, is structured around a set of policies that include relevant measures and controls to prevent any act related to corruption, bribery, and associated conduct, as follows:

- **Crime Prevention Policy**: establishes the commitment to zero tolerance for unlawful conduct and defines mechanisms for the management and prevention of criminal risks, including bribery and corruption.
- **Anti-Corruption Policy**: establishes the general framework for preventing corruption and bribery in both the public and private sectors.
- **Anti-Bribery Policy**: reinforces the commitment to integrity and the fight against bribery through an Anti-Bribery Management System in accordance with ISO 37001.
- **Policy on Gifts and Hospitality:** regulates the internal procedure and requirements for accepting and offering gifts, courtesies, and hospitality.
- **Conflict of Interest Policy**: requires the identification, avoidance, and reporting of potential conflicts of interest.
- **SpeakUp reporting channel**: enables professionals and third parties to report potential regulatory or ethical breaches. More information is available on page 51.

Global Compliance Training

As part of our ongoing commitment to ethics and integrity, during this fiscal year a new annual Compliance training program was rolled out to all NTT DATA, Inc. employees through the Percipio platform.

The training was mandatory for all NTT DATA employees and covered key aspects such as understanding and applying the current Code of Conduct, preventing inappropriate behavior, and preventing risks related to corruption and bribery. The program was structured into three training modules:

- **Business Code of Ethics**
- **Conflicts of Interest**
- **Anti-Bribery and Anti-Corruption**

It also included a final assessment to validate each professional's level of acquired knowledge, which must be successfully completed to obtain the corresponding certificate for each module.
During FY24, 69%* of professionals completed the training, and significant progress was made during FY25.

95%* **of professionals have completed the Compliance training in FY25.**



*Due to the ongoing integration process, data is included only from entities that are part of the perimeter within NTT DATA Spain S.L.U

Security training

Technology risk is evolving increasingly rapidly and seeks to exploit vulnerabilities, configuration errors, or human mistakes to compromise the security of organizations.

In terms of training, all professionals are required to complete a basic mandatory security course. During FY25, employee participation exceeded **90%*.**

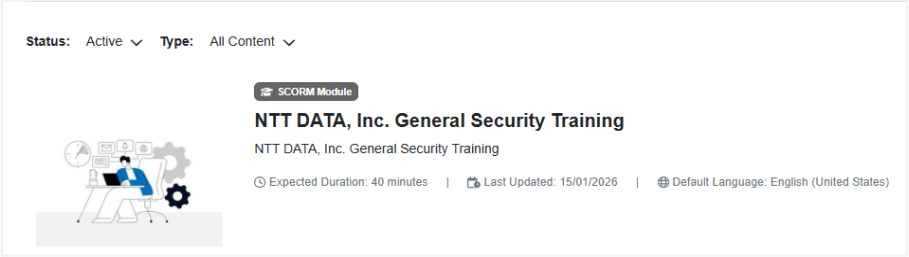
In addition, an ongoing microtraining program has been launched, with awareness-raising activities aimed at all professionals every two months.

As a complement, periodic phishing simulations are carried out by sending fictitious emails to users, with the aim of training professionals to detect fraudulent messages and reinforce secure behaviors against potential cyberthreats.

*Due to the ongoing integration process, data is included only from entities that are part of the perimeter within NTT DATA Spain S.L.U

General course in information security

The objective of general information security training is to strengthen professionals' awareness of the importance of protecting information and applying appropriate security measures in any work context: in the office, at a client's site, remotely, or from anywhere in the world.

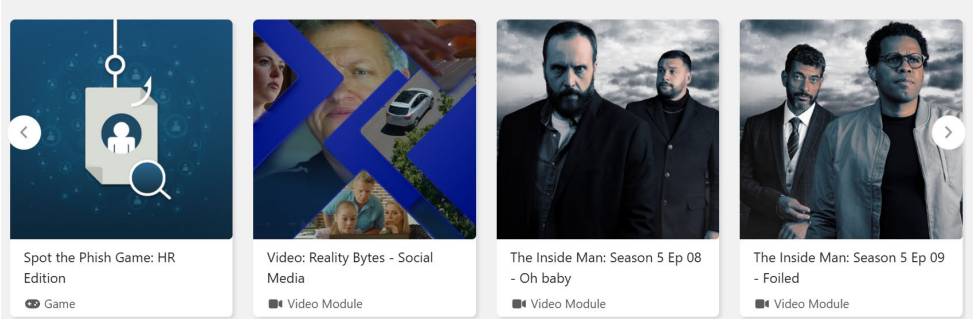


Sensitization pills

Awareness-raising initiatives aimed at all professionals through bi-monthly campaigns that include activities such as information cards, micro-training, games and videos.

Example of campaigns that were launched during the year:

- Information Security on Mobile Devices
- Stop Social Engineering Scams
- Curiosity Double Problem: Password Security Game
- AI and cybercrime protection
- AI: New Tools and New Threats



Whistleblowing channel

SpeakUp is the new whistleblowing channel, operational from FY25, unique and global for all units of the NTT DATA, Inc. group. It is available on the corporate websites of each country and is equally accessible to professionals and third parties.

In addition, this new whistleblowing channel is governed by two new **NTT DATA, Inc. policies** (Whistleblowing Channel Policy and SpeakUp + Investigations Policy).

Access to the NTT DATA web whistleblowing channel: SpeakUp & Whistleblowing

Guarantee of effectiveness of complaints

To ensure the effectiveness of the channel, two key documents have been developed: the Internal **Whistleblowing Channel Procedure**, which regulates its implementation and operation, and the **Internal Investigations Protocol**, which establishes the guidelines for conducting investigations.

Both documents reinforce ethics and the compliance culture, protect the organization's reputation and assets, facilitate the identification of risks, and enable disciplinary measures to be adopted in accordance with applicable legislation.

The proper use of the channel is also promoted through awareness-raising and training activities. In particular, the annual compliance training course includes a specific section on how to access and use this channel.

Protection of individuals who report irregularities

The protection of individuals who report irregularities is set out in NTT DATA's **Business Code of Ethics**, which prohibits any form of retaliation against those who report in good faith or cooperate in an investigation. More information is available on page 80.

This protection is reinforced through the Whistleblowing Channel and SpeakUp Policy, which regulates the operation of the global reporting channel, and the Investigations Policy, which establishes how investigations must be conducted to determine whether the reported facts occurred, either fully or partially, or did not occur.

These mechanisms ensure protection against intimidation, harassment, reputational harm, unfavorable treatment, discrimination, or retaliation, as well as the confidentiality of the information reported.

03

Prosperity Positive

Ethical and sustainable AI

NTT DATA committed to responsible AI

AI Pact

NTT DATA is one of the signatories of the **AI Pact**, an initiative of the European Commission designed to help organizations anticipate and prepare for the obligations established by the Artificial Intelligence Act.

By joining the Pact, companies and other organizations commit to adopting good practices in governance, transparency, and risk management in the use of AI systems, sharing their experiences, and undertaking concrete, planned commitments to align with the requirements of the AI Act.

NTT DATA has defined three key commitments on responsible AI:

1. **Adopt an AI governance strategy:** Promote an AI governance strategy that supports responsible adoption within the organization and moves toward future compliance with the AI Act.
2. **Identify and map high-risk AI systems:** Establish processes to identify, evaluate, and document AI systems that may be categorized as high-risk, considering impacts on health, safety, and fundamental rights.
3. **Promote AI awareness and literacy:** Strengthen training and awareness among professionals in artificial intelligence, ensuring its ethical and responsible development and use in alignment with the company's principles.

On **November 19, 2025**, NTT DATA was featured in the second edition of the **AI Literacy Living Repository**, published by the European Commission AI Office, and in the complementary report "**AI Literacy Practices**" by **ARISA** – Artificial Intelligence Skills Alliance.

This recognition highlights the company's work in promoting AI literacy, particularly through initiatives aimed at training, raising awareness, and supporting its professionals in the ethical, responsible, and safe use of AI.

ISO/IEC 42001:2023
AI Management System (AIMS)

aXet Agents
The future of work is here

ga pl ta ag flo bi bm co wi mi oa

aXet is NTT DATA's internal AI platform, designed to accelerate the adoption of artificial intelligence in professionals' day-to-day work and across different business areas. The platform brings together several specialized solutions, including assistants for daily productivity, software development, low-code automation, ticket management, and the creation of agentic teams to optimize workflows.

In February 2026, aXet obtained **ISO/IEC 42001:2023** certification, accrediting a responsible AI management system with structured, traceable, and auditable processes for the development, use, and governance of the platform. This milestone reinforces trust in its deployment at scale and consolidates aXet as a key tool for driving safe, governed, and value-oriented AI.

aXet

Coverage

NTT DATA Iberia, International Organizations, LATAM and consulting in Benelux and France

Application

+400 use cases

Certificate No.: C820132 | Validity: Feb, 23th 2026 – Feb, 22th 2029

Key benefits for our customers

Robust risk management

Proactive mitigation of operational, legal, and reputational risks associated with the use of AI.

Governance and ethics

A structured framework that ensures regulatory compliance and the integration of ethical principles into development.

Trust and transparency

Standardized, traceable and auditable processes for customers, stakeholders and regulators.

Quality and continuous improvement

Continuous optimization of service performance, aligned with international standards.

AI Risk Analysis

NTT DATA integrates AI risk analysis from the earliest stages of the systems life cycle, both in internal projects and in client solutions.

Before developing, deploying, or significantly modifying an AI system, a multidisciplinary assessment is carried out with the participation of the Legal, Privacy, Security, and Intellectual Property teams. This approach makes it possible to identify potential impacts before systems are built, embedding ethical, legal, and compliance considerations by design.

When relevant risks are identified, the company can intervene at an early stage to prevent the deployment of systems that may present unacceptable risks. In addition, its development methodologies incorporate Responsible AI best practices, such as the identification and mitigation of bias, sustainability, explainability, and privacy by design, regardless of the system's risk level.



AI Training

Generative AI is transforming NTT DATA, driving new products, services, and ways of working. To support this evolution, the **AI Academy** offers global AI training to everyone across the company, with learning paths tailored to each professional role's level of experience, technical knowledge, and real-world use of AI.

In FY25, **88%*** of professionals had already received AI training, reflecting progress in alignment with the company's strategy and its commitment to building talent prepared for AI fluency.

Level	Description
Black Belt	The highest level, made up of key NTT DATA professionals with advanced knowledge who lead innovation, design solutions and manage large AI implementations globally.
Green Belt	**Advanced training:** Designed for professionals who develop solutions, provide services or manage AI and AI Gen projects, addressing trends, strategic vision and various technical or functional aspects.
Yellow Belt	**Level 2:** Hands-on training focused on the use of Gen AI tools in specific corporate activities, tailored by role and business unit for the entire organization. **Level 1:** Training on basic skills, such as prompting, for the use of AI and Gen AI tools, with special emphasis on ethics and bias, aimed at all professionals equally.
White Belt	**Basic training:** Introduction for all professionals on AI and Gen AI fundamentals, covering essential concepts, terminology, benefits, risks, and ethical considerations.

This fiscal year, the AI Academy project has been awarded with:

2025 Gold Excellence Award
for "Best Competencies and Skill Development" by Brandon Hall



Partnership Impact Award
by Skillsoft



*Due to the ongoing integration process, data is included only from entities that are part of the perimeter within NTT DATA Spain S.L.U

Sustainable AI projects

At NTT DATA we promote responsible, ethical and sustainable artificial intelligence, combining training, expert knowledge and real projects that help our clients and institutions adopt AI with confidence, transparency and positive impact. Below are some of the projects and activities carried out this FY25:

Protection of vulnerable groups - SEDIA

The project aims to support **SEDIA**, the Spanish Secretariat of State for Digitalization and Artificial Intelligence, in analyzing and deploying the impact of AI on Spanish society, with a particular focus on protecting vulnerable groups, promoting AI adoption in public administrations, and developing the 2024 AI Strategy.

To this end, the project is structured around four lines of action: studying the impact and risks of AI; fostering trust and raising public awareness; promoting AI in public administrations through models, guidelines, and use cases; and supporting strategic initiatives.

The project provides analysis, tools, and action frameworks for a more ethical, secure, and efficient implementation of AI, strengthening public decision-making and social trust.

Responsible AI and European regulatory training for customers

Training sessions on responsible AI and AI & data regulations have been designed and delivered for organizations in the banking and utilities sectors, as well as for public entities.

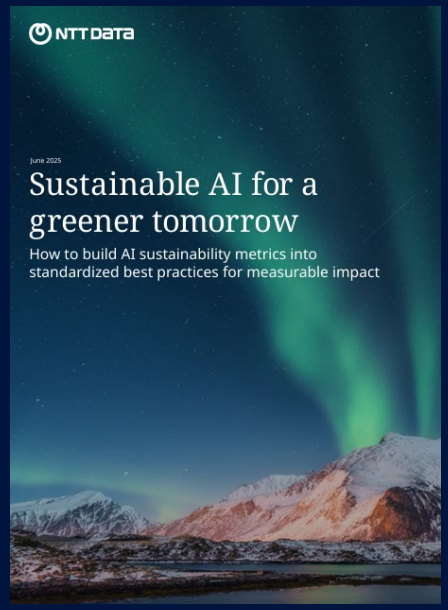
These training sessions address the lack of knowledge around AI regulatory and ethical frameworks, providing a structured overview of ethical principles, governance, and key regulations such as the AI Act, the Data Act, and the Data Governance Act.

Citizen Transparency Portal – Generalitat de Catalunya

Development of a transparency portal for the Government of Catalonia that provides citizens with technical factsheets and ethical risk assessments for different automated systems used by the public administration. The registry enables people to understand the real influence of these tools on their lives and rights. The inventory currently includes 31 published systems.

Publishing of a white paper about sustainable AI

Publication of the white paper “Sustainable AI for a Greener Tomorrow.” This guide analyzes the need for sustainable AI and presents practical, measurable strategies to align AI innovation with environmental responsibility.



AI Governance Projects

NTT DATA has developed different initiatives to help organizations move towards a more responsible, ethical AI governance aligned with current regulatory frameworks, especially the **AI Act.**

Ethical AI Governance Model

Support for a Spanish pharmaceutical company in defining its AI governance model, with ethical AI as the core focus. The project included the definition of a responsible AI strategy, a mandatory principles framework applicable to all initiatives, and the design of an AI Office in collaboration with the legal and cybersecurity teams.

Reporting and Compliance Accelerator

Creation of an accelerator that enables the registration of AI systems and the assessment of their level of compliance with frameworks such as the AI Act and the NIST AI RMF. The solution provides governance teams with greater control, traceability, and auditability of AI systems, both in development and in production.

Generative AI Governance in Workplace

Support for a Spanish financial institution in the functional design of the governance model for AI tools integrated into its workplace. The objective was to consolidate a robust and structured framework to control the use of generative AI solutions, with a particular focus on compliance with the AI Act.

Comprehensive AI and Agent Governance Framework

Design and implementation of an AI governance model for a financial institution in Brazil, based on a risk-oriented approach and integrating governance, risk, technology, operations, and responsible AI principles. The framework enables the safe and scalable adoption of AI solutions, including generative AI, while strengthening traceability, auditability, continuous monitoring, and risk management according to each system's level of impact.

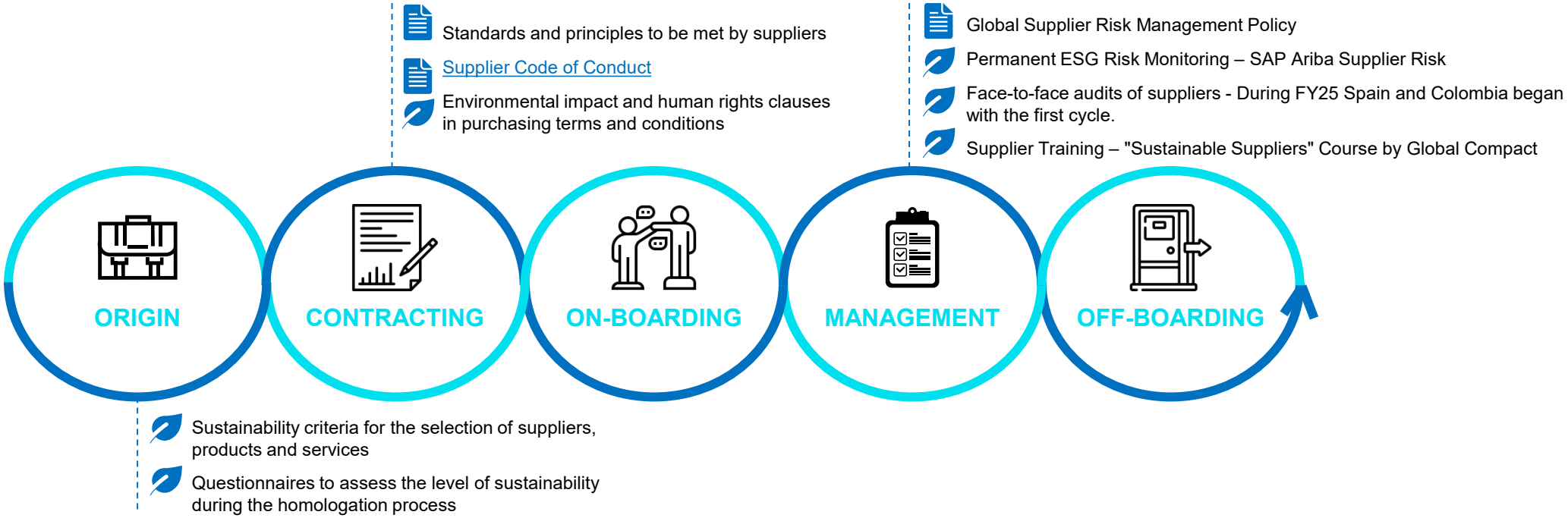
03

Prosperity Positive

Sustainable supply chain

Towards a more sustainable supply chain

NTT DATA seeks to integrate sustainability into its procurement processes through a structured, risk-based operating model, applied throughout the entire supplier lifecycle. **Sustainability in the supply chain** is a critical business capability, and most of our impact and ambition to achieve Net Zero depend on how we select, manage and engage with suppliers.



Questionnaires to assess sustainability criteria during the approval process

NTT DATA continues to strengthen the integration of sustainability criteria into the supplier approval process. Through a specific questionnaire, the company assesses the sustainability profile and maturity level of large companies and SMEs, analyzing aspects such as policies, initiatives, targets, and progress in this area.

In FY25, **47% of approved and reapproved suppliers were assessed against sustainability criteria**, consolidating significant progress compared to previous fiscal years.

In addition, we present the results of a **key topic** included in the questionnaire: understanding suppliers' maturity and progress in measuring their carbon footprint.

Suppliers approved with sustainability criteria

As a result, in FY25 the number of suppliers approved under sustainability criteria increased, reaching 47%.

Suppliers approved with sustainability criteria

FY25	FY24	FY23
47%	34,2%	31,9%

Suppliers measuring their carbon footprint

Climate maturity is assessed by identifying whether suppliers calculate their carbon footprint in accordance with internationally recognized standards, such as ISO 14064 or the GHG Protocol. This analysis provides insight into the supply chain's starting point and supports continued efforts to promote decarbonization.

The company calculates its carbon footprint according to internationally recognized standards?

FY25	**8% of approved and reapproved suppliers**



04

People positive

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.

Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shaping a better society by applying our digital capabilities to foster digital training and education to accelerate economic growth and create a more diverse and inclusive world.

- People-centric company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

4KPI: Engagement of professionals

	Objetivo FY25	FY25	FY26
% of women in the workforce	75%	75,3%	75%
% of women executives	35%	32,7%	35%
% of women top executives	35%	33,79%	35%
% of people with disabilities	20%	15,41%	20%
% of professionals participating in social and/or environmental initiatives	1,5%	1,53%	2%
% of professionals who think NTT DATA is a sustainable company	5,5%	6,5%	7%
% of professionals trained in sustainability	75%	96,1%	97%
	40%	23%	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

NOTES: Details of the strategic indicators, including calculation formulas, definitions of terms and interpretation criteria, are available in Annex 3.

FY24 data has not been included, as information is not available for the legal entities added to the new analysis and reporting perimeter of this report.

04

People Positive

Professionals

Professionals and their distribution

At NTT DATA we continue to grow by relying on talent, generating qualified employment in 17 countries and contributing directly to the development of local economies.

- More employment and further specialized. We strengthen our capabilities in digital projects in key markets such as Spain, Brazil and Mexico**.**
- **Strong commitment to young talent**. We promote employability and the creation of new technological profiles that fuel the growth of the sector.

4.935

interns

- **Impact beyond the company itself**. We generate local economic activity in Europe and the Americas through stable employment, collaboration with suppliers, and projects that improve the competitiveness of the business ecosystem.

+9,3%

professionals compared to FY24

Region and country*	FY25				FY24	FY23
	Women	Men	Gender: Other	Total	Total	Total
Europe						
Belgium	158	132	0	**290**	287	302
Spain	6.999	14.221	0	**21.220**	20.323	20.460
France	15	43	0	**58**	49	56
Greece	36	54	0	**90**	97	108
Luxembourg	29	78	0	**107**	107	97
Netherlands	22	34	0	**56**	58	72
Portugal	706	1.134	0	**1.840**	1.654	1.564
Switzerland	7	18	0	**25**	18	-
America						
Argentina	370	737	0	**1.107**	1.056	1057
Brazil	2.230	4.695	1	**6.926**	5.299	5.309
Chile	507	1.423	0	**1.930**	1.540	1.543
Colombia	789	1.407	0	**2.196**	2.167	1.715
Ecuador	108	267	0	**375**	403	293
Mexico	793	1.554	0	**2.347**	2.275	2.365
Peru	1.723	4.017	0	**5.740**	5.196	4.769
Uruguay	2	2	0	**4**	2	1
United States	42	104	0	**146**	132	117
TOTAL*	**14.537**	**29.922**	**1**	**44.460**	**40.663**	**39.828**

*In FY25, there is a difference of 3 employees (1 woman and 2 men) between the global total and the breakdown by country. This difference is due to the fact that these individuals belong to legal entities in the region but are temporarily assigned to other countries within the NTT DATA Inc. group that are not included in the scope of this report.

Hiring

NTT DATA has a structured process for managing the onboarding of professionals, tailored both to the needs of the business and projects and to the expectations of candidates themselves.

The process begins with the identification of talent needs by business or support areas. Based on these needs, the most appropriate recruitment channels are defined and activated, including job portals, universities, the corporate website, specialized recruitment firms, unsolicited applications received by the company, and referrals through the Talent Friends Program, the corporate channel through which professionals can refer people they know to join the company.

The evaluation phase is then carried out, during which shortlisted candidates participate in interviews. The process is managed to ensure appropriate communication at every stage, including notification of the outcome and the formal closure of applications.

In FY25, 11,758 hires were recorded, representing a 24.7% increase compared to FY24 and reflecting significant momentum in talent acquisition.

FY25				FY24	FY23
Women	Men	Genre: Other	**Total**	Total	Total
3.687	8.068	3	**11.758***	9.430	9.958

11.758

New hirings

+24,7%

compared to FY24

9,72%

professionals from Talent Friends

*In FY25, there is a difference of 5 employees between the global total and the gender breakdown. This difference is due to a system error that does not allow the gender of the employees to be identified.

Open and permanent communication

The participation of professionals in the life of the company is a priority for NTT DATA, both through legal employee representative bodies and through other communication and listening channels promoted by the company.

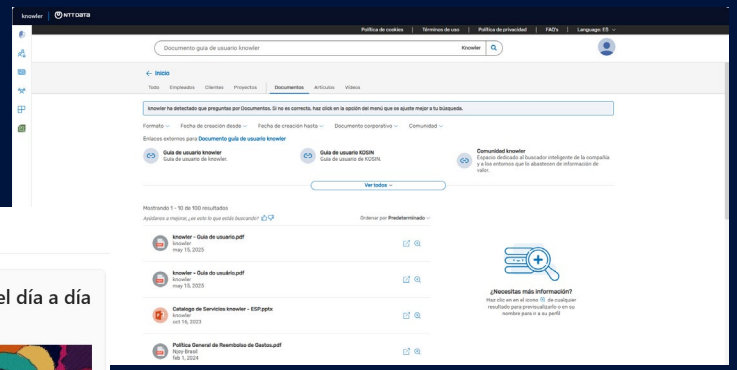
To maintain a close and fluid connection, we combine direct and digital channels, such as email, Outlook invitations, specific Teams chats, and dedicated spaces on SharePoint or Knowler 365.

Through these channels, we share relevant information and promote initiatives that engage professionals in key areas such as internal policies, people, diversity, equity and inclusion, well-being, and other topics of corporate interest.

In addition, we promote an open-door culture, encouraging all professionals to raise their questions, ideas, or concerns through the channel that is most convenient for them.

Global channels

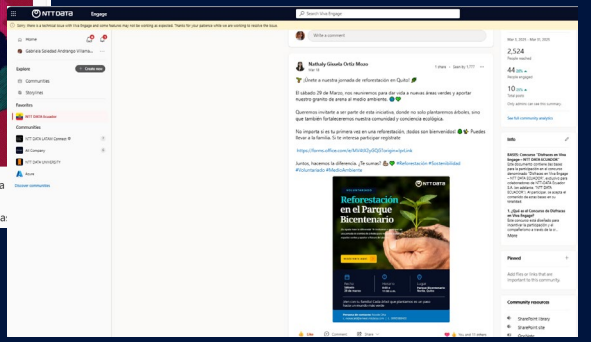
Knowler365



Doorways

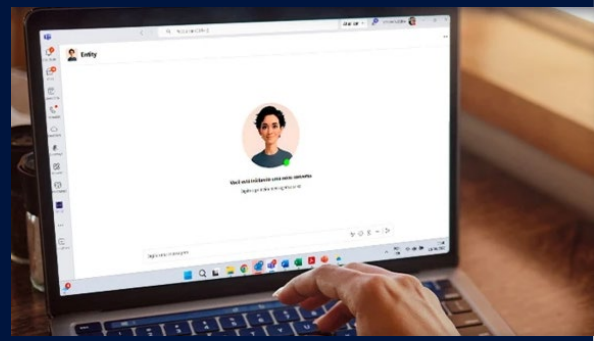


Viva *engage*



Internal chatbot Entity

In FY25, the corporate internal chatbot Entity was implemented. It is designed to help professionals quickly and easily resolve questions related to the company and their day-to-day work. It allows users to access practical information on topics such as leave, employee data, business unit, technical support, and internal procedures. Powered by artificial intelligence, it provides automated responses for guidance purposes only and does not replace binding legal, technical, or professional advice.



One Voice



One Voice is the annual global survey conducted across all NTT DATA Group companies to assess professionals' perception, satisfaction, and level of engagement. As a common initiative for the entire Group, it serves as a key mechanism for listening to employees' voices in a structured way and guiding decision-making related to talent and employee experience within the organization.

The survey was open from February 16 to March 6, 2026, with a final **participation rate of 78%** for NTT DATA Iberia, International Organizations, LATAM, and Consulting in Benelux and France, representing 32.460 responses received.

Through One Voice, NTT DATA not only measures professionals' level of engagement and commitment, but also a series of key factors that enable country and business unit leaders to define specific action plans to improve in each area.

In addition, this year's survey incorporated and reinforced key questions aimed at assessing professionals' perception of elements of the corporate culture. The questionnaire was also aligned with the pillars of the employee value proposition, with the objective of establishing internal metrics to monitor its progress and evolution.

Two main indicators are used to analyze the survey results: 4KPI and Intent to Stay. In this year's edition, **4KPI stood at 75.3%,** representing a slight increase compared to the previous year. Meanwhile**, 70.3% of professionals stated their intention to remain with the company** for more than three years.

The **4KPI indicator** captures four key dimensions of employee engagement: a sense of personal accomplishment, willingness to recommend the company as a place to work, readiness to go beyond what is required, and pride in belonging. These variables are highly predictive of performance, retention, and talent attraction, as they combine intrinsic motivation, emotional connection, and discretionary effort. Together, they provide a concise and actionable view of engagement levels within the organization.

The **Intent to Stay indicator** measures employees' intention to remain with the company, serving as an early predictor of voluntary turnover. In combination with 4KPI, it provides a comprehensive view of engagement and its sustainability over time, making it possible to anticipate risks and guide talent-related decision-making.

The following section presents other relevant data on professionals' perceptions across different areas.

87%	74%	84%	82%	83%	78%
Team Environment	Work-life balance	Professional task	NTT DATA Values	Diversity and inclusion	Sustainability

04

People Positive

Training

People-centered training

At NTT DATA, people are the organization's main asset and the engine of its sustainable growth. In this regard, training and development are consolidated as a strategic pillar within People Positive.

Within this framework, we promote a culture of continuous learning that fosters curiosity, collaboration, and the shared creation of knowledge at a global level. **NTT DATA University** drives the comprehensive development of professionals, strengthening their confidence and conveying the company's values and culture through an open, personalized, collaborative, and experience-based learning approach.

To this end, the training offering is structured through **Learning Paths**: personalized pathways that connect professional development with business needs. This approach makes it possible to develop key business capabilities, improve the learning experience, and ensure talent alignment with the strategy through:

- Learning paths aligned with each role and focused on professional development.
- A flexible model that combines business needs with individual aspirations.

The **training offering** covers different areas, with a particular focus during FY25 on artificial intelligence. More information is available on page 56. It also includes topics related to business strategy, digital transformation, project delivery, talent development and leadership, sustainability, among others, with the aim of promoting the continuous development of professionals and their impact on the business.



Evolution of training

During FY25, NTT DATA maintained its strong commitment to talent development through continued investment in training, aimed at strengthening professionals' key capabilities and preparing the organization for present and future challenges.

In this context, the average number of training hours per professional was 19,54 hours for women and 22,26 hours for men, reflecting the current workforce distribution.

The distribution of training hours, both in total terms and as an average per professional, is presented in the following table.

905.777

h of training

in FY25

Professional categories	No. of Hours	Average hours
Executive	3.685	349
Senior Manager	12.024	861
Manager	86.928	4.408
Professional	473.199	23.282
Junior	327.611	13.381
TOTAL	**903.447**	**42.281**

Region and country	FY25			FY24	FY23
	Investment (€)*	Average hours	No. of hours	No. of hours	No. of hours
Europe					
Belgium	164.713	15	4.476	4.853	6.423
Spain	14.333.467	21	435.427	610.555	438.577
France	34.344	12	719	1.066	873
Greece	37.577	16	1.483	3.782	1.436
Luxembourg	50.849	16	1.691	1.369	1.598
Netherlands	71.048	26	1.459	2.255	4.043
Portugal	1.469.460	27	49.983	79.944	44.759
Switzerland	10.130	5	122	407	507
America					
Argentina	534.289	17	18.576	45.867	27.577
Brazil	3.522.924	22	124.207	185.055	152.588
Chile	988.088	22	34.755	54.393	55.905
Colombia	862.060	14	31.833	54.230	38.094
Ecuador	322.479	32	12.157	17.452	2.798
Mexico	1.587.471	22	47.417	48.386	5.560
Peru	3.29.635	24	138.701	107.681	163.418
Uruguay	325	3	13	7	-
United States	33.816	5	758	2.285	0
TOTAL	**27.852.665**	**21**	**905.777**	**1.640.251**	**1.175.311**

Note: The investment in training and training data disaggregated by professional category and gender do not include information corresponding to NTT Argentina S.A.; NTT Brasil Comercio e Servicios de Tecnologia LTDA; NTT Brasil Tecnologia da Informacao LTDA; NTT Comunicacoes do Brasil Participacoes LTDA; NTT do Brasil Telecomunicacoes LTDA; NTT Chile SpA; Inversiones NTT Chile SpA; NTT Spain Intelligent Technologies and Services S.L.U.; or NTT México Commerce Centre S.A., due to the ongoing integration process.

The variation observed in FY25 data compared to previous fiscal years is due to an adjustment in the calculation methodology: a review of training hours and alignment with data regularized by the corporate Learning Management System (LMS), as well as an adjustment to the reporting scope as a result of the current integration process.

Sustainability Academy

At NTT DATA, we train our professionals with the aim of enabling them to turn major global challenges into sustainable growth opportunities.

For this reason, in November 2025, we launched the Sustainability Academy, a training space designed to raise awareness among NTT DATA professionals about some of the greatest challenges currently facing humanity, such as climate change, human rights, and the development of ethical and inclusive technology.

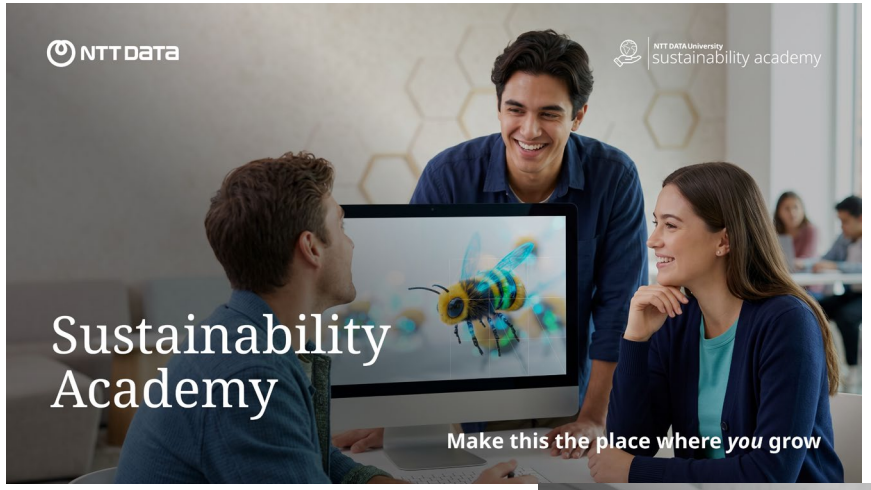
The Academy is structured around four learning paths aligned with the sustainability strategy:

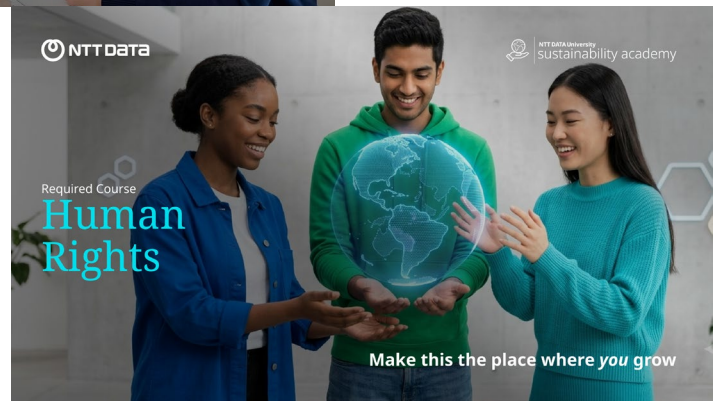
- Planet Positive
- Prosperity Positive
- People Positive
- Sustainable Technology

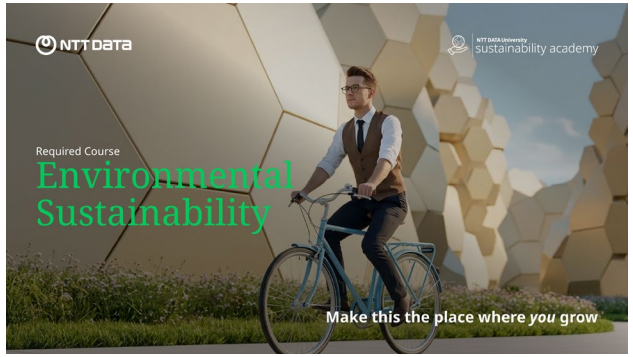
10.312

Trained employees

Since its launch, 10.312 professionals have completed at least one course during FY25, demonstrating growing interest and progress toward sustainability training objectives. In addition, professionals have begun receiving mandatory human rights training, reinforcing the company's commitment to the responsible development of talent.







22,62%

Trained employees in Environmental Sustainability

This course addresses energy consumption, the environmental impact of the technology sector and waste management. In addition, it presents our company's commitments to climate change and how our daily actions can contribute to reducing the environmental footprint.

04

People Positive

Diversity, equity, and inclusion

Diversity, equity, and inclusion (DEI) strategy

At NTT DATA, we understand diversity as a source of value for the company and for society. For this reason, we work to build environments where everyone has the same opportunities for development and can feel recognized, heard, and respected, regardless of their personal, social, or cultural characteristics.

The Diversity, Equity, and Inclusion Policy establishes the framework for advancing the inclusion of different groups, including women, people with disabilities, LGBTQ+ people, professionals from different generations, races, nationalities, cultures, religions, and personal realities. This policy focuses on recognizing the uniqueness of each person and promoting a culture where every professional can contribute from their own identity.



Global DEI Strategy 2023/25

The Global DEI Strategy 2023/25 defines a common roadmap to promote diversity, equity, and inclusion across all operating companies of the Group. Its objective is to align offices under a shared approach, capable of generating a positive impact both on the experience of our professionals and on the communities where we are present.

This strategy is structured around four main lines of action:

Recruitment and promotion

We promote more inclusive selection and professional development processes, encouraging the training of recruitment and leadership teams to identify biases, eliminate barriers, and support the growth of women and underrepresented groups at all levels of the organization.

Training

We work to make our training platforms and content increasingly accessible and inclusive, incorporating materials that help professionals understand diversity from a broad and practical perspective.

Awareness

We develop campaigns, communications, and training initiatives that help raise awareness of unconscious bias, cultural stereotypes, and the value of each person's uniqueness.

Internal communication

We promote inclusive, accessible, and respectful internal communication that helps all people feel represented and valued within the organization.

Diversity is part of how we understand talent at NTT DATA. We believe that teams made up of people with different identities, backgrounds, cultures, generations, and ways of thinking enrich the organization and help us respond to challenges with greater creativity, empathy, and innovation.

LGBTQ+ Community

We promote safe and inclusive work environments for the LGBTQ+ community, fostering equal treatment, respect, and the elimination of any form of discrimination. To this end, we work on adapting internal protocols, raising awareness among our professionals, and creating spaces that help increase the visibility of sexual and gender diversity.



Race, ethnicity, and nationality

We recognize that cultural, ethnic, and nationality diversity brings value to our teams and expands our capacity for innovation. For this reason, we promote awareness-raising actions and safe spaces that help prevent any form of discrimination and reinforce a culture based on respect, inclusion, and coexistence among people from different backgrounds.

Generational diversity

In a dynamic and constantly evolving sector such as technology, coexistence among different generations is a strength. At NTT DATA, we foster the management of multigenerational teams, knowledge transfer, mentoring, and continuous training, with the aim of leveraging the experience, perspective, and potential of professionals at different stages of their careers.

Gender pay gap

In FY25, the gender pay gap stood at 3,26%. NTT DATA works to promote pay equality and continues to drive structural measures to improve female representation across all organizational levels and progressively reduce the gender pay gap over the medium and long term.

Some of these measures include increasing female representation in higher-paid positions, reducing unwanted attrition among women, and supporting positive trends in female hiring in certain markets.

For example, in Portugal, there has been a focus on hiring women for senior management positions, which has helped strengthen female representation at higher-paid organizational levels. In Argentina, unwanted attrition among women decreased by 3,14%, contributing to greater stability of female talent.

Gender pay gap*	FY25
NTT DATA	3,26%

**These values correspond to the gender pay gap excluding the Business Support Area (BSA), Business Process Outsourcing (BPO), and Executives.*
***Work is underway to standardize professional categories across all NTT DATA, Inc. Group entities. Therefore, this year the data is not disaggregated at this level.*
****FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.*
The definition of the gender pay gap and its calculation methodology are included in Appendix 3.

Inclusion of persons with disabilities

At NTT DATA, we promote the inclusion of people with disabilities as part of our commitment to diversity, equal opportunity, and the creation of accessible work environments. We are committed to the hiring, training, and professional development of people with disabilities, as well as to collaborating with specialized organizations that help advance a more inclusive corporate culture.

In FY25, 681 people with disabilities were part of our workforce.

Country	Percentage of numerical quota required by law*	Number of people with disabilities FY25	% of people with disabilities FY25	Number of people with disabilities FY24	Number of people with disabilities FY23
Europe					
Belgium	-	0	0%	0	2
Spain	2%	320	1,51%	290	272
France	6%	0	0%	0	0
Greece	8%	0	0%	0	0
Luxembourg	2%	0	0%	0	0
Netherlands	2%	15	0,82%	14	8
Portugal	-	0	0%	0	0
Switzerland	-	0	0%	0	0
America					
Argentina	-	2	0,18%	0	0
Brazil	5%	299	4,32%	199	187
Chile	1%	22	1,13%	17	13
Colombia	-	3	0,14%	5	4
Ecuador	4%	13	3,47%	10	-
Mexico	-	2	0,09%	2	2
Peru	3%	5	0,09%	5	6
Uruguay	4%	0	0%	0	-
United States	-	0	0%	0	N/A
TOTAL		**681**	**1,53%**	**798**	**736**

*When the hiring targets for people with disabilities required by local legislation are not met, legal requirements are fulfilled through the procurement of services from approved suppliers that promote the inclusion of people with disabilities, donations to organizations that support inclusion, or the obtainment of certificates from the corresponding public authorities.

DEI trainings

During the current fiscal year, we continued to promote diversity, equity, and inclusion training initiatives across the organization.

As a result, we reached a rate of 15% of professionals who completed at least one DEI training course, representing positive progress compared to the 12,3% recorded in FY24. This progress reflects our sustained efforts to strengthen an inclusive culture and continue raising awareness among our professionals in these areas.

In this context, local actions remain key, with programs adapted to the specific needs of each country and addressing topics such as inclusive leadership, diversity, unconscious bias, and accessibility.

Looking ahead to the coming fiscal years, the focus will be on increasing global participation and reducing differences across geographies, thereby consolidating the impact of the DEI strategy throughout the organization.



Percentage of professionals who have completed DEI training:

Country	FY25	FY24
Europe		
Belgium	10%	2%
Spain	10%	13%
France	7%	2%
Greece	2%	0%
Luxembourg	2%	1%
Netherlands	11%	2%
Portugal	38%	1%
Switzerland	0%	0%
America		
Argentina	1%	15%
Brazil	30%	27%
Chile	1%	1%
Colombia	2%	2%
Ecuador	1%	0%
Mexico	71%	29%
Peru	2%	3%
Uruguay	0%	0%
United States	2%	0%
TOTAL	**15%**	**12,3%**

Note: Due to the ongoing integration process, data is included only from NTT DATA Spain S.L.U perimeter entities.

04

People Positive

Human rights

Human rights

NTT DATA is committed to respecting and protecting the Human Rights of all people with whom it interacts: professionals, clients, suppliers, business partners, and other stakeholders.

In coordination with General Management and the operational areas, the company promotes policies and processes aimed at preventing, identifying, and reducing risks in its labor and business relationships, as well as across its global value chain.

In FY25, the NTT Group Human Rights was published for all Group companies, reinforcing the processes and measures applicable to potential Human Rights-related incidents across all stakeholder groups, including clients.

During FY25, no Human Rights violations were recorded, nor were any compensations associated with potential harm.

Main prevention and management mechanisms

Human Rights Policy

The NTT Group Human Rights Policy reaffirms the company's commitment and establishes guidelines for action across its operations and relationships with stakeholders, in line with international standards such as the conventions of the International Labor Organization ("ILO") and the principles of the United Nations Global Compact.

The following areas are recognized as the most relevant to our operations and, therefore, as business priorities:

- Prohibition of discrimination
- The right to work in a healthy and safe environment
- The right to use technology in accordance with strict ethical standards
- The right to the responsible use of data and data privacy

Code of Ethics and Professional Conduct

It defines the values, principles and standards that must guide NTT DATA's activity. It includes a commitment to treat all people with dignity and respect, and not to tolerate any form of harassment, hatred or violence.

Human Rights Training for Professionals

Specific training in Human Rights and Compliance has been developed (more information on page 47) that reinforces the mechanisms for prevention, detection and mitigation of risks.

Due diligence process

NTT DATA Group carries out processes to measure, classify and analyze possible incidents in the field of Human Rights, according to their level of impact. These results allow new strategies to be defined or existing ones to be reinforced.

Risk management in third parties and suppliers

Through due diligence processes and tools such as SAP Ariba Risk Supplier, the company identifies potential risks in approved suppliers and reinforces the responsible management of its value chain.

Whistleblowing channel

We have the SpeakUp & Whistleblowing reporting channel available to all company stakeholders, which ensures the protection of whistleblowers. More information is available on page 51.

04

People Positive

Community impact

Social commitment

At NTT DATA we promote initiatives that seek to add value to the communities where we operate, putting our technological capabilities, the knowledge of our professionals and collaboration with social entities at the service of society.

Monetary and non-monetary donations



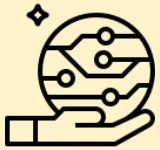
Contributions of resources, both financial and material, that support social initiatives and cover the specific needs of organizations and groups.

Teaming

Teaming

NTT DATA's micro-donation platform promotes an accessible and high-impact solidarity model.

NTT DATA Foundation



Promotes projects that foster digital inclusion and entrepreneurship in communities and among different groups.

Volunteering initiatives



They promote the active participation of professionals in social initiatives, directly supporting communities.

Pro bono projects



They make it possible to contribute specialized talent to solve technological challenges faced by social organizations and address specific digital needs.

Social impact actions

NTT DATA professionals generate value for society through **volunteering initiatives and pro bono projects.** These initiatives cover social, environmental, and digital accessibility areas, contributing to community well-being, sustainability, reducing the digital divide, and promoting equitable access to opportunities.

Pro bono projects are one of the main levers for impact. These projects involve the participation of professionals during their working hours, with NTT DATA covering the cost of those hours for the benefit of social organizations.

In addition, NTT DATA has **Blue Wave**, its volunteering portal, which facilitates participation in social initiatives and channels the collective commitment of professionals.

Cumulative historical impact since the launch of the platform:

- **149** volunteering activities published
- **2.855** registered professionals
- **106.617** people benefited
- **28.645** visits

The Blue Wave (nttdatavolunteering.com)

An ecosystem that turns professional commitment into tangible social impact.

97
Impact initiatives

3.161
volunteers

+38.070
People benefited by education and digital accessibility initiatives

10.742
Hours invested in pro bono projects

Monetary and non-monetary donations

NTT DATA consolidates its social commitment through both financial and non-financial contributions aimed at supporting the work of nonprofit organizations.

These contributions, whether financial or in-kind, are intended both to support vulnerable groups in their daily lives and to provide agile responses to humanitarian emergencies that require immediate action. In this way, the company helps generate a positive and sustainable impact in the communities that need it most.

Beneficiary organizations are selected based on the alignment of their mission with the main impact areas defined in the company's sustainability strategy, as well as with its priority Sustainable Development Goals. NTT DATA also encourages the active involvement of its professionals, promoting a participatory approach aligned with its corporate values.

In addition, NTT DATA promotes sponsorships with social impact, aimed at supporting initiatives and projects that generate value in communities and contribute to social, educational, and sustainable development in line with its strategic priorities.

MONETARY DONATIONS

548.054,72 € donated

NON-MONETARY DONATIONS

1.201 items

70 refurbished IT devices

1.800 kg of food

150 kg of clothing

Teaming

Teaming - 1€/month micro donations

The Teaming Foundation, co-founded by NTT DATA in 2012, promotes solidarity and social transformation through the platform, which enables people to support social causes through microdonations of 1 euro per month, with no fees. Today, Teaming is the largest free microdonation platform in Spain and one of the most relevant in Europe, consolidating a recurring, accessible, and sustainable giving model. In the final quarter of the fiscal year, it exceeded 1 million euros raised per month, reflecting its growing capacity for impact.

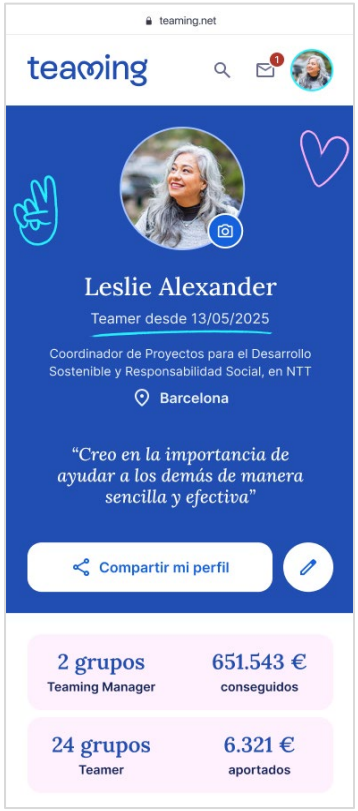
As a key trustee and co-founder, NTT DATA contributes to the Foundation's evolution through talent, technological support, and innovation, strengthening the platform's security, scalability, and trust. During FY25, progress continued on redesigning the visual identity to improve transparency and the experience of users and social organizations, as well as on integrating artificial intelligence into the cause management process. In this regard, the Foundation received the NTT DATA Awards 2025 in the Sustainability category.

In addition, NTT DATA promoted free webinars for the Third Sector, organized every two months to train small nonprofit organizations in digital and social skills such as artificial intelligence, online marketing, taxation, and engagement. These webinars had 696 live registrants and were published on YouTube. Awareness-raising and visibility actions for social causes were also developed through video content shared on external channels.

Together, these initiatives show how technology, communication, and collaboration can scale solidarity and contribute to more inclusive and sustainable development.







12.058 Solidarity projects

11.5 M € Raised in FY25

+73 M € Raised since inception

89.398 New Teamers in FY25

454.656 *Active Teamers*

NTT DATA Foundation

The NTT DATA Foundation aims to promote initiatives that make it possible to put technology at the service of society. We currently have two main initiatives: Entrepreneurship Awards - eAwards, and development of digital skills for minors with the International Technology Olympiads.

The Foundation's activities are carried out in: Argentina, Brazil, Chile, Colombia, Ecuador, Spain, Mexico, Peru and Portugal. And it is thanks to the voluntary commitment of the company's professionals that they contribute to transforming technology into a tool that generates a positive impact in the communities where the company is present.



NTT DATA *eAwards*

International recognition aimed at entrepreneurs with innovative, scalable and sustainable projects that use technology to generate social and environmental impact. Each country selects its winner, who in addition to the local prize, gets a pass to the global final, where they compete for $100,000 and specialized mentoring.

The finalists also participate in the "Innovation Sessions", an intensive acceleration program with training, meetings with investors and sessions with key actors for the growth of their projects. In total, the initiative has spent an estimated 698 hours of mentoring.

326 Volunteers

698 Mentoring hours

452.908 € invested

International Technology Olympiads

An initiative that brings children closer to the field of technology, encouraging them to become creators, not just users. Through an initial training phase, participants develop digital skills and strengthen their soft skills.

They then take part in a competition in which they address challenges in their environment through programming, developing projects such as video games or animations designed to raise awareness of social and environmental issues.

89 Volunteers

6.419 Children benefited

40.707 € invested



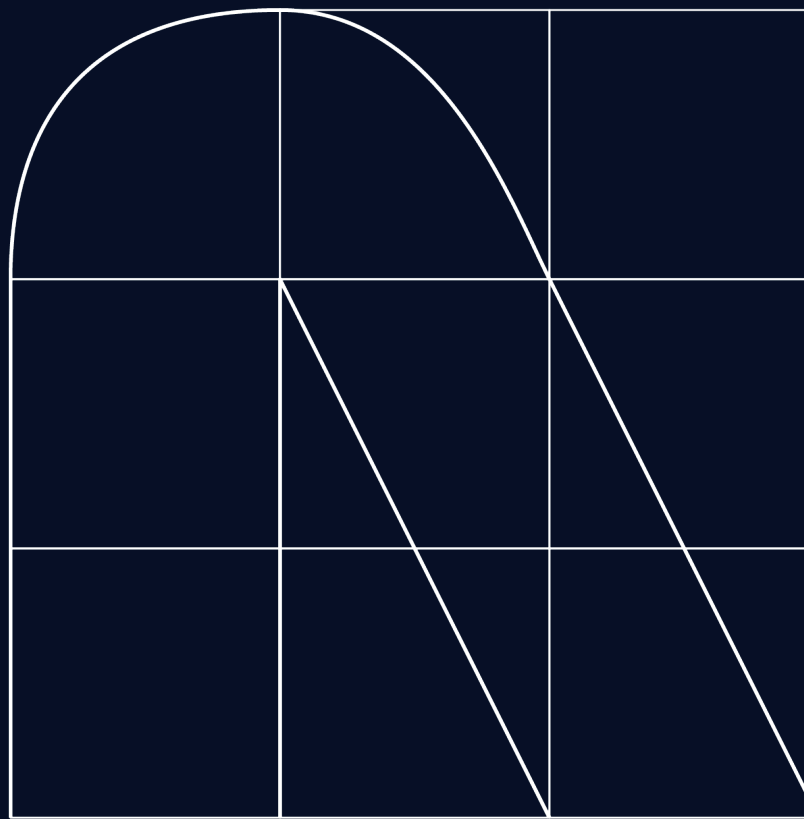
05 Countries

NTT DATA

EUROPE



Belgium, Netherlands, Luxembourg & France



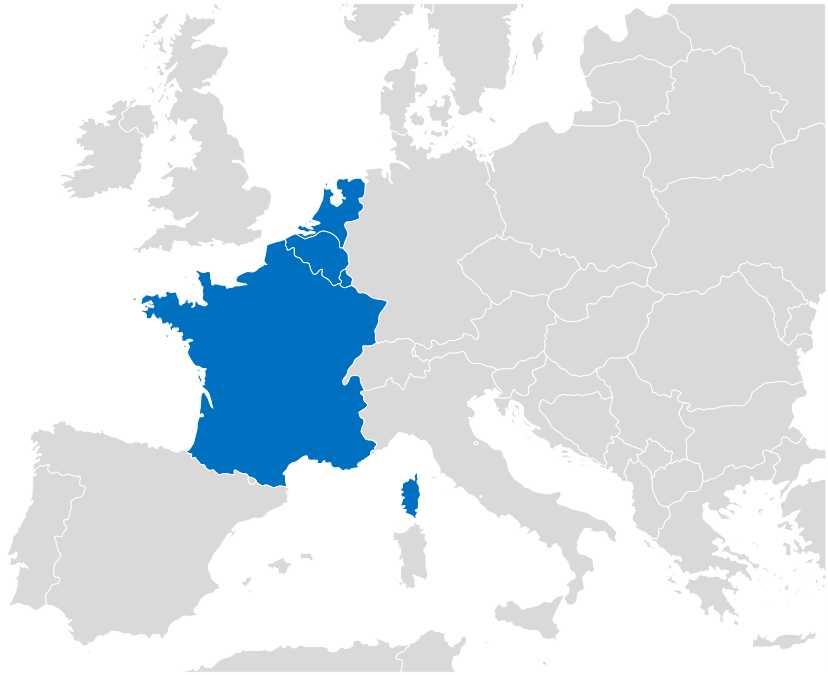
NTT DATA Benelux + France

NTT DATA Benelux & France combines strong local proximity with the scale, capabilities, and delivery power of a global organization. Operating across Belgium, the Netherlands, Luxembourg, and France, the region positions as a trusted transformation partner for clients across some of Europe's most dynamic and highly regulated markets.

With established local teams in Brussels, Paris, Amsterdam, and Luxembourg, NTT DATA Benelux & France provides deep market knowledge, long-standing client relationships, and multidisciplinary expertise across key industries including banking, insurance, public sector, energy and utilities, life sciences, telecommunications and media, retail, and transport and manufacturing.

The region supports organizations end to end, from strategy and business consulting to technology implementation and operations. Its value offering spans cybersecurity, digital architecture, network infrastructure, intelligent automation, customer engagement, data and intelligence, digital experience, and application services. This breadth enables clients to modernize their operations, improve resilience, accelerate innovation, and unlock measurable business value.

By combining local expertise with NTT DATA's global delivery model, including access to more than 70 delivery centers across 25+ countries, Benelux & France can provide scalable capabilities, specialized talent, and flexible delivery models tailored to each client's needs. This integrated approach allows the region to deliver both proximity and global excellence, helping organizations transform with confidence and create sustainable value for businesses, people, and society.



511
professionals

6
cities in which NTT DATA Benelux +France operates

30
years since its inception

+198 M€
In revenue

Key sustainability indicators for BENELUX + France

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	18.468	17.929	**32.964**	32.318
Carbon footprint per profesional (tCO2e)	36,86	35,79	**64,51**	63,24
% renewable energy	68%	100%	**100%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,24	0,23	**2,72**	2,66

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	12,85%	15%	**13%**	15%
% of professionals who have completed the compliance course	59,88%	90%	**78,7%**	90%
% of professionals who have completed the security course	NA	90%	**87%**	90%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	39,72%	40%	**43,8%**	49%
% of female executives	30,68%	35%	**31,7%**	35%
% of women top executives	28,57%	30%	**20%**	20%
% of people with disabilities	0%	0,5%	**0**	1%
% of professionals participating in social and/or environmental initiatives	5,1%	5%	**4,1%**	5%
% of professionals who think NTT DATA is a sustainable company	63%	70%	**85%**	87%
% professionals trained in sustainability	-	40%	**0,98%**	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Key sustainability indicators for Belgium

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	17.741	17.167	**30.247**	29.654
Carbon footprint per profesional (tCO2e)	61,82	59,82	**104,30**	102,26
% renewable energy	100%	100%	**100%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,23	0,22	**0,192**	0,189

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	14,03%	25%	**16%**	20%
% of professionals who have completed the compliance course	59,93%	90%	**76,6%**	90%
% of professionals who have completed the security course	NA	90%	**83,1%**	90%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	48,08%	32,1%	**54,48%**	50%
% of female executives	29,41%	35%	**32,43%**	35%
% of women top executives	33,33%	35%	**33,33%**	35%
% of people with disabilities	0%	0,5%	**0**	1%
% of professionals participating in social and/or environmental initiatives	6,9%	8%	**4,48%**	5%
% of professionals who think NTT DATA is a sustainable company	68%	75%	**86%**	88%
% professionals trained in sustainability	-	40%	**1,03%**	40%

The green traffic light (●) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Key sustainability indicators for France

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	30	29	**70**	69
Carbon footprint per profesional (tCO2e)	0,61	0,6	**1,21**	1,19
Carbon footprint of business/professional travel (tCO2e)	0,39	0,38	**0,76**	0,74

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	38,89%	45%	**9%**	10%
% of professionals who have completed the compliance course	71,43%	90%	**94,8%**	95%
% of professionals who have completed the security course	NA	90%	**100%**	100%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	30,61%	32,1%	**25,86%**	35%
% of female executives	41,18%	35%	**42,11%**	43%
% of women top executives	100%	20%	**0**	20%
% of people with disabilities	0%	0,5%	**0**	6%
% of professionals participating in social and/or environmental initiatives	0%	1%	**0**	1%
% of professionals who think NTT DATA is a sustainable company	50%	55%	**69%**	70%
% professionals trained in sustainability	-	40%	**1,72%**	40%

The green traffic light (●) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Key sustainability indicators for Luxembourg

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	51	46	**675**	662
Carbon footprint per profesional (tCO2e)	0,47	0,43	**6,31**	6,19
% renewable energy	0%	83%	**100%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,015	0,015	**0,022**	0,021

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	14%	15%	**14%**	20%
% of professionals who have completed the compliance course	49%	90%	**67%**	90%
% of professionals who have completed the security course	NA	90%	**83%**	90%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	26,16%	32,1%	**27,1%**	35%
% of female executives	25%	35%	**8,33%**	35%
% of women top executives	0%	20%	**0**	20%
% of people with disabilities	0%	0,5%	**0**	2%
% of professionals participating in social and/or environmental initiatives	0%	1%	**0**	1%
% of professionals who think NTT DATA is a sustainable company	-	75%	**100%**	100%
% professionals trained in sustainability	-	40%	**0,93%**	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Key sustainability indicators for the Netherlands

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	646	626	**1.972**	1.933
Carbon footprint per profesional (tCO2e)	10,80	**35,21**		34,52
Carbon footprint of business/professional travel (tCO2e)	0,58	0,56	**23,55**	23,09

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	8,75%	9%	**16%**	20%
% of professionals who have completed the compliance course	68%	90%	**94%**	95%
% of professionals who have completed the security course	NA	90%	**94%**	96%

People Positive

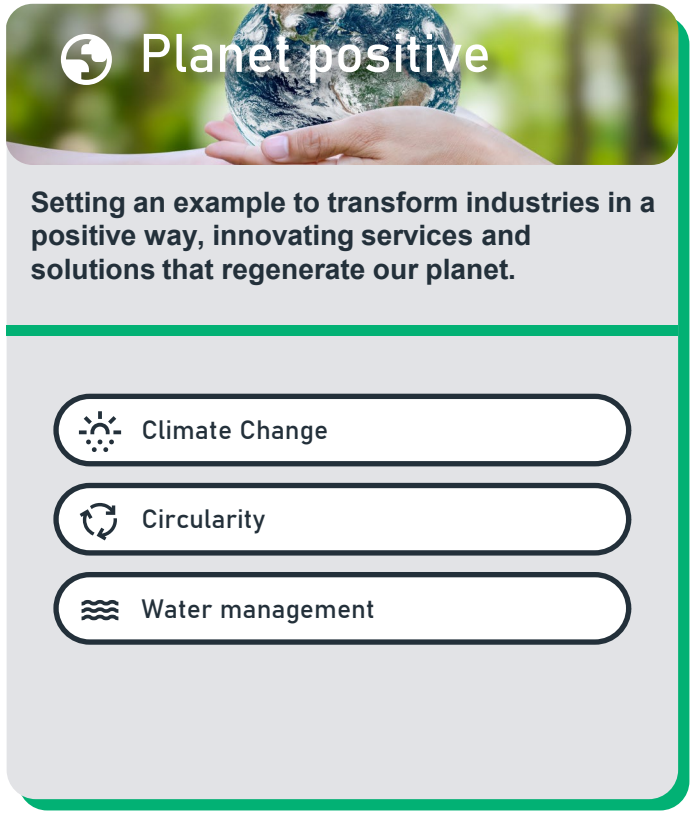
	FY24	FY25 Target	FY25	FY26
% of women in the workforce	31%	32,1%	**39,29%**	49%
% of female executives	27,27%	35%	**33,33%**	35%
% of women top executives	0%	20%	**0**	20%
% of people with disabilities	0%	0,5%	**0**	1%
% of professionals participating in social and/or environmental initiatives	10,3%	11%	**14,29%**	15%
% of professionals who think NTT DATA is a sustainable company	50%	55%	**93,75%**	95%
% professionals trained in sustainability	-	40%	**0**	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible management of the environment, integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activity.



Benelux + France

	FY24	FY25 Target	**FY25**	FY26
Total carbon footprint (tCO2e)	18.468	17.929	**32.964**	32.318
Carbon footprint per profesional (tCO2e)	36,86	35,79	**64,51**	63,24
% renewable energy	68%	100%	**100%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,24	0,23	**2,72**	2,66

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Carbon Footprint Benelux + France FY25

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the highest-impact sources. In line with this approach, the main initiatives will focus on managing emissions from the purchase of goods and services (Category 1) and business travel by NTT DATA professionals (Category 6), complemented by maintaining a renewable electricity procurement strategy. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: 0,02% tCO_2e
Direct Emissions

Main source of scope 1 emissions: natural gas consumption in boilers

Scope 2: 0,26% tCO_2e
indirect emissions from purchased energy

Thanks to the consumption of 100% renewable electricity.

Scope 3: Indirect emissions in the value chain — 99,72% tCO_2e

Travel — 5,43% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Purchased fuel and energy activities — 0,12% tCO_2e

Supply chain — 97,17% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

GREENHOUSE GAS PROTOCOL

BENELUX + FRANCE	FY25 Market Based	FY25 Locat. Based	Units
Scope 1 GHG emissions	**7**	**7**	**tCO2e**
Stationary combustion	7	7	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**85**	**104**	**tCO2e**
GHG emissions from electricity consumption	0	19	tCO2e
GHG emissions from district heating/cooling	85	85	tCO2e
GHG emissions from electric mobility	0	0	tCO2e
Scope 3 GHG emissions	**32.873**	**32.873**	**tCO2e**
1. Purchase of Goods and Services	31.043	31.043	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	40	41	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	1.388	1.388	tCO2e
7. Employee travel to work and teleworking	402	402	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**32.964**	**32.984**	**tCO2e**
Total GHG emissions avoided	**25**	**25**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**64,51**	**64,55**	**tCO2e/ professional**

The location-based approach reflects the emissions calculated with the average factors of the electricity grid, while the market-based approach incorporates the specific attributes of the contracted energy and energy certificates acquired.

64,51 tCO2e/employee

19 reduced tCO2e

25 tCO2e avoided

Belgium FY25 carbon footprint

Scope 1: Direct Emissions — 0,02% tCO_2e

Main source of scope 1 emissions: natural gas consumption in boilers

Scope 2: indirect emissions from purchased energy — 0,26% tCO_2e

Thanks to the consumption of 100% renewable electricity.

Scope 3: Indirect emissions in the value chain — 99,70% tCO_2e

Travel — 0,68% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Purchased fuel and energy activities — 0,13% tCO_2e

Supply chain — 98,89% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

BELGIUM	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**7**	**7**	**tCO2e**
Stationary combustion	7	7	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**85**	**104**	**tCO2e**
GHG emissions from electricity consumption	0	19	tCO2e
GHG emissions from district heating/cooling	85	85	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**30.156**	**30.157**	**tCO2e**
1. Purchase of Goods and Services	29.911	29.911	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	40	41	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations			tCO2e
6. Business travel	56	56	tCO2e
7. Employee travel to work and teleworking	149	149	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**30.247**	**30.268**	**tCO2e**
Total GHG emissions avoided	**14**	**14**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**104,30**	**104,37**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates.

GREENHOUSE GAS PROTOCOL

104,30 tCO2e/employee

19 tCO2e reduced

14 tCO2e avoided

France FY25 carbon footprint

Scope 3: Indirect emissions in the value chain — 100% tCO_2e

Travel — 79,16% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Supply chain — 20,84% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

France's Scope 1 and 2 emissions are not included in the report due to limitations in access to reliable and traceable data resulting from its operating model in coworking spaces.

FRANCE	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**0**	**0**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	-	-	tCO2e
Scope 2 GHG emissions	**0**	**0**	**tCO2e**
GHG emissions from electricity consumption	-	-	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**70**	**70**	**tCO2e**
1. Purchase of Goods and Services	15	15	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	0	0	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	12	12	tCO2e
7. Employee travel to work and teleworking	44	44	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**70**	**70**	**tCO2e**
Total GHG emissions avoided	**8**	**8**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**1,21**	**1,21**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates.

1,21 tCO2e/employee

8 tCO2e avoided

GREENHOUSE GAS PROTOCOL

Luxembourg FY25 carbon footprint

Scope 1: 0,00% tCO_2e
Direct Emissions

Luxemburgo no dispone de fuentes de emisiones de alcance 1.

Scope 2: 0,00% tCO_2e
indirect emissions from purchased energy

Thanks to the consumption of 100% renewable electricity.

Scope 3: Indirect emissions in the value chain — 100% tCO_2e

Travel — 25,73% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Purchased fuel and energy activities — 0,01% tCO_2e

Supply chain — 74,26% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

LUXEMBOURG	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**0**	**0**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**0**	**0,1**	**tCO2e**
GHG emissions from electricity consumption	0	0,1	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**675**	**675**	**tCO2e**
1. Purchase of Goods and Services	501	501	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	0	0	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	2	2	tCO2e
7. Employee travel to work and teleworking	171	171	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**675**	**675,1**	**tCO2e**
Total GHG emissions avoided	**0**	**0**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**6,31**	**6,31**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates.

6,31
tCO2e/employee

0,01
tCO2e reduced

GREENHOUSE GAS PROTOCOL

Netherlands FY25 carbon footprint

Scope 3: Indirect emissions in the value chain — 100% tCO_2e

Travel — 68,77% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Supply chain — 31,23% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

The Netherlands' Scope 1 and 2 emissions are not included in the report due to limitations in access to reliable and traceable data resulting from its operating model in coworking spaces.

NETHERLANDS	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**0**	**0**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	-	-	tCO2e
Scope 2 GHG emissions	**0**	**0**	**tCO2e**
GHG emissions from electricity consumption	-	-	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**1.972**	**1.971**	**tCO2e**
1. Purchase of Goods and Services	616	616	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	0	0	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	1.319	1.318	tCO2e
7. Employee travel to work and teleworking	37	37	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**1.972**	**1.971**	**tCO2e**
Total GHG emissions avoided	**2**	**2**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**35,21**	**35,19**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates.

35,21
tCO2e/employee

2
tCO2e avoided

GREENHOUSE GAS PROTOCOL

Energy consumption: Belgium

During FY25, Belgium took measures to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 21 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

100%
Renewable electricity

21
tCO2e reduced

BELGIUM	FY25	Units
Total energy consumption from fossil sources	**838**	**MWh**
Natural gas	36	MWh
Diesel	-	MWh
Purchased electricity from fossil sources	0	MWh
District heating/cooling from non-renewable sources	802	MWh
Total energy consumption from renewable sources	**136**	**MWh**
Purchased electricity from renewable sources	136	MWh
Self-generated electricity consumption	-	MWh
Percentage of total electricity from renewable sources	**100**	**%**
Percentage of total energy from renewable sources	14	%
Total energy consumption	**974**	**MWh**
Total energy consumption KPI	**3,36**	**MWh/professional**
Total energy consumption KPI	**0,57**	**MWh/m2**

* FY24 data has not been included, as the information provided by Belgium during that fiscal year did not meet the data quality standards required to allow for a meaningful comparison.

Water consumption: Belgium

Given the nature of its business model, which is primarily focused on the provision of IT services, water consumption is not considered one of the most significant environmental impact drivers for **NTT DATA**. Nevertheless, the company maintains a responsible approach to water management, promoting initiatives aimed at improving water efficiency across its operations.
In FY25, 100% of the water consumed in **NTT DATA's** offices in Belgium was supplied through local water distribution networks.

Although the direct impact associated with water use is limited compared with other environmental categories, **NTT DATA** continues to implement optimization measures as part of its facilities and real estate management strategy. In this regard, Real Estate teams develop initiatives aimed at reducing consumption and promoting more efficient use of water resources through the incorporation of water-saving solutions in offices and workplaces.

BELGIUM	Units	FY25
Water consumption	m3	325
Total water consumption KPI	**m3/professional**	**1,12**



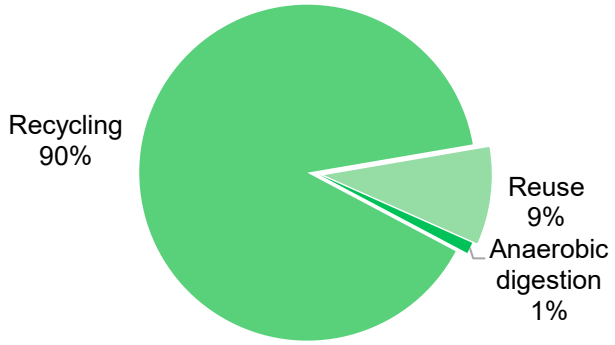
* FY24 data have not been included, as the information reported by Belgium during FY24 did not meet the required data quality standards to support a meaningful comparison.

Waste management: Belgium

As part of its circular economy strategy, NTT DATA Belgium has continued to strengthen the monitoring and management of waste generated through its operations. The analysis has been conducted based on the available reporting perimeter.

In line with the distribution of operational activities, 99% of the waste generated was recycled or reused. In addition, 100% of waste was diverted from landfill through various recovery and waste management solutions.

Belgium FY25: % Waste distribution by treatment



BELGIUM	FY25	Units
Non-hazardous waste	**2,22**	**t**
Reuse	0,12	t
Recycling	2,08	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	0,03	t
Landfill	-	t
Hazardous waste	**0,10**	**t**
Reuse	0,10	t
Recycling	-	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	-	t
Total waste generated	**2,32**	**t**
Total waste /professional	0,01	t/professional
% Waste diverted from landfill	100	%
% Waste recycled/reused	99	%

99%
Waste
Recycled-reused

100%
Waste
diverted from landfill

* FY24 data have not been included, as the information reported by Belgium during FY24 did not meet the required data quality standards to support a meaningful comparison.

Energy consumption: Luxembourg

During FY25, Luxembourg also recorded 100% renewable electricity through Energy Attribute Certificates (EACs).

Under a market-based approach, this strategy helped reduce emissions by 0,1 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

100%
Renewable electricity

0,1
tCO2e reduced

LUXEMBOURG	FY25	Units
Total energy consumption from fossil sources	**0**	**MWh**
Natural gas	-	MWh
Diesel	-	MWh
Purchased electricity from fossil sources	0	MWh
District heating/cooling from non-renewable sources	-	MWh
Total energy consumption from renewable sources	**1**	**MWh**
Purchased electricity from renewable sources	1	MWh
Self-generated electricity consumption	-	MWh
Percentage of total electricity from renewable sources	**100**	**%**
Percentage of total energy from renewable sources	100	%
Total energy consumption	**1**	**MWh**
Total energy consumption KPI	**0,01**	**MWh/professional**
Total energy consumption KPI	**0,00**	**MWh/m2**

* FY24 data has not been included, as the information provided by Luxembourg during that fiscal year did not meet the data quality standards required to allow for a meaningful comparison.

Water consumption: Luxembourg

In FY25, 100% of the water consumed at NTT DATA offices in Luxembourg came from local water supply networks.

LUXEMBOURG	FY25	Units
Water consumption	178	m3
Total water consumption per professional	**1,67**	**m3/professional**



* FY24 data has not been included, as the information provided by Luxembourg during that fiscal year did not meet the data quality standards required to allow for a meaningful comparison.

Circular economy initiatives

In FY25, NTT DATA Belgium strengthened its environmental commitment by combining more efficient waste management practices with a renewable energy model, promoting cleaner operations and more responsible use of resources across the workplace.

Improvement of the Waste Management System

During FY25, NTT DATA Belgium improved its waste management system by renewing the office sorting bins to make waste separation clearer, easier and more efficient for employees. The initiative also included the introduction of a dedicated organic waste bin, supporting better segregation of waste streams and encouraging more responsible daily habits in the workplace. This improvement contributes to reducing contamination between waste categories and reinforces the company's commitment to circular economy and environmental responsibility.

Cigarette Butt Waste Reduction

To further reduce littering around office areas, Belgium distributed portable ashtrays to smoking employees, enabling a cleaner and more responsible disposal of cigarette waste. This initiative helps prevent cigarette butts from ending up in public spaces, where they can generate visual pollution and environmental impact, while promoting greater awareness of individual responsibility in waste prevention.





10

portable ashtrays distributed

NTT DATA Belgium encourages more **sustainable mobility** by promoting low-carbon travel alternatives and providing its professionals with practical resources to incorporate healthier, more efficient and environmentally responsible commuting habits.

Bike Project

The Bike Project promotes the bicycle as a real, healthy and sustainable alternative in commuting.

The initiative is part of the company's commitment to sustainable mobility and reducing dependence on the car, with the aim of increasing the use of micromobility solutions by 2027.

As part of the project, the professionals were able to test a bicycle adapted to their needs – classic, electric, folding, longtail or speed pedelec – for three weeks and discover in a practical way the benefits of going to work by bike. In addition, the initiative was accompanied by a thematic route through Brussels, fostering team spirit and a shared experience.

To facilitate the change of habits, the company has enabled practical information on parking on Rue de Spa and Rue Stevin, where it has increased the number of spots to allow for cargo bikes, showers, lockers, safety, visibility on the road and tips for pedaling even in the Belgian weather.

19

bicycle parking spots



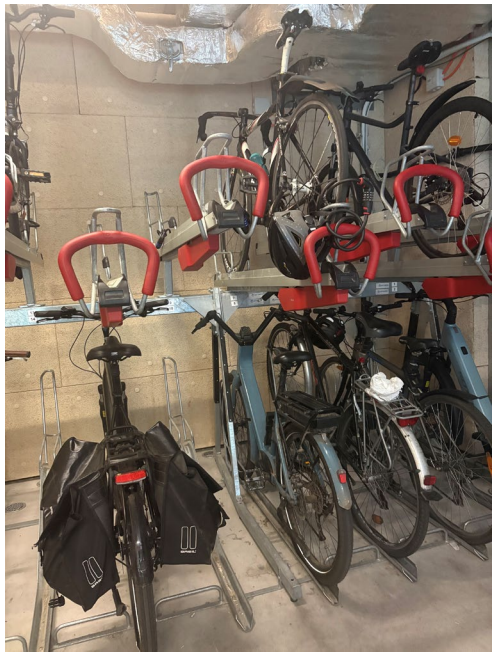
Dear colleagues,

The wait is over! 🎉 You can now register until **June 2nd** to test a bike of your choice for three weeks, from **June 16th to July 4th**, as part of *The Bike Project*, in which we are proudly participating this year.



Welcome to the Mobility Section for NTT DATA Belgium,

At NTT DATA, we are committed to promoting sustainable mobility and reducing reliance on cars as a primary mode of transportation. Our latest results reflect significant progress, with a higher adoption of eco-friendly transport compared to the regional average. However, we believe there is always room for improvement.



Prosperity Positive

Prosperity Positive represents our way of growing by building trust, value and sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation and transparency.



BENELUX & France

	FY24	Target FY25	**FY25**	FY26
Suppliers approved with sustainability criteria	12,85%	15%	**13%**	15%
% of professionals who have completed the compliance course	59,88%	90%	**78,7%**	90%
% of professionals who have completed the security course	NA	90%	**87%**	90%

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Awards & Recognition

NTT DATA Benelux and France has been certified in a number of matters.

Actiris – Diversity Label & Diversity, Equity, and Inclusion Certification

NTT DATA Belgium has been **recognized** by **Actiris** for its commitment to diversity, equity and inclusion in the workplace. This distinction acknowledges the company's global diversity plan, structurally embedded across the organization, and highlights its progress in promoting equal opportunities, raising internal awareness and strengthening inclusive practices throughout the employee lifecycle.

More than an award, Actiris has also **certified** the company's efforts to promote equal opportunities, reinforce inclusive practices and advance in the construction of a more diverse, accessible and representative workplace.



Top Employer

Recognition that accredits excellence in talent management and work environment practices.

ISO 9001 – Certification for Quality Management Systems

Ensures consistent service quality and continuous improvement processes

ISO 27001 – Certification for Information Security Management Systems

Ensures protection of information assets and cybersecurity best practices.

ISO 42001 – Certification for Artificial Intelligence Management Systems

It demonstrates the commitment to a governed, structured, and verifiable use of AI. In the case of NTT DATA, it certifies the aXet AI Management System, ensuring the implementation, maintenance and continuous improvement of responsible practices throughout the entire AI life cycle.

Alliances

In FY25, NTT DATA Benelux + France reinforced its contribution to the local ecosystem through partnerships with leading entities in diversity, equity and inclusion, and in good business practices, promoting collaboration as a lever for positive impact.

DEI

actiris .brussels

PWI Professional Women International Brussels

vhto

Ecole des 4 vents

Good business practices

BACKSTAGE. NETWORK

AGORIA

People Positive

At NTT DATA, the development of people is a key strategic pillar within our People Positive approach, aimed at generating a positive impact on professionals, customers and society.
Our strategy focuses on creating an inclusive, flexible and continuous learning-oriented environment, supported by policies and practices that foster career development, well-being, equity and talent attraction and retention.



Shaping a better world for all people, applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-Centric Company
- Diversity and Inclusion
- Health and Safety
- Human Rights
- Digital Accessibility

BENELUX & France

	FY24	FY25 target	FY25	FY26
% of women in the workforce	39,72%	40%	**43,8%**	49%
% of female executives	30,68%	35%	**31,7%**	35%
% of women top executives	28,57%	30%	**20%**	20%
% of people with disabilities	0%	0,5%	**0**	1%
% of professionals participating in social and/or environmental initiatives	5,1%	5%	**4,1%**	5%
% of professionals who think NTT DATA is a sustainable company	63%	70%	**85%**	87%
% professionals trained in sustainability	-	40%	**0,98%**	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Professionals and workforce distribution: Belgium

At NTT DATA, talent is the driving force behind transformation. Promoting the ongoing integration of young and multigenerational talent, fostering lifelong learning, and encouraging internal growth allow us to build diverse teams that generate innovation, quality employment, and a positive impact on society. The following table shows how our teams have evolved across FY23, FY24, and FY25, reflecting the diversity of our workforce by gender, age group, and professional category.

28
interns

38
Internal promotions

22%
interns have moved to staff

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	1	2	**3**	1	0	1	1	1	2
	30-50	0	0	**0**	0	2	2	0	2	2
SENIOR MANAGER	> 50	1	6	**7**	0	5	5	0	8	8
	30-50	2	1	**3**	2	2	4	2	2	4
MANAGER	> 50	1	4	**5**	0	4	4	0	5	5
	30 – 50	8	14	**22**	7	13	20	10	14	24
	< 30	0	0	**0**	1	0	1	1	1	2
PROFESSIONAL	> 50	1	1	**2**	3	2	5	2	2	4
	30-50	34	12	**46**	24	16	40	27	19	46
	< 30	15	2	**17**	18	12	30	21	14	35
JUNIOR	> 50	5	21	**26**	3	17	20	2	18	20
	30-50	51	53	**104**	45	52	97	42	59	101
	< 30	39	16	**55**	34	24	58	32	17	49
TOTAL BELGIUM		**158**	**132**	**290**	**138**	**149**	**287**	**140**	**162**	**302**

Hires: Belgium

Attracting diverse and specialized talent is a cornerstone of NTT DATA's development. The combination of new onboarding processes and internal referral programs helps build teams prepared to meet the challenges of the future. The following table shows FY25 hires broken down by gender, age group and professional category.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	-	1	1
	30-50	1	-	1
MANAGER	> 50	1	1	2
	30 – 50	3	4	7
PROFESSIONAL	30-50	3	-	3
	< 30	3	1	4
JUNIOR	> 50	1	1	2
	30-50	16	8	24
	< 30	22	8	30
TOTAL BELGIUM		**50**	**24**	**74**

9,46%

professionals hired through internal referrals

Professionals and workforce distribution: France, Luxembourg and Netherlands

The talent of our professionals is key to NTT DATA's development. The following table presents the evolution of our workforce over the last three fiscal years for France, Luxembourg and Netherlands, with a breakdown by gender, age group and professional category.

		FRANCE									LUXEMBOURG									NETHERLANDS								
		FY25			FY24			FY23			FY25			FY24			FY23			FY25			FY24			FY23		
CATEGORY	AGE GROUP	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T	F	M	T
EXECUTIVE	> 50	0	0	0	1	0	1	1	0	1	0	1	1	0	1	1	0	1	1	0	0	0	0	1	1	0	1	1
	30-50	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	5	6	0	0	0
SENIOR MANAGER	> 50	1	1	2	0	1	1	0	1	1	0	3	3	0	1	1	0	1	1	1	6	7	0	3	3	0	4	4
	30-50	0	1	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	2	2	1	4	5	1	5	6
MANAGER	> 50	1	2	3	1	2	3	1	3	4	0	3	3	0	1	1	0	1	1	1	5	6	7	12	19	1	5	6
	30 – 50	6	7	13	5	7	12	4	7	11	1	4	5	1	1	2	0	2	2	9	9	18	0	0	0	5	16	21
	< 30	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
PROFESSIONAL	> 50	0	4	4	0	2	2	0	3	3	0	0	0	0	1	1	0	1	1	0	1	1	0	1	1	0	1	1
	30-50	4	18	22	2	12	14	5	9	14	3	3	6	3	1	4	5	2	7	6	9	15	4	11	15	8	12	20
	< 30	1	4	5	3	2	5	6	3	9	0	1	1	2	1	3	0	1	1	2	1	3	3	3	6	2	5	7
JUNIOR	> 50	1	0	1	1	0	1	1	0	1	3	9	12	1	8	9	1	6	7	0	0	0	0	0	0	0	0	0
	30-50	0	1	1	0	2	2	1	2	3	18	43	61	15	53	68	15	51	66	**0**	**0**	**0**	**0**	**0**	**0**	0	0	**0**
	< 30	1	4	5	1	6	7	2	7	9	4	10	14	6	11	17	0	10	10	3	0	3	2	0	2	4	2	6
TOTAL		**15**	**43**	**58**	**15**	**34**	**49**	**21**	**35**	**56**	**29**	**78**	**107**	**28**	**79**	**107**	**21**	**76**	**97**	**22**	**34**	**56**	**18**	**40**	**58**	**21**	**51**	**72**

Hires:
France, Luxembourg and Netherlands

NTT DATA's growth is supported by the addition of new professionals. The table below presents FY25 hiring data for France, Luxembourg and Netherlands, with a breakdown by gender, age group and professional category.

1,61%

professionals hired from internal referrals in France

		FRANCE			LUXEMBOURG			NETHERLANDS		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	1	1	2	-	2	2	-	1	1
	30 – 50	-	-	-	-	1	1	-	1	1
MANAGER	> 50	-	-	-	-	2	2	-	-	-
	30 – 50	2	3	5	-	4	4	-	1	1
PROFESSIONAL	> 50	0	1	1	-	-	-	-	-	-
	30-50	2	4	6	1	1	2	1	-	1
	< 30	0	1	1	-	-	-	-	-	-
JUNIOR	> 50	-	-	-	2	1	3	-	-	-
	30-50	-	-	-	6	5	11	1	-	1
	< 30	1	2	3	1	6	7	2	-	2
TOTAL		**6**	**12**	**18**	**10**	**22**	**32**	**4**	**3**	**7**

Training

During FY25, NTT DATA Benelux + France maintained its commitment to the continuous development of talent, promoting training as a lever to strengthen technical, digital and transversal capabilities in its teams. Together, Belgium, France, Luxembourg and the Netherlands reached 8.345 training hours and a total investment of 320.944 €, consolidating a training offer adapted to the needs of each market.

8.345 h
of training

320.944 €
investment in training

16 h
average training per professional

	BELGIUM	FRANCE	LUXEMBOURG	NETHERLANDS	TOTAL BENELUX+F
Training hours	4.476 H	719 H	1.691 H	1.459 H	**8.345 H**
Investment	164.713 €	34.334 €	50.849 €	71.048 €	**320.944 €**
Average training hours per professional	15 H	12 H	16 H	26 H	**16 H**

Initiatives for professionals

NTT DATA Benelux + France drives an employee experience focused on holistic well-being, combining digital resources, health benefits, and emotional and physical support programs.

NTT DATA Cares – OpenUp

Available to all professionals in Benelux + France, NTT DATA Cares – OpenUp integrates access to emotional support and well-being resources in the same space. Through the online platform and the internal SharePoint page, employees can consult activities, content and tools aimed at self-care, mental health and work-life balance, as well as having access to certified psychologists and professional guidance.

> 10

Languages

openup

Mental well-being for all

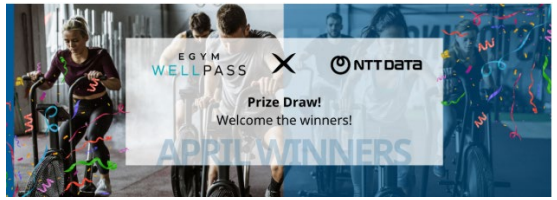
Wellpass x NTT DATA

In collaboration with EGYM Wellpass, NTT DATA promotes physical well-being by facilitating access to sports and health activities, promoting more active and healthy lifestyle habits.

Additionally, weekly raffles are held for gift cards, accessories, Wellpass credits.

65

Active users



Employee Assistance Program — EAP

In Belgium, the Employee Assistance Program offers confidential support to professionals and their families, providing a safe resource to face personal, emotional or work challenges.

Private health insurance

Professionals have private health insurance, including hospitalization coverage, reinforcing the protection and peace of mind of employees in the event of medical needs.

Initiatives for professionals

DE&I Action Plan & Champions

NTT DATA Benelux + France reinforced its diversity, equity and inclusion strategy through a new DE&I Action Plan, built together with professionals and with a special focus on women and disability. To ensure its implementation and generate impact on a day-to-day basis, the company also launched the DE&I Champions program, activating 12 employees as internal ambassadors.

This network helps identify barriers, amplify diverse voices, and promote a more inclusive culture across the organization.

12

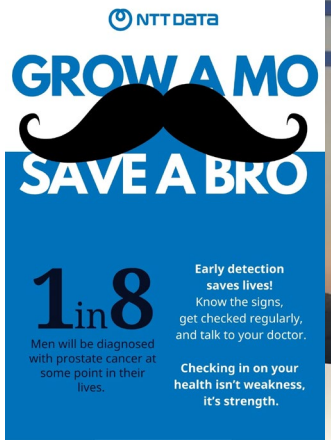
DEI Champions

12

Defined actions in the DE&I Action Plan

Movember: Strava Club Challenge

On the occasion of Movember, NTT DATA launched a challenge on Strava to raise awareness of men's health and promote healthy habits among employees. The initiative combined physical well-being, collective participation and awareness, creating a close and dynamic way of addressing issues such as prevention, self-care and mental health.





Generational diversity: Games Night & Workshop

Two complementary initiatives were promoted to promote generational diversity and mental well-being in the workplace.

Generational Diversity Afterwork in Brussels and Amsterdam brought together professionals to make quizzes in Teams and rotating board games to promote the connection between generations.

The Generational Diversity Workshop, offered to Benelux and France, offered an online session on how different generations perceive and manage mental health at work.

24

participants in the games



DEI initiatives

Women's Day

Actions for International Women's Day to promote equality and make female talent visible, such as the **Book Club**, which invited everyone to read and discuss "The girl who saved the King of Sweden" by Jonas Jonasson.

7
In person Book Club participants





IDPD: workshop

Workshop for International Disability Day focused on barriers, invisible disability and empathy.

Participants identified actions to improve workspace inclusivity.

8
Identified Actions

Diversity Week

Awareness week with participatory activities to celebrate diversity and strengthen belonging and inclusion.

< 37
participants in 3 cities


"Lunch around the world" in Brussels

Digital Accessibility training for Business Support & Advisory roles

Technical training to improve digital accessibility in deliverables, documents and internal solutions.

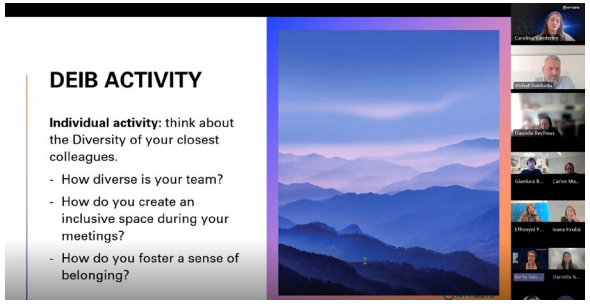


22
BSA professionals

Intersectionality workshop

Session to understand intersectionality and its impact on diverse experiences within the work environment.

40
participants



NTT DATA Benelux + France Impact Data

In FY25, NTT DATA Benelux + France reinforced its commitment to positive impact on society through organizing and participating in volunteering activities.

The year stands out for the following milestones:

2 Initiatives

21 Volunteers

21 Beneficiaries

Mentor in Brussels

NTT DATA Belgium participated in Mentor in Brussels, together with Backstage.Network, aimed at promoting social inclusion and employability in Brussels.

Professionals from the company were able to share their experience, accompany people linked to social organizations and offer practical guidance on professional development, access to the labor market and growth opportunities.

130 h
mentoring

94 %
Overall satisfaction with the project



Girls' Day

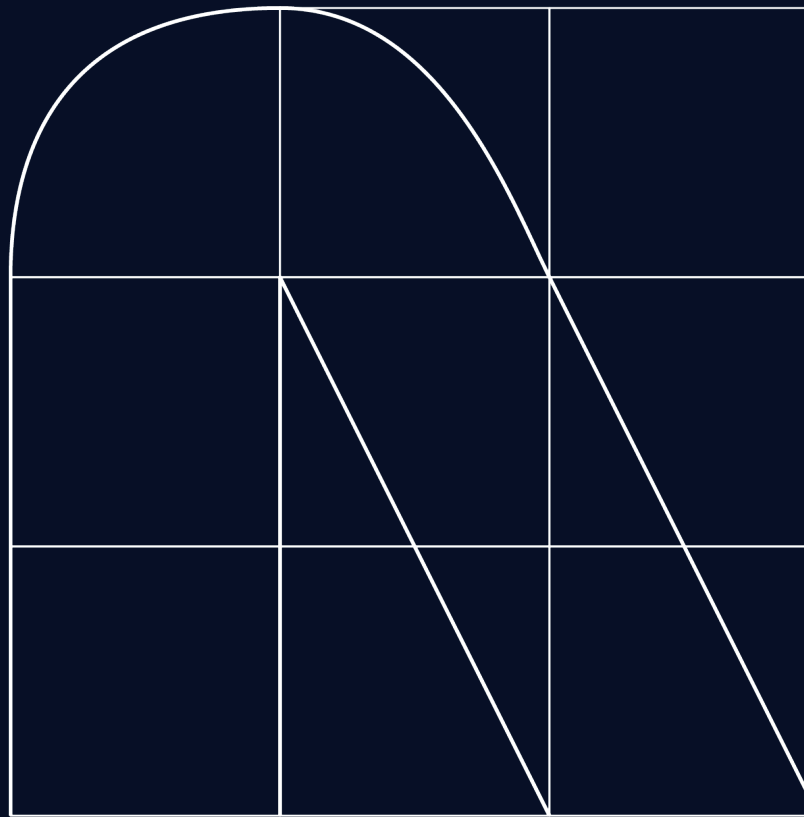
NTT DATA Netherlands participated for the second consecutive year in Girls' Day, promoted by VHTO, to bring teenagers closer to the world of technology and awaken STEM vocations.

Participants had the opportunity to learn about NTT DATA's professional environment, discover leaders in the technology sector and explore how innovation can become a tool to build their future.

8
Volunteers



Spain



NTT DATA Spain

NTT DATA began operations in Spain 30 years ago. With more than 21.200 professionals and presence in 26 cities, the company combines a strong territorial footprint with deep specialization in consulting, software engineering, artificial intelligence, data analytics, and cloud technologies, driving the digital transformation of leading public- and private-sector organizations.

NTT DATA Spain plays a key role in supporting clients in the development of capabilities, talent, innovation, and digital transformation. The incorporation of more than 4.100 new professionals during FY25 demonstrates a sustainable growth model based on technological excellence and commitment to people. From this leadership position, the company continues to contribute to the competitiveness of the Spanish and global economy and to the development of a more digital, inclusive, and sustainable society.



+1.444 M€
in annual revenue

21.220
professionals in FY25

Presence in 26 cities

100%
renewable energy

4.197
new hires

Key sustainability indicators for Spain

Planet Positive

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	36.219	**81.111**	79.521
Carbon footprint per professional (tCO2e)	1.78	**3.82**	3,75
% renewable energy	99%	**100%**	100%
Carbon footprint from business travel/professional (tCO2e)	0,26	**0,16**	0,15

Prosperity Positive

	FY25 Target	FY25	FY26
Suppliers approved using sustainability criteria	60%	**59%**	60%
of professionals who completed the compliance course	90%	**93,20%**	95%
% of professionals who completed the security course	90%	**94%**	95%

People Positive

	FY25 Target	FY25	FY26
% of women in the workforce	32,1%	**32,98%**	34,3%
% of female executives	35%	**33,71%**	35%
% of women top executives	20%	**17,11%**	20%
% of people with disabilities	2%	**1,54%**	2%
% of professionals participating in social and/or environmental initiatives	5%	**8,8%**	10%
% of professionals who think NTT DATA is a sustainable company	70%	**94%**	95%
% of professionals trained in sustainability	40%	**12%**	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Lead by example to positively transform industries, innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY25 Target	***FY25***	*FY26*
Total carbon footprint (tCO2e)	36.219	**81.111**	79.521
Carbon footprint per professional (tCO2e)	1.78	**3.82**	3,75
% renewable energy	99%	**100%**	100%
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Spain FY25 Carbon Footprint

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest potential for emission reductions, guiding the company's decarbonization roadmap toward the sources with the highest impact. In line with this approach, the main initiatives will focus on managing emissions from the purchase of goods and services (Category 1), employee commuting to work sites (Category 7), and reselling activities (Categories 11 and 12), complemented by maintaining a renewable electricity procurement strategy and the progressive electrification of the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: direct emissions — 0,74% tCO2e

Main source of Scope 1 emissions: owned vehicle fleet

Scope 2: indirect emissions from purchased — 0,23% tCO2e

Thanks to 100% renewable electricity consumption.

Scope 3: indirect emissions in the value chain — 99,04% tCO2e

Travel — 21,93% tCO2e

- Business travel
- Employee commuting to work sites and teleworking

Fuel- and energy-related activities — 0,73% tCO2e

Supply chain — 76,38% tCO2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life treatment of sold products

SPAIN	FY25 Market Based	FY25 Local Based	Units
Scope 1 GHG emissions	**596**	**596**	**tCO2e**
Stationary combustion	130	130	tCO2e
Mobile combustion	394	394	tCO2e
Refrigerant gas leaks	73	73	tCO2e
Scope 2 GHG emissions	**186**	**914**	**tCO2e**
GHG emissions from electricity consumption	0	716	tCO2e
GHG emissions from district heating/cooling	186	186	tCO2e
GHG emissions from electric mobility	0	13	tCO2e
Scope 3 GHG emissions	**80.329**	**80.237**	**tCO2e**
1. Purchase of Goods and Services	46.479	46.479	tCO2e
2. Capital Goods	23	23	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	593	502	tCO2e
4. Upstream transportation and distribution	521	521	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	3.322	3.322	tCO2e
7. Employee travel to work and teleworking	14.463	14.463	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	14.894	14.894	tCO2e
12. End-of-life treatment of products sold	34	34	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**81.111**	**81.748**	**tCO2e**
Total GHG emissions avoided	**7.200**	**7.200**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**3,82**	**3,85**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates

3,82 tCO2e/employee

729 tCO2e reduced

7.200 tCO2e avoided

GREENHOUSE GAS PROTOCOL

Energy consumption

During FY25, Spain took measures to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 637 tCO_2e, further reducing the carbon footprint associated with electricity consumption.

100%
renewable electricity

637
tCO2e reduced

SPAIN	FY25	Units
Total energy consumption from fossil sources	**2.460**	**MWh**
Natural gas	704	MWh
Diesel	5	MWh
Purchased electricity from fossil sources	0	MWh
District heating/cooling from non-renewable sources	1.750	MWh
Total energy consumption from renewable sources	**5.362**	**MWh**
Purchased electricity from renewable sources	5.297	MWh
Self-generated electricity consumption	65	MWh
Percentage of total electricity from renewable sources	**100**	**%**
Percentage of total energy from renewable sources	69	%
Total energy consumption	**7.821**	**MWh**
Total energy consumption KPI	**0,37**	**MWh/professional**
Total energy consumption KPI	**0,11**	**MWh/m2**



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Water management

Given the nature of its business model, focused mainly on providing IT services, water consumption is not one of the environmental areas with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed in NTT DATA offices in Spain came from local water supply networks.

Although the direct impact associated with water use is limited compared to other environmental categories, NTT DATA continues to promote optimization measures within its building and facilities management strategy. In this regard, Real Estate teams carry out actions aimed at reducing consumption and encouraging more efficient use of the resource by incorporating savings solutions in offices and work sites.

Implemented initiatives include the installation of timers and faucet aerators, the use of dual-flush toilets, and the application of space occupancy optimization measures. These actions help strengthen the operational efficiency of buildings and consolidate more sustainable management of natural resources across the organization.





SPAIN	FY25	Units
Water consumption	14.594	m3
Total water consumption per professional	**0,70**	**m3/professional**

*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

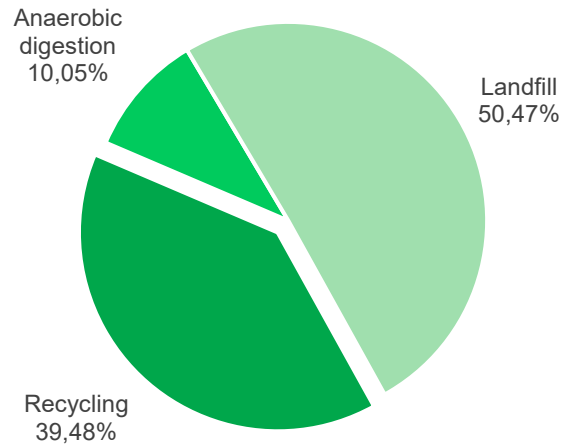
Note: FY25 data does not include information from NTT Spain Intelligent Technologies and Services S.L.U.; therefore, the scope of the indicator is not representative of all operations in Spain. This circumstance is noted for transparency and appropriate interpretation of the information.

Waste management

As part of its circular economy strategy, NTT DATA in Spain has continued to strengthen the monitoring and management of waste generated in its operations. The analysis was conducted based on the available information scope. In FY25, the company reported waste information for 25 of its 28 operational offices in the country, excluding certain locations due to limitations in data availability and consolidation for the reporting period. These results reflect different levels of maturity in waste management and highlight opportunities to continue promoting circularity and recovery practices in Spain.

In line with the distribution of operational activity, regarding treatment, 39% of the waste generated was recycled or reused, while 50% was diverted from landfill through various recovery and management alternatives.

Spain FY25: % waste distribution by treatment



SPAIN	FY25	Units
Non-hazardous waste	**56,19**	**t**
Reuse	-	t
Recycling	21,80	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	5,71	t
Landfill	28,68	t
Hazardous waste	**0,64**	**t**
Reuse	-	t
Recycling	0,64	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	-	t
Total waste generated	**56,83**	**t**
Total waste generated/professional	0,0027	t/professional
% Waste diverted from landfill	50	%
% Waste recycled/reused	39	%

39%
waste recycled/reused

50%
waste
diverted from landfill

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Environmental and energy management initiatives

In FY25, we took a firm step in our transition toward a more efficient and decarbonized energy model, transforming the management of our spaces, operations, and energy.

Energy use

In buildings such as Novus Building in Madrid and Towers I & II in Barcelona, various efficiency measures are already in place.

These include adjusting HVAC schedules, optimizing spaces, and monitoring environmental conditions in real time. Together, these measures make it possible to adapt energy consumption to actual needs and improve operational efficiency.

Reducing emissions in critical systems

Work is underway to improve the management and maintenance of HVAC equipment located in Spain, while also incorporating sustainability criteria when selecting new spaces. To this end, priority is given to technologies with a lower environmental impact.



Sustainable mobility in travel

The travel policy incorporates environmental criteria that prioritize lower-impact alternatives. More sustainable solutions are also promoted, such as the use of alternative aviation fuels.

Sustainability in the supply chain

The commitment to sustainability goes beyond transportation, encouraging the selection of responsible suppliers, such as accommodations with environmental certifications (ISO 14001, LEED, among others).

Efficient corporate fleet management

During FY25, a vehicle inventory was prepared to record information such as kilometers traveled and vehicle type, among other data.

This information was also monitored every four months, enabling greater fleet control and the progressive incorporation of emissions criteria into vehicle renewal.

77

tCO2e avoided thanks to the electric fleet

45%

low-emission vehicles (below 50 kgCO2/km)

Circularity with social impact

The company also promotes the social component of the circular economy by donating equipment to social organizations.

In this regard, during FY25, 50 IT devices were donated to different organizations, including Asociación de Vecinos Jardines de Aljarasol, CTR Mussols, ASOTRAME, Asociación Columbares, Fundación Comtal, and Colegio Vamar, thereby contributing to access to technology resources and the development of beneficiary communities.

50

refurbished IT devices donated



Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



	FY25 Target	FY25	FY26
Suppliers approved using sustainability criteria	60 %	59%	60%
% of professionals who completed the compliance course	90%	93,20%	95%
% of professionals who completed the security course	90%	94%	95%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Awards & Recognition

Social impact



The Murcia-based NGO Talentismo awarded NTT DATA Spain recognition in the Social Responsibility and Sustainability category for promoting the inclusion of people with autism through the “Talentismo Go” app and social integration initiatives, as a result of the pro bono project developed with the organization.

top EMPLOYER España Spain 2025
FOR A BETTER WORLD OF WORK

Top Employer Spain

The quality of NTT DATA Spain’s talent management practices and work environment was recognized once again.



One year after the catastrophic DANA in Valencia, Spanish Red Cross recognized NTT DATA Spain for providing direct assistance to accelerate the recovery of affected communities by combining technology solutions.



In November, NTT DATA Spain was recognized by ***Banco de Alimentos de Madrid*** during its 30th anniversary gala for its support of the *La Gran Recogida de Navidad y Primavera* volunteering program, contributing company volunteers to both campaigns.

Technology recognitions

Microsoft

Winner as Innovation Partner with Azure AI for driving innovative solutions based on artificial intelligence on the Azure platform.

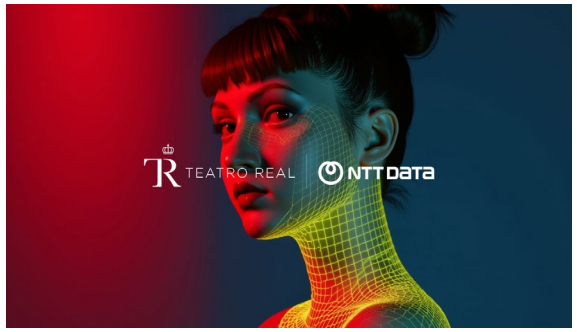
Recognized as Ethics and Responsible AI Partner for its commitment to the responsible development and application of artificial intelligence.

aws

Recognized as Collaborator of the Year in Skills to Jobs Tech Alliance for its contribution to technology talent development and employability.

Recognized in AWS Public Sector GenAI Booster for driving generative AI solutions in the public sector.

Innovation



NTT DATA Spain won the “100 Mejores Ideas” award from Actualidad Económica for a pioneering initiative that merges AI and culture, bringing opera closer to new audiences through innovative digital experiences.

Certifications

62%

Surface covered by ISO 14001

ISO 14001

Certification that supports NTT DATA Spain's environmental management through the control and continuous improvement of its environmental aspects, including waste management.

ISO 50001

Certifies an energy management system focused on efficiency and reducing energy consumption.

ISO 20400

Sustainable procurement standard that promotes the integration of environmental, social, and economic criteria into procurement processes.

UNE 15896

Responsible procurement guide that promotes the incorporation of sustainability criteria into the supply chain and purchasing decisions.



EFR certificate

Recognizes organizations committed to work, family, and personal life balance, promoting a balanced work environment.



Certificate of conformity with the Esquema Nacional de Seguridad (ENS)

Accredits compliance with information system security requirements required for public entities and suppliers.

ISO 27001

Certifies an information security management system focused on data protection and risk management.

ISO 42001

Certifies the responsible management of artificial intelligence systems, ensuring their ethical and safe use.

ISO 56001

Establishes an innovation management system to foster continuous improvement and value creation.

ISO 9001

Certifies a quality management system focused on continuous improvement.

ISO 18295

International standard that certifies quality in customer service and contact center services.

ISO 37001

Certifies an anti-bribery management system aimed at preventing, detecting, and addressing corrupt practices.

PCI DSS

Security standard that ensures the protection of payment card data during processing and storage.

SOC 1 and SOC 2 Type II

Reports certifying the effectiveness of internal controls related to financial information (SOC 1) and security, availability, and confidentiality (SOC 2).

TISAX

Automotive-sector certification that ensures the protection of sensitive information and compliance with specific security requirements.

ISO 20000

Certifies an IT service management system focused on quality and continuous improvement in the provision of technology services.

CMMI-SVC ML3

Maturity model that certifies the organization’s ability to manage and improve its service delivery processes.

CMMI-DEV ML5

Advanced level that accredits excellence in development processes, with a focus on optimization and continuous improvement.

Alliances

Corporate sustainability

FPdGi
Fundació Fundación Princesa de Girona

seres
fundación sociedad y empresa responsable

fundaciónHermes

COTEC
Fundación COTEC para la Innovación

forética

Fundación Transforma España

Social and environmental impact

fundación llamada solidaria

Fundación hazloposible

TALENTISMO

Fundació Assistencial MútuaTerrassa

POWER TO CODE

Càritas Diocesana de Barcelona

asociación española contra el cáncer

Diversity, Equity, and Inclusion

SPECIALISTERNE
Passion for details

REDI
RED EMPRESARIAL POR LA DIVERSIDAD E INCLUSIÓN LGBTI

FUNDACIÓN PREVENT

DOWN España

Fundación ONCE | talento digital

intrama
www.intrama.es

CARTA DIVERSIDAD 2025 2026

Fundación ONCE

Vivofácil by Alares

efr

Marinva

Business Cases

Guide for developing environmental action plans for golf courses for Asociación Española de Campos de Golf (AECG)

Project objective

AECG is a nonprofit business organization that represents more than 200 golf courses across Spain.

With the aim of improving sustainability in the sector, AECG sought to promote a guide for the development of biodiversity action plans at golf courses.

This technical guide focuses on the management of the natural spaces and assets present in golf courses, providing a framework to address nature- and biodiversity-related challenges in a coordinated and structured way.

Methodology

The working methodology included the following components:

- Initial diagnosis and environmental data collection, aimed at identifying and assessing the impacts of golf courses on nature, analyzing climate risks and opportunities (such as floods, heat waves, or droughts), and identifying and classifying ecosystem services.
- Definition of a standardized indicator system, applicable to all golf courses, to measure the evolution of the state of nature over time.
- Design of improvement and conservation measures aimed at optimizing the results of the defined indicators.
- Definition of monitoring processes and reporting models to facilitate monitoring and communication of results by golf courses.



Results and impacts

- Thirty nature monitoring indicators were defined, accompanied by explanatory sheets that will enable AECG to collect, harmonize, and communicate biodiversity information from its members in a structured way. This system strengthens its ability to develop communications based on solid, traceable, and auditable data.
- More than 25 improvement actions were also proposed, structured around four lines of action: conservation, infrastructure, management and governance, and awareness and education. A detailed sheet was prepared for each action, including its description, associated tasks, related natural asset, priority level, and linked indicators.
- Finally, a complete guide was delivered, setting out the necessary phases for defining a Nature Action Plan and helping respond to the sector's sustainability needs.

Analysis of containerization for Ayuntamiento de La Coruña

Project objective

Ayuntamiento de A Coruña is responsible for providing and managing essential public services, including urban waste management.

The current municipal waste management framework, together with the regulatory context in Galicia and in the municipality of A Coruña itself, requires increased separate collection and improved capacity for separating waste fractions.

In this context, it was necessary to assess the relationship between the current waste management system and regulatory requirements in order to define a new containerization model.

Methodology

The project work included the following activities:

- Analysis of containerization trends, including a conceptual introduction, comparison of the current situation, and evolution of models in the sector.
- Diagnosis of the urban waste containerization system, which included:
  - Identification of relevant information sources.
  - Assessment of the current model in different areas.
  - Identification of gaps against the requirements of Law 7/2022.
- Identification and assessment of alternatives, including the selection of the optimal alternative from a technical and economic standpoint.
- Development of an analysis tool designed to calculate costs and benefits for each scenario considered.



Results and impacts

Forty-two samples were collected across the municipality's 21 urban waste collection routes, making it possible to:

- Prepare an inventory of containers by waste type, including fill level and state of conservation.
- Identify system inefficiencies, such as underused containers, overflows, and areas with overuse or low use.
- Define a container relocation methodology to optimize distribution between low-occupancy zones and saturated areas.
- Develop a scenario analysis tool to estimate costs and compare collection alternatives.
- Define three containerization alternatives, assessing their regulatory suitability and implementation feasibility.

Energy transition roadmap for the decarbonization of Puerto de Avilés

Project objective

The scope of action of Autoridad Portuaria de Avilés (APA) covers the two ports that form part of the Avilés estuary in Asturias, Spain.

The objective of the project was to define a clear and structured strategy for implementing renewable energy generation projects in port buildings and facilities in order to supply port facilities and, where applicable, feed surplus energy into the electricity grid.

Methodology

The consulting and technical assistance project for developing the roadmap is structured around the following workstreams:

- Preliminary analysis of solutions based on self-consumption or local energy communities using renewable energy.
- Definition of a conceptual project proposal. Analysis of potential synergies and collaboration opportunities with other stakeholders in and around the port area.
- Identification and analysis of available aid funds.
- Definition of additional measures to be developed, including energy, economic, and environmental savings, with special attention to reducing CO_2 emissions.

Results and impacts

- An analysis of the port's current situation, focused on energy consumption, space, and the electricity grid, together with the identification of potential projects.
- Five conceptual projects have been defined, including battery storage systems and photovoltaic installations designed to achieve self-consumption above 50%, with expected energy generation exceeding 1.000 MWh per year.
- A list of cooperation activities and synergies with identified stakeholders, based on the study of the Puerto de Avilés stakeholder ecosystem and its surrounding area.
- A proposal to access European funds, with a summary table of available grants, application deadlines, eligible beneficiaries, and key requirements.
- A consolidated roadmap including all project information, defined proposals, and energy savings and decarbonization measures.



Reconstruction projects in Ukraine

Project objective

The United Nations Economic Commission for Europe (UNECE) is one of the five regional commissions of the United Nations. It acts as a multilateral platform to promote economic cooperation, integration, and sustainable development across 56 member countries in Europe, North America, and Asia.

In the context of the reconstruction of Ukrainian cities, international organizations, local authorities, and donors need a reliable and transparent tool to visualize, coordinate, and monitor recovery projects.

The objective of the project is to develop a GIS-based platform that supports Ukrainian cities in strategic planning, infrastructure reconstruction, and transparent governance, ensuring that recovery efforts are data-driven and inclusive.

Digital solution

The project consisted of developing a digital solution with the following main characteristics:

- The City Project Tracker was designed and implemented as a GIS-based digital platform that integrates 2D/3D maps, StoryMaps, interactive dashboards, and an API.
- The solution enables reconstruction projects to be visualized, including their location, progress, urban impact, and financial status, and is integrated with official sources and Ukrainian and international platforms.
- Its modular and scalable approach, focused on donors, authorities, and citizens, ensures transparency, traceability of investments, and clear communication of progress.



Results and impacts

- A platform for monitoring urban reconstruction has been created, significantly improving transparency and trust among donors, institutions, and citizens.
- Access to up-to-date information has been facilitated, along with visualization of the territorial impact of projects and clear tracking of fund allocation.
- A scalable foundation for integrated urban management has been established, expandable to new cities and advanced functionalities, positioning the platform as a digital standard for urban recovery, planning, and governance.

Sustainable supply chain

In each country in the region, the introduction of sustainability elements is promoted during the procurement process. More detail is available on page 60.

In FY25, Spain maintained the review of sustainability criteria during the supplier approval and reapproval process, with 59% of suppliers assessed against these criteria.

Suppliers that promote labor inclusion

As part of the approval process, contribution to labor inclusion is also assessed, identifying whether suppliers are Centros Especiales de Empleo or belong to groups that support compliance with regulations on the rights and social inclusion of people with disabilities. During FY25, 3% of approved suppliers were Centros Especiales de Empleo or belonged to a business group that contributes to compliance with the Ley General de derechos de las personas con discapacidad y de su inclusión social (LGD), formerly LISMI.



NTT DATA was recognized by AERCE as the first technology company in Spain to obtain the UNE 15896:2015 and ISO 20400 certifications.

First cycle of on-site audits

From July to September 2025, the first cycle of on-site supplier audits was carried out. A team of NTT DATA auditors visited an initial group of suppliers selected based on their annual billing volume and their belonging to a sector with a high climate impact. As part of the audit plan, the following areas were assessed: sustainability commitments, social, environmental, governance, data protection, and procurement. All participating teams were open to sharing and identifying areas for improvement to contribute with NTT DATA to building a more sustainable value chain. In FY26, the second audit cycle in Spain will be prepared and implemented.

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shape a better world for all people by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY25 Target	FY25	FY26
% of women in the workforce	32,1%	32,98%	34,3%
% of female executives	35%	33,71%	35%
% of women top executives	20%	17,11%	20%
% of people with disabilities	2%	1,54%	2%
% of professionals participating in social and/or environmental initiatives	5%	8,8%	10%
% of professionals who think NTT DATA is a sustainable company	70%	94%	95%
% of professionals trained in sustainability	40%	12%	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Professionals and their distribution

Professionals are at the center of NTT DATA Spain. During FY25, Spain maintained its growth, reaching a total of 21.220 professionals. The following table presents the workforce distribution by gender, age group, and professional category.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	28	132	160	22	114	136	22	102	124
	30-50	17	86	103	15	121	136	17	130	147
SENIOR MANAGER	> 50	49	106	155	34	90	124	29	74	103
	30-50	97	266	363	101	260	361	93	266	359
MANAGER	> 50	123	255	378	88	200	288	86	174	260
	30 – 50	770	1.418	2.188	784	1.491	2.275	771	1.528	2.299
	< 30	26	49	75	15	70	85	26	60	86
PROFESSIONAL	> 50	396	701	1.097	303	507	810	248	457	702
	30-50	2.653	4.831	7.484	2.491	4.366	6.857	2.393	4.203	6.596
	< 30	972	2.238	3.210	1.035	2.430	3.465	990	2.293	3.283
JUNIOR	> 50	287	145	432	326	131	367	232	128	360
	30-50	887	1.337	2.224	842	1.262	2.104	883	1.425	2.308
	< 30	693	2.654	3.347	685	2.630	3.315	736	3.094	3.830
***TOTAL**		6.999	14.221	21.220	**6.651**	**13.672**	**20.323**	**6.526**	**13.934**	**20.460**

*There is a difference of 4 employees between the total number of professionals and the professional category breakdown in the rows, due to a system error that does not allow the professional categories of these people to be displayed.

Note: The variation observed in FY25 data is largely explained by the integration of NTT Spain Intelligent Technologies and Services S.L.U. As a result, year-over-year comparability with FY24 and FY23 figures should be analyzed considering this context.

4.312
interns

145
interns joined the workforce

2.214
internal promotions

Hires

Attracting diverse and specialized talent is a pillar of NTT DATA's development. The combination of new onboarding processes and internal referral programs helps build teams prepared to respond to the challenges of the future. The following table presents the distribution of hires by gender, age group, and professional category.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	4	10	14
	30-50	4	19	23
MANAGER	> 50	8	11	19
	30 – 50	51	105	156
	< 30	3	10	13
PROFESSIONAL	> 50	33	65	98
	30-50	277	529	806
	< 30	320	502	822
JUNIOR	> 50	33	28	61
	30-50	239	329	568
	< 30	389	1.227	1.616
TOTAL		1.362	2.835	4.197

13,9%

professionals hired through internal referrals



Initiatives for professionals

Through programs that promote learning, well-being, and self-awareness, we strengthen five key pillars: mental, physical, social, professional, and financial.

Mental well-being

NTT DATA Spain promotes emotional intelligence as a key strength for people's holistic development. This area focuses on self-awareness, emotional management, and psychological balance through initiatives such as mindfulness capsules, well-being guides, and training programs focused on personal development and emotional management.

Physical well-being

An active environment is encouraged both during and outside working hours. To this end, workshops on nutrition and sleep hygiene, yoga sessions, medical checkups, and physiotherapy sessions are made available.

Professional well-being

A flexible work environment is promoted to facilitate balance between professional and personal life. Training has been offered on time management, work organization, and improving performance in hybrid and remote environments, together with digital disconnection resources.

Social well-being

Strengthening personal relationships and a sense of belonging is a priority for NTT DATA Spain. In this regard, initiatives such as Energy Talks with external well-being experts and Energyclubs, which connect professionals with common interests and hobbies, stand out.

The company also promoted corporate events that fostered cohesion and balance between personal and professional life, such as Fiesta de las Familias, where offices opened their doors at Christmas to welcome employees' families, and Summer Sound, the annual festival that brought the workforce together in different cities to celebrate the arrival of summer in a playful and participatory setting.

Financial well-being

NTT DATA Spain provides its professionals with life and health insurance, flexible compensation plans (meal, transportation, and childcare), payroll advances, access to a discounts portal, and applied financial education workshops.



#energytalk



Fiesta de las familias





Summer Sound

Training

In FY25, NTT DATA Spain consolidated its commitment to talent development with a solid investment* in training, reaching 14,3 million euros and resulting in 435.427 training hours, with an average of 21 hours per professional.

This effort reflects the company's strategic priority to strengthen its teams' capabilities and support business evolution in a constantly changing environment.

435.427 h
of training

14.333.467 €
investment in training*

21 h
average training per professional



*The investment in training does not include information from NTT Spain Intelligent Technologies and Services S.L.U. due to the ongoing integration process.

DEI initiatives

NTT DATA Spain creates an inclusive and diverse environment where everyone can develop fully, promoting equal opportunity and recognizing talent in all its diversity.

Inclusion without labels

Environments are built where each person can develop authentically, promoting awareness, continuous training, and active participation in initiatives that support LGTBIQA+ diversity.

The collaboration with REDI (Red Empresarial por la Diversidad e Inclusión LGBTI) took shape in spaces such as roundtables where best practices for promoting diversity in the business environment were shared, reinforcing the commitment to inclusive environments that foster innovation and joint learning.

This approach was complemented by training actions such as introductory programs and e-learning pills, which addressed key concepts on LGTBIQA+ diversity, its historical and legal context, existing challenges, and the role of allies in creating respectful and inclusive workplaces.



Roundtable participation with REDI

Diversity Talks

During the fiscal year, NTT DATA Spain promoted different dialogue and awareness spaces aimed at reinforcing an inclusive culture and making diversity visible from different perspectives:

- In the area of disability, inspirational sessions were organized in collaboration with Fundación ONCE and Trainers Paralímpicos, including talks by Paralympic athletes and testimonials such as that of Pablo Cifuentes, bringing real experiences closer to the professional environment, with more than 140 participants attending.
- In health and well-being, sessions were delivered on the menstrual cycle and menopause, with a holistic approach covering nutrition, psychology, and training across the different phases.
- The Parenthood Experience also stands out, creating spaces to support parenthood as a key life stage and extending support to mothers, fathers, teams, and people with minors in their care.



Diversity Talks examples

Female talent

Strategic programs strengthen employability, professional growth, and the attraction of new generations. During FY25, the following initiatives stood out:

- **Woman Together:** a development and networking space that provides tools, mentoring, and collaborative dynamics to support women's professional careers in the company.
- **Women Inspiring:** a program aimed at enhancing female talent through specialized training and guidance from role models, fostering professional development and leadership.
- **STEM Girls Erasmus +:** a European project in which NTT DATA participates as a partner, promoting technology vocations among girls and young women through collaboration between education and business.
- **GirlUp Speed Mentoring:** an initiative in collaboration with WE Gender Lab and Amazinglers that guides female STEM university students as they start their professional careers.
- **Women in Tech:** an initiative in collaboration with universities aimed at bringing technology closer to female students and fostering female talent in STEM careers.



Women in Tech



Women Inspiring



STEM Girls Erasmus+

Diversity that drives innovation

Understanding and developing neurodivergent talent is promoted as a key lever to enrich teams and boost innovation. Initiatives such as ASD training, awareness programs, and spaces such as roundtables with Fundación Eurofirms have helped bring neurodiversity closer through the experience of experts and professionals, promoting more diverse, creative, and high-performing work environments.



Neurodiversity awareness program

NTT DATA Spain impact data

In FY25, NTT DATA Spain continued to advance its commitment to positive impact on society, continuing a diverse agenda of initiatives that combine social investment, corporate volunteering, pro bono projects, and non-monetary donations.

The fiscal year reflects this sustained effort through the following milestones:



PRO BONO

3 projects

10.135 hours invested

IMPACT INITIATIVES

27 initiatives and agreements

1.879 volunteers

MONETARY DONATIONS

20 donations

213.804 € donated

NON-MONETARY DONATIONS

1.800 kg of food collected

12 pieces of furniture

50 refurbished IT devices

>600 people benefited

Pro bono projects

In FY25, NTT DATA Spain developed several pro bono projects aimed at generating social and environmental impact, placing its capabilities at the service of organizations and initiatives that contribute to community well-being and sustainable development.

AI4TEA

Fundació Assistencial MútuaTerrassa

During FY25, NTT DATA Spain professionals developed the AI4ASD pro bono project together with Fundació Mútua de Terrassa, focused on improving care for children with severe ASD through the use of physiological biomarkers, IoT devices, and artificial intelligence models.

This solution enables earlier and more objective detection of behavioral anomalies, facilitating more effective interventions and data-based clinical care.

2.892 hours invested

Talentismo GO!

TALENTISMO

NTT DATA Spain professionals developed the “Talentismo GO!” application for the Murcia-based organization Talentismo, helping people with autism in their labor market integration process.
The app enables detailed monitoring of these individuals’ daily tasks, helping them gain greater autonomy and independence and contributing to their socioeconomic integration.



2.083 hours invested

Teaming

Teaming

Teaming is a microdonation platform co-founded by NTT DATA to foster solidarity and promote social transformation. For more information, see page 85.

During FY25, NTT DATA Spain professionals actively participated through the development of pro bono projects. Key contributions included redesigning the Teaming website and maintaining the platform’s cloud infrastructure, among other activities.

In total, an estimated 5.160 hours were dedicated to pro bono projects in collaboration with Teaming, reflecting the commitment of the company and its professionals to social impact.

5.160 hours invested

Social impact initiatives

Global giving: Navidad NTT DATA Spain

With the arrival of the Christmas season, offices in Spain prepared to share solidarity with all the local communities where we are present, promoting initiatives as part of the NTT DATA, Inc. Group “Global Giving” campaign, which fostered inclusion, collaboration, and support for the most vulnerable groups.

Reyes Magos de Verdad

A solidarity initiative aimed at promoting the social inclusion of vulnerable groups, such as children and older people, in different provinces of Spain. Through employee participation, gifts were delivered and meeting spaces were created, strengthening cohesion and commitment to the community.

862 volunteers

Charity Markets & Charity Breakfasts

As every Christmas, NTT DATA Spain launched its solidarity initiative, this time across nine offices, to support different local NGOs. The program included Mercadillos Solidarios in the offices themselves, where organizations offered their products to finance their projects, together with Desayunos Solidarios to raise additional funds.

Around 4.230 people participated in the campaign, and the donations collected were allocated in full to the social activities of the collaborating organizations, including Apsa, Aspali, Asoka, Anda, Anilia, Asociación ADEMBI, Fundación Don Bosco, ASPACE Salamanca, Amica, ASPACE Sevilla, Autismo Sevilla, Divertina, Down Sevilla, Fundación SEHOP, Voluntariado Carmona, ASAPME, Animañicas, Fundación Down, and Estelar.



Charity Bingo

A social inclusion initiative organized in Barcelona, Málaga, Valencia, and Madrid. The event had around **1.280 participants**, and the funds raised were donated in full to the participating local NGOs to support their social projects.









Down Spain

For the third consecutive time, NTT DATA Spain hosted the Encuentro Nacional de Profesionales de Down Spain at its headquarters in Madrid, also supporting the organization and attendee care. The event involved more than 200 beneficiaries. Volunteers helped with welcome, accreditation, and guidance tasks, contributing to a smooth, welcoming, and organized event and ensuring a positive experience for all participants.



Back to School

At the start of the school year, the Back to School campaign aims to support vulnerable families with the cost of school supplies.

Through online contributions, in FY25 funds were raised so that at least 200 children and young people could have the school supplies they need, enabling a school year with more opportunities.

Sant Jordi Solidario with Fundación Arrels

Collaboration with Fundación Arrels in the creation of roses for Sant Jordi, an initiative that helped raise visibility of homelessness and support the social inclusion process of people experiencing homelessness, involving participants in a creative action with direct impact on this group.





Inclusive day in Faunia

Participation in an event at Faunia together with Fundación Randstad and Asociación Alenta, aimed at improving the quality of life of people with intellectual disabilities and other developmental disorders, promoting spaces for coexistence, inclusive leisure, and social integration.

Digital accessibility initiatives

>140 volunteers

NTT DATA promotes digital accessibility initiatives aimed at reducing the technology gap and fostering inclusion. Through volunteering programs, the company promotes the development of digital skills among diverse groups, from older people to young people, helping create opportunities, encourage STEAM vocations, and bring technology closer to those who need it most.

Digital skills for seniors

A volunteering program with Fundación Cáritas Barcelona aimed at supporting older people in vulnerable situations in developing basic digital skills through practical and approachable sessions. The objective is to foster their digital autonomy in a simple and accessible way.

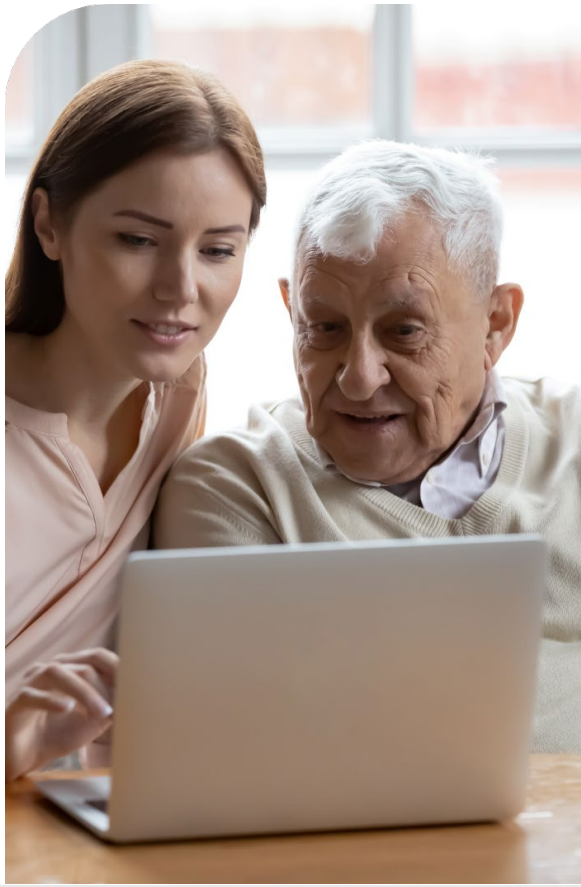
Boosting digital vocations

Volunteering with Junior Achievement, in which 18 volunteers inspired young people and fostered their digital skills and STEAM vocations, promoting the role of women in technology. The initiative includes initial training and materials to deliver the activity in the classroom in collaboration with other volunteers.

205 students benefited

Digital inclusion for patients

NTT DATA Spain volunteers collaborated with ASOTRAME in A Coruña to develop a digital manual that facilitates the use of video calls for people with hematological diseases, helping combat loneliness and improve emotional well-being by connecting them with their environment, benefiting around 40 people.



AI Workshop for FestiPEP

In November, NTT DATA volunteers, in collaboration with Fundación Pinardi, an organization committed to supporting children and young people in situations of social vulnerability, delivered an Artificial Intelligence workshop.

The workshop targeted young people with the aim of improving their employability and preparing them to use AI as a tool to access the labor market. The objective was to guide them and strengthen their confidence in a practical setting during a morning session, where young people are the protagonists and volunteer guidance can make a real difference in their professional future. FestiPEP is part of the UNICEF Generation Unlimited Spain alliance.

200 young people benefited



Technovation Girls

Each year, NTT DATA Spain promotes its participation in Technovation Girls, the largest international competition for developing software applications with social and/or environmental impact.

This program by the NGO Technovation aims to inspire and train girls and young women aged 8 to 18 to become the STEAM professionals who will help solve the problems of the future. Over 12 weeks, girls learn in teams and under the guidance of mentors to code and create a mobile app that solves a problem in their environment. In addition to mentors, NTT DATA volunteers participate by delivering workshops to the girls' teams. This year, 3 teams, two from Madrid and one from Sevilla, reached the global semifinals. In addition, the Murcia team received the award for best technology project in its regional competition.

700 hours dedicated to the projects

26 volunteers in mentoring and workshop roles

29 girls mentored

7 teams submitted

Pulsar Program

The Madrid and Barcelona offices once again opened their doors to new volunteer mentors to inspire and guide teenage girls from vulnerable backgrounds in their professional and personal development.

The program provides girls with tools, experiences, and training to complete higher education while fostering their professional development.

89 volunteers

55 girls mentored





Women in technology

An initiative in which 3 volunteers share their professional journeys with secondary school students, showing the diversity of paths and opportunities in the technology field. The objective is to make female talent visible, foster STEAM vocations, and promote equality in the sector.

Environmental impact initiatives

>200 volunteers

Cleanup Day: cleanup and conservation actions

In September, as part of the global NTT DATA, Inc. “Cleanup Day” campaign marking World Cleanup Day, several environmental conservation actions were carried out:

- Organization of initiatives in seven provinces, mobilizing employees in awareness-raising and environmental care activities in collaboration with SEO/BirdLife and Ecoembes, through the Libera project, to collect waste on beaches and riverbanks near different offices.
- Development of cleanup days on the coast of Arteixo, together with Fundación Randstad and Asociación Apem.
- Action on the Manzanares River in Madrid, in collaboration with Fundación Vida Sostenible.

144 volunteers



Reforestation

In December 2025, NTT DATA promoted two reforestation activities with positive environmental impact: one on Monte Orgegia in Alicante, in collaboration with “Alicante Renace,” and another in the Turia River area, in collaboration with “Interpreta y Educa.”

105 volunteers



Monetary donations

In FY25, NTT DATA Spain donated 213.804 € to 20 charitable foundations. The following are the causes of some of the beneficiary organizations:

Mútua Terrasa

Provides health care through hospital and primary care activities, offering health coverage in Catalonia.

Fundación Teatro Real

Support for cultural activity and access to the performing arts, promoting the dissemination of music and cultural heritage.

Fundación Privada Prevent

Contribution to initiatives focused on labor inclusion and the integration of people with disabilities in the professional environment.

Fundación BCD

Support for projects dedicated to fostering and promoting industrial design as a tool for sustainable development and social well-being.

Fundación Transforma Spain

A foundation that seeks to generate knowledge and talent in social, economic, and business areas.

Universidad Castilla-La Mancha

Support for higher education and training initiatives that strengthen employability and professional development.

Universitat Politècnica de València

Support for academic training and talent development in technological and innovative fields.

Fundación Teaming

Microdonations to support social causes and collective impact projects.

Non-monetary donations

In FY25, NTT DATA Spain carried out several in-kind donation campaigns to support the communities where it operates and foster the circular economy, including food collection initiatives, furniture donations, and different blood donation campaigns.

Blood donation

In FY25, three blood donation campaigns were organized at the Barcelona offices, two in Madrid, and one in Sevilla, in coordination with Banc de Sang i Teixits de Catalunya and Cruz Roja.

These initiatives help ensure the blood supply needed to care for patients requiring transfusions in different medical contexts.





232 volunteers

609 people benefited

Food collection

The initiative, in collaboration with Banco de Alimentos, was carried out at the Sevilla and Madrid offices with the aim of supporting people and families in vulnerable situations and helping meet basic food needs.





1.820 kg of food

12 volunteers

Furniture donation

Promoting reuse and social impact, NTT DATA Spain makes surplus furniture available to nonprofit organizations. In FY25, the Novus office in Madrid donated 12 pieces of furniture to Banco de Alimentos, giving them a second life and contributing to support for communities in vulnerable situations.

12 pieces donated

Social impact sponsorships and collaboration agreements

Madrid Marathon

Once again, April was the month when NTT DATA Spain joined the Zurich Rock'n Roll Running Series. This year, however, it did so as the race's technology partner by developing a web application that, thanks to AI, allowed runners to understand their optimal pace to achieve their goals. In this way, NTT DATA put technology at the service of participants. This was not the only new development brought by Maratón de Madrid. On the 27th, the streets of the Spanish capital welcomed the company's traditional runners and volunteers who represent us each year, but this time they included colleagues from the United States of America, Latin America, Portugal, and several cities across Spain. The goal was to live a unique experience that we started more than a decade ago.

The tireless Team Espada and the more than 250 NTT DATA runners who joined our ranks this year inspired us once again with their effort and ability to overcome challenges. In addition, 123 company volunteers helped set up and manage the tables at our refreshment point at kilometer 15, which hydrated more than 45.000 runners and awaited the arrival of our colleague Carlos and his Team Espada on their way to the marathon finish line. This is a path Carlos has been running since 2013 and will continue to add kilometers to show that Juntos Logramos Retos Imposibles and that the power of determination can make a difference.





Solidarity paddle tennis tournament

NTT DATA Spain sponsored the V tournament organized by SAMO, contributing to fundraising for sports programs for people with disabilities or mental illness, reinforcing the commitment to mental health and involving 500 participants and 15 volunteers.

VII Solidarity Race for Autism

NTT DATA Spain sponsored the VII Carrera Solidaria por el Autismo (#PasosPorElAutismo), an event that brought together more than 2.000 people to raise awareness and support people with autism and their families, with the participation of 10 volunteers.



"Tus kilómetros nos dan Vida"

A solidarity initiative for Fundación SEHOP aimed at supporting pediatric oncology research and improving care for children with cancer.

Participation takes place through two channels: joining the solidarity race or making financial contributions through "dorsal 0." The funds raised are allocated in full to the Foundation. In this edition, the initiative involved 44 volunteers who actively participated in the race, reinforcing NTT DATA's social commitment to this cause.





NTT DATA Spain Foundation

>100 total volunteers

NTT DATA eAwards

International recognition for entrepreneurs with innovative, scalable, and sustainable projects that use technology to generate social and environmental impact.

In 2025, the Spain final was held in Valencia. The winner received a 10.000-euro prize and a pass to the global final, where finalists from the 9 participating countries compete for a 100.000-dollar prize and specialized mentoring.

The event was attended by authorities from Comunidad Valenciana and NTT DATA executives, reinforcing the essence of the eAwards Spain awards, which promote national and international recognition of entrepreneurs whose innovative, scalable, and sustainable projects put technology at the service of society.

The winning project, Proteckthor, consists of a protective headband that reduces by up to 93% the brain damage caused by heading the ball in soccer. It represented Spain at the international final held in Lima, Peru.

105 volunteers

458 h of volunteering

477 registered participants

International Technology Olympiads

An initiative that brings children closer to technology, encouraging them to become creators and not just users.

In 2025, a new focus was promoted to:

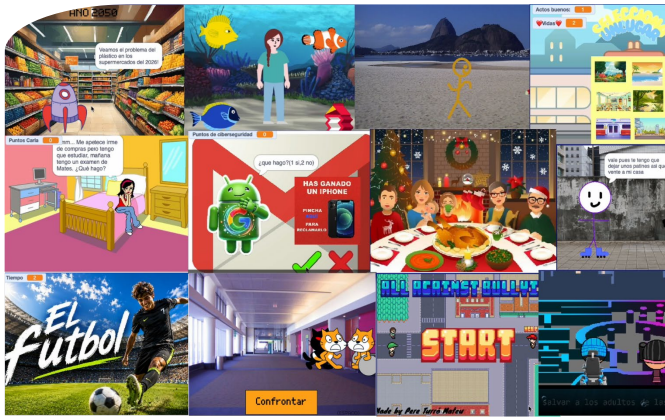
- Develop critical thinking, curiosity, creativity, and perseverance.
- Encourage the responsible use of digital tools to shape what they imagine.
- Bring minors closer to technology as creators, not only as consumers.
- Develop their capabilities and skills with a focus on what truly drives their future.

NTT DATA Spain encouraged the participation of children from across Spain, through Autonomous Communities such as Madrid and Cantabria and other associations.

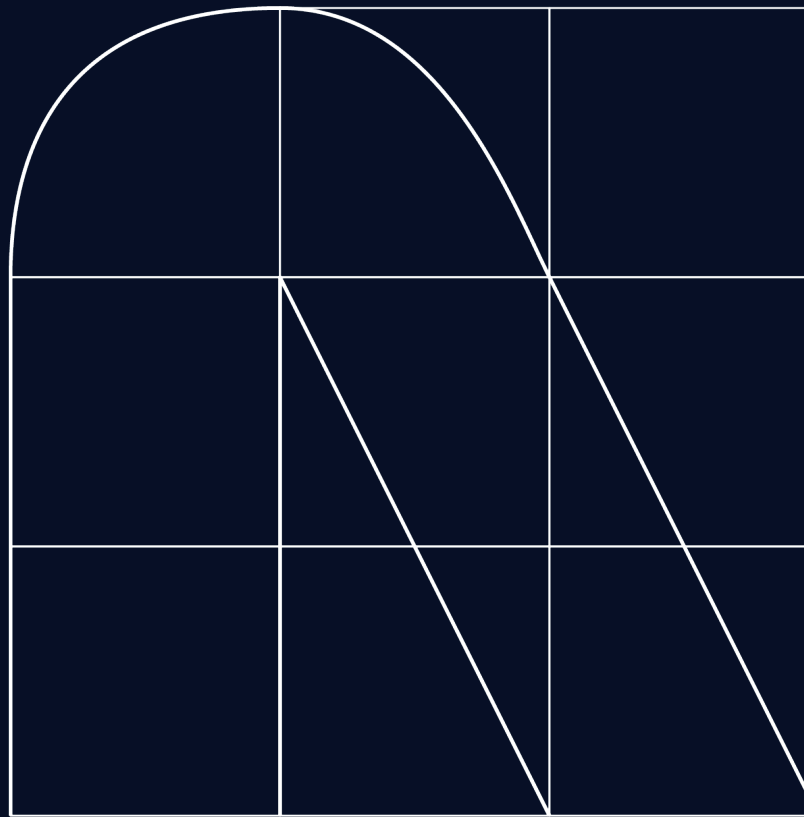
13 volunteers

3.473 children registered

156h invested



Greece



NTT DATA Greece

NTT DATA Greece began operations in 2022 with the aim of strengthening the Group's international capabilities and contributing to the country's digital transformation. From its headquarters in Athens, the company has experienced rapid growth, establishing itself as a hub for local technology talent.

The organization develops projects for international clients and multilateral organizations, combining NTT DATA's global expertise with the potential of the Greek technology ecosystem. Through consulting, software development, cloud, cybersecurity, data analytics, and artificial intelligence services, NTT DATA Greece helps accelerate innovation, foster talent development, and generate a positive impact on both the country's economy and the provision of digital services internationally.



90

professionals

1

office in Athens

Key sustainability indicators for Greece

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	248	235	**163**	160
Carbon footprint per profesional (tCO2e)	2,56	2.42	**1,81**	1,77
% renewable energy	0	83%	**100%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,83	0,81	**0,37**	0,36

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	31,25%	32%	**31%**	30%
% of professionals who have completed the compliance course	68%	90%	**91,1%**	95%
% of professionals who have completed the security course	NA	90%	**96%**	97%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	25,77%	35%	**40%**	49%
% of female executives	1%	35%	**0**	35%
% of women top executives	0	20%	**0**	20%
% of people with disabilities	0	0,5%	**0**	8%
% of professionals participating in social and/or environmental initiatives	0	1%	**0**	1%
% of professionals who think NTT DATA is a sustainable company	68,4%	75%	**100%**	100%
% professionals trained in sustainability	-	40%	**11%**	20%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible management of the environment, integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activity.



Setting an example to transform industries in a positive way, innovating services and solutions that regenerate our planet.

- Climate Change
- Circularity
- Water management

	FY24	FY25 Target	**FY25**	FY26
Total carbon footprint (tCO2e)	248	235	**163**	160
Carbon footprint per profesional (tCO2e)	2,56	2.42	**1,81**	1,77
% renewable energy	0	83%	**100%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,83	0,81	**0,37**	0,36

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Carbon Footprint Greece FY25

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the highest-impact sources. In line with this approach, the main initiatives will focus on managing emissions from the purchase of goods and services (Category 1), professionals' business travel (Category 6), and professionals' commuting to work and teleworking (Category 7), complemented by maintaining a renewable electricity procurement strategy. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: 0,00% tCO_2e
Direct Emissions

Greece does not have Scope 1 emission sources.

Scope 2: 0,00% tCO_2e
indirect emissions from purchased energy

Thanks to the consumption of 100% renewable electricity.

Scope 3: Indirect emissions in the value chain — 100% tCO_2e

Travel — 38,15% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Purchased fuel and energy activities — 2,87% tCO_2e

Supply chain — 58,98% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

GREENHOUSE GAS PROTOCOL

GREECE	FY25 Market Based	FY25 Locat Based	Units
Scope 1 GHG emissions	**0**	**0**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**0**	**12**	**tCO2e**
GHG emissions from electricity consumption	0	12	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**163**	**162**	**tCO2e**
1. Purchase of Goods and Services	96	96	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	5	4	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	33	33	tCO2e
7. Employee travel to work and teleworking	29	29	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**163**	**174**	**tCO2e**
Total GHG emissions avoided	**0**	**0**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**1,81**	**1,93**	**tCO2e/professional**

The location-based approach reflects the emissions calculated with the average factors of the electricity grid, while the market-based approach incorporates the specific attributes of the contracted energy and energy certificates acquired.

1,81
tCO_2e/professional

12
tCO_2e reduced

Energy Consumption

During FY25, Greece took measures to reduce its carbon footprint by sourcing 100% renewable electricity through the purchase of Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the mechanism through which the environmental benefits of renewable energy generation are transferred to the purchaser, ensuring that the purchaser can legitimately claim the associated attributes. Since the certificate can no longer be traded once retired, no other party may use it to make the same claim. This prevents double counting and ensures the integrity of the reported renewable electricity consumption.

Under a market-based approach, this strategy contributed to reducing emissions by 11 tCO_2e, further decreasing the carbon footprint associated with electricity consumption.

100%
Renewable electricity

11
tCO2e reduced

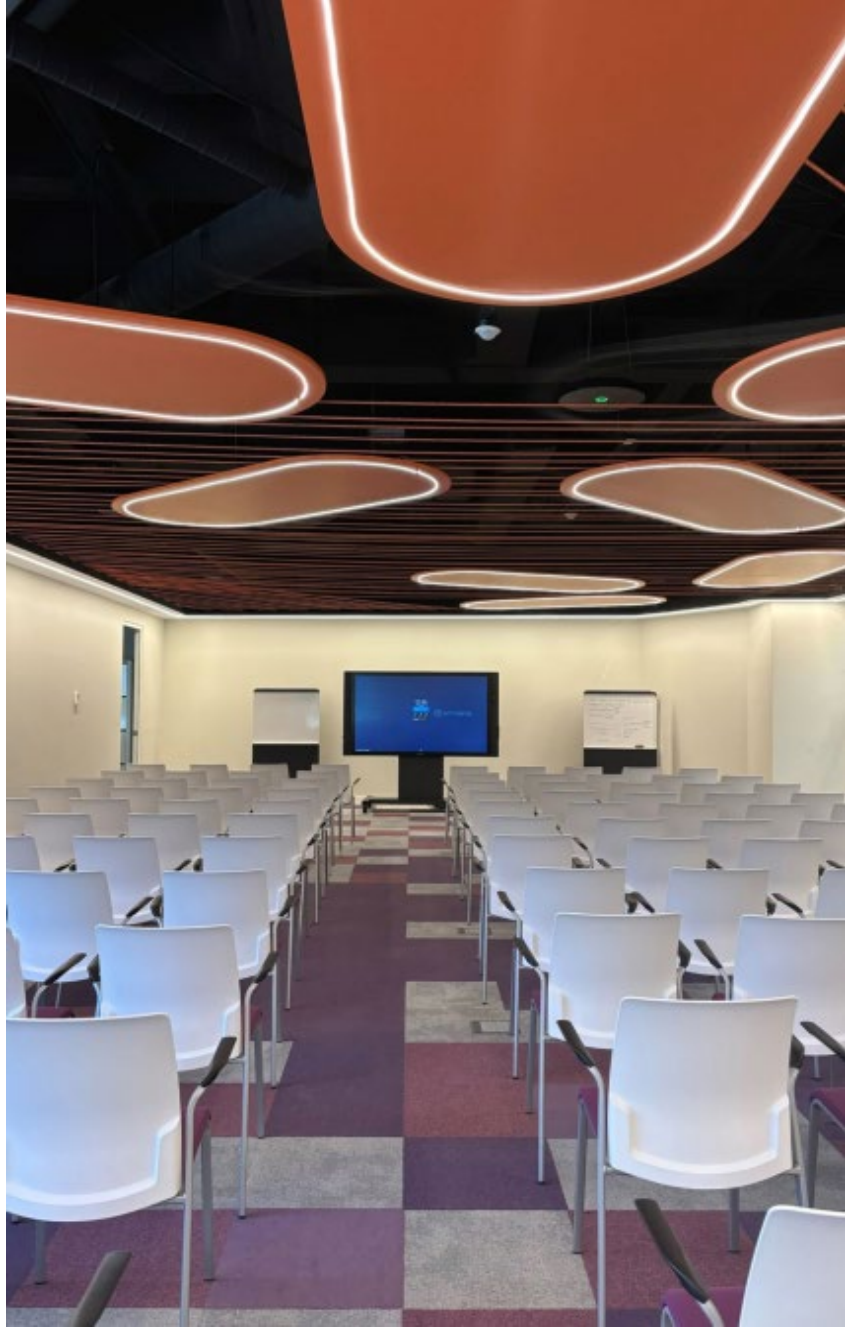
GREECE	FY24	FY25	Units	% Variation
Total energy consumption from fossil fuel sources	**56**	**0**	**MWh**	**-100%**
Natural gas	-	-	MWh	-
Diesel	-	-	MWh	-
Purchased electricity from fossil fuel sources	40	0	MWh	-100%
District Heating/cooling from nonrenewable sources	16	-	MWh	-
Total energy consumption from renewable sources	**0**	**40**	**MWh**	**100%**
Purchased electricity from renewable sources	0	40	MWh	100%
On-site generated electricity consumption	-	-	MWh	-
Percentage of total electricity from renewable sources	**0**	**100**	**%**	**100%**
Percentage of total energy from renewable sources	0	100	%	100%
Total energy consumption	**56**	**40**	**MWh**	**-29%**
Total energy consumption KPI	**0,58**	**0,44**	**MWh/ professional**	**-24%**
Total energy consumption KPI	**0,06**	**0,04**	**MWh/m2**	**-29%**

Water consumption

Given the nature of its business model, which is primarily focused on the provision of IT services, water consumption is not considered one of the most significant environmental impact drivers for **NTT DATA**. Nevertheless, the company maintains a responsible approach to water management, promoting initiatives aimed at improving water efficiency across its operations.
In FY25, 100% of the water consumed in **NTT DATA's** offices in Greece was supplied through local water distribution networks.

Although the direct impact associated with water use is limited compared with other environmental categories, **NTT DATA** continues to implement optimization measures as part of its facilities and real estate management strategy. In this regard, Real Estate teams develop initiatives aimed at reducing consumption and promoting more efficient use of water resources through the incorporation of water-saving solutions in offices and workplaces.

GREECE	Units	FY24	FY25	% Variation
Water consumption	m3	184	134	-27%
Total water consumption KPI	**m3/professional**	**1,90**	**1,49**	**-22%**



Circular economy and environmental management initiatives

Greece continues to advance its Net Zero journey through initiatives focused on energy, water efficiency and circularity.

Energy Efficiency and Water Saving in Offices Awareness

During FY25, NTT DATA Greece promoted practical awareness actions to reduce the consumption of water and energy in the office.

Reminder signs were placed near sinks in kitchens and restrooms, encouraging employees to close taps fully and use only the water needed. Internal communications also reinforced responsible energy use outside occupied hours, particularly regarding lights, air conditioning and heating.

Office recycling and waste separation system

As part of its Environmental Management System, NTT DATA Greece reinforced waste separation across the office. Clearly labeled bins and collection points were placed in common areas and workspaces to separate recyclable materials, organic waste and WEEE, including small electronic devices. This helps make recycling easier, more visible and better integrated into daily office routines.

Battery collection point

Dedicated in-office collection point for used household and device batteries were also implemented. This measure supports the proper disposal of hazardous waste and helps divert batteries from landfill through an appropriate waste stream.



Prosperity Positive

Prosperity Positive represents our way of growing by building trust, value and sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation and transparency.



	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	31,25%	32%	31%	30%
% of professionals who have completed the compliance course	68%	90%	91,1%	95%
% of professionals who have completed the security course	NA	90%	96%	97%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Certifications

The certifications obtained by NTT DATA demonstrate our commitment to recognised standards and continuous improvement in key areas such as quality and management systems.

Top Employer

Recognition that accredits excellence in talent management and work environment practices.

ISO 9001 – Quality Management System Certification

Ensures consistent quality of service and continuous improvement processes.

ISO 27001 – Information Security Management Systems Certification

It ensures the protection of information assets and cybersecurity best practices.

ISO 42001 – AI Systems Management

It certifies the responsible management of artificial intelligence systems, ensuring their ethical and safe use.



People Positive

At NTT DATA, the development of people is a key strategic pillar within our People Positive approach, aimed at generating a positive impact on professionals, customers and society.
Our strategy focuses on creating an inclusive, flexible and continuous learning-oriented environment, supported by policies and practices that foster career development, well-being, equity and talent attraction and retention.



Shaping a better world for all people, applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-Centric Company
- Diversity and Inclusion
- Health and Safety
- Human Rights
- Digital Accessibility

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	25,77%	35%	40%	49%
% of female executives	1%	35%	0	35%
% of women top executives	0	20%	0	20%
% of people with disabilities	0	0,5%	0	8%
% of professionals participating in social and/or environmental initiatives	0	1%	0	1%
% of professionals who think NTT DATA is a sustainable company	68,4%	75%	100%	100%
% professionals trained in sustainability	-	40%	11%	40%

The green traffic light (🟢) indicates that the FY25 target has been met.
Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Headcount

At NTT DATA, talent is the driving force behind transformation. Promoting the continuous integration of young, multigenerational talent, fostering lifelong learning, and encouraging internal growth allows us to build diverse teams that generate innovation, quality employment, and a positive impact on society. The table below shows how our teams have evolved across FY23, FY24 and FY25, reflecting the diversity of our workforce by gender, age group and professional category.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	1	1	0	0	0	0	1	1
	30-50	0	1	1	0	1	1	0	1	1
SENIOR MANAGER	> 50	0	2	2	0	0	0	0	1	1
	30-50	0	5	5	0	2	2	0	2	2
MANAGER	> 50	0	0	0	0	3	3	0	2	2
	30 – 50	0	0	0	1	5	6	0	8	8
PROFESSIONAL	> 50	0	3	3	0	2	2	0	1	1
	30-50	21	34	55	17	45	62	18	49	67
	< 30	6	2	8	2	8	10	3	12	15
JUNIOR	30-50	6	2	8	3	3	6	3	3	6
	< 30	3	4	7	2	3	5	3	2	5
TOTAL GREECE		**36**	**54**	**90**	**25**	**72**	**97**	**27**	**81**	**108**

Hires

Attracting diverse and specialized talent is a cornerstone of NTT DATA's development.
The table below presents FY25 hiring data, with a breakdown by gender, age group and professional category.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
MANAGER	30-50		1	1
PROFESSIONAL	30-50	7	3	10
	< 30	4	4	8
JUNIOR	30-50	4	1	5
	< 30	2	2	4
TOTAL GREECE		**17**	**11**	**28**



Training

During FY25, NTT DATA Greece maintained its commitment to the continuous development of talent, allocating €37.577 to training and reaching a total of 1.483 training hours. This investment reflects the company's commitment to strengthening the technical, digital and transversal capabilities of its professionals, in a context marked by the evolution of business needs and the consolidation of new reporting methodologies.

1.483 h
of training

16 h
average training per professional

37.577 €
investment in training



Initiatives for professionals

NTT DATA Greece promotes, through internal initiatives, an employee experience focused on well-being and connection.

Mental health and emotional well-being

During FY25, mental health and emotional wellbeing continued to be promoted through Our Ways "The Wellbeing Corner," a SharePoint that centralizes wellbeing resources for employees. The page includes online training tips, practical wellbeing tips, access to the OpenUp platform, and contact details for People team members available to listen to and support employees.

Through OpenUp, employees could access professional psychological support and workshops related to mental well-being.

24/7
Support for professionals

Our Ways

The Wellbeing Corner



Work-life balance

Professionals can benefit from remote work programs, adaptive schedules, and extra paid leave days that are possible to take. The extra 5 days a year are for professionals who have been working for the company for more than 6 months.

5
Extra vacation days

Private health insurance

As part of its health and wellness benefits, NTT DATA Greece offers its employees private health insurance through Allianz, including coverage for a dependent. This benefit supports both physical and mental health by facilitating access to health services and providing additional protection to employees and their families.

100%
of professionals

DEI Initiatives

During FY25, NTT DATA Greece continued to promote Diversity, Equity and Inclusion through initiatives aimed at raising awareness, encouraging inclusive behaviors and strengthening dialogue across the organization.

Women in Leadership roundtable

Creation of a space for open dialogue on the barriers that may affect women's career progression and access to leadership opportunities. Through discussion with leaders and allies, the initiative aimed to strengthen awareness, promote shared responsibility and identify ways to support a more equitable leadership pipeline.

3
speakers



DE&I insight interviews

These provided a qualitative listening space with executives and leaders to better understand structural barriers related to inclusion, progression and communication. The initiative supports a more evidence-based DE&I approach by turning leadership insights into opportunities for improvement and more inclusive organizational practices.

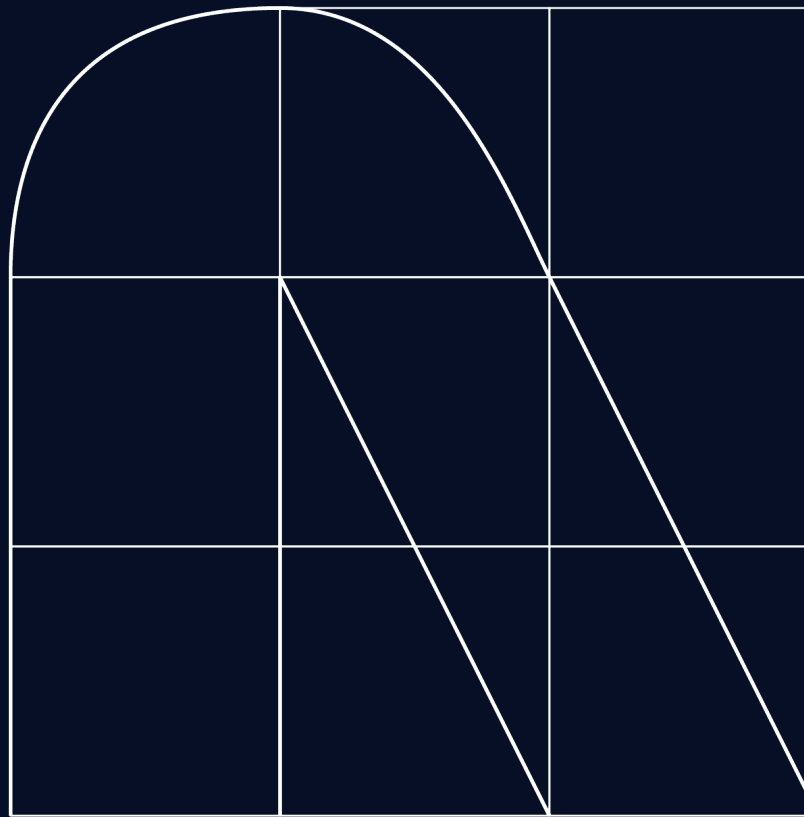
Awareness campaigns

Different internal awareness campaigns have been promoted to reinforce a more inclusive, conscious and respectful culture on issues such as unconscious bias, neurodiversity and linguistic diversity, through internal communications, practical content and participatory initiatives. Together, the campaigns sought to help professionals recognize exclusionary behaviors, question stereotypes, and value the uniqueness of each person.

6
Campaigns



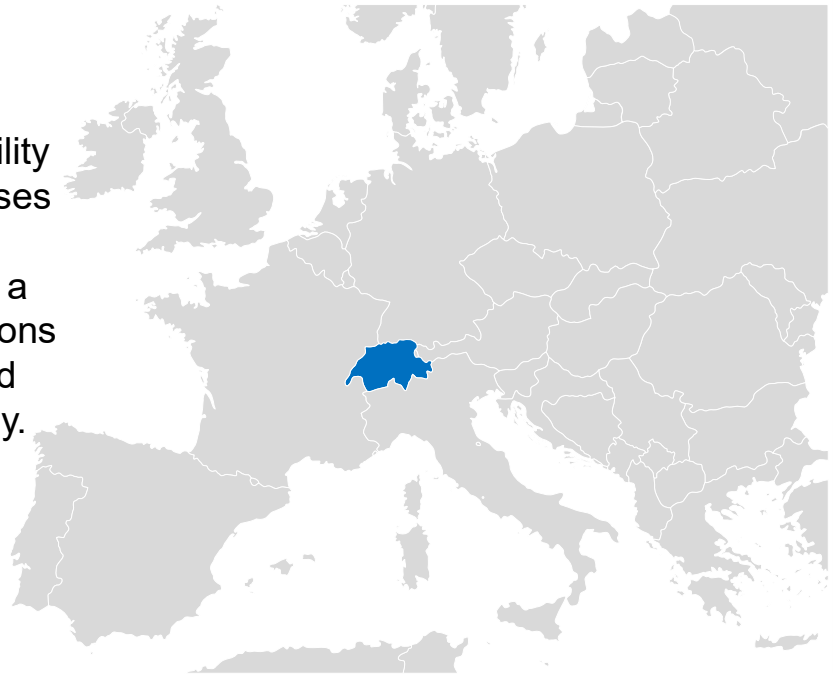
Switzerland



NTT DATA Switzerland

NTT DATA Switzerland supports organizations in one of Europe's most advanced and innovation-driven markets, helping them navigate complex digital transformation challenges while delivering sustainable business value. With a strong local presence and access to the global expertise of the NTT DATA Group, the company combines deep industry knowledge with cutting-edge technology to serve clients across sectors such as financial services, life sciences, manufacturing and the public sector.

Operating in a business environment where quality, reliability and innovation are essential, NTT DATA Switzerland focuses on building long-term partnerships based on trust and collaboration. By combining technological excellence with a customer-centric approach, the company helps organizations strengthen their resilience, embrace new opportunities and drive sustainable growth in an increasingly digital economy.



25
professionals

1
office in Geneva

+44M€
in revenue

Key sustainability indicators for Switzerland

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	72	70	**3.101**	3.040
Carbon footprint per professional (tCO2e)	4	3,88	**124,03**	121,60
Carbon footprint in business/professional travel (tCO2e)	3,14	3,05	**1,29**	1,27

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	7%	50%	**16%**	10%
% of professionals who have completed the compliance course	13,33%	90%	**36%**	90%
% of professionals who have completed the safety course	ND	90%	**92%**	95%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	33%	35%	**28%**	40%
% of women executives	11%	35%	**33,3%**	35%
% of women top executives	0	20%	**0**	35%
% of people with disabilities	0	1%	**0**	1%
% of professionals participating in social and/or environmental initiatives	0	17%	**0**	5%
% of professionals who think NTT DATA is a sustainable company	0%	80%	**100%**	100%
% of professionals trained in sustainability	-	40%	**4%**	40%

The green traffic light (●) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible management of the environment, integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activity.



Setting an example to transform industries in a positive way, innovating services and solutions that regenerate our planet.

- Climate Change
- Circularity
- Water management

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	72	70	**3.101**	3.040
Carbon footprint per professional (tCO2e)	4	3,88	**124,03**	121,60
Carbon footprint in business/professional travel (tCO2e)	3,14	3,05	**1,29**	1,27

The green traffic light (●) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Carbon Footprint Switzerland FY25

The analysis of the carbon footprint corresponding to FY25 has made it possible to identify the areas with the greatest potential for reducing emissions, guiding the company's decarbonization roadmap towards those sources with the greatest impact. In line with this approach, the main initiatives will focus on the management of emissions from the purchase of goods and services (category 1). These actions will reinforce NTT DATA's progress towards meeting its Net Zero objectives.

Scope 3: Indirect emissions in the value chain — 100% tCO_2e

Travel — 98,55% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Supply chain — 1,45% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

GREENHOUSE GAS PROTOCOL

SUIZA	FY25 Market Based	FY25 Locat Based	Units
Scope 1 GHG emissions	**0**	**0**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	-	-	tCO2e
Scope 2 GHG emissions	**0**	**0**	**tCO2e**
GHG emissions from electricity consumption	-	-	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**3.101**	**3.101**	**tCO2e**
1. Purchase of Goods and Services	3.056	3.056	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	-	-	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	32	32	tCO2e
7. Employee travel to work and teleworking	13	13	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**3.101**	**3.101**	**tCO2e**
Total GHG emissions avoided	**26**	**26**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**124,03**	**124,03**	**tCO2e/professional**

The location-based approach reflects the emissions calculated with the average factors of the electricity grid, while the market-based approach incorporates the specific attributes of the contracted energy and energy certificates acquired.

Switzerland's scope 1 and 2 emissions are not included in the report due to limited access to reliable and traceable data stemming from its operating model in coworking spaces.

124,03 tCO_2e/professional

26 tCO_2e avoided

Prosperity Positive

Prosperity Positive represents our way of growing by building trust, value and sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation and transparency.



	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	7%	50%	16%	10%
% of professionals who have completed the compliance course	13,33%	90%	36%	90%
% of professionals who have completed the security course	NA	90%	92%	95%

The green traffic light (●) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Awards & Recognition

During FY25, NTT DATA Switzerland has received external recognition from its alliance with AIM, which reinforces its position as a strategic partner in innovation, digital transformation and sustainable development.



UNIDO recognition and partnership with AIM

During FY25, NTT DATA Switzerland was recognized by UNIDO- United Nations Industrial Development Organization- for its strategic collaboration and contribution to the shared goals of sustainable development, innovation and digital transformation. In particular, UNIDO highlighted NTT DATA's participation as a member of the AIM Global Alliance Network and its involvement in the Global Industry Summit 2025, held in Riyadh, Saudi Arabia, within the framework of the 21st session of the General Conference.

This alliance reinforces NTT DATA's contribution to technical cooperation, knowledge exchange and the identification of innovative solutions aimed at supporting more inclusive and sustainable industrial development. It also highlights the company's commitment to collaboration between sectors, the inclusion of young people, the development of future-ready skills and the generation of long-term social and industrial impact.

Certifications

The certifications obtained by NTT DATA Switzerland demonstrate our commitment to recognised standards and continuous improvement in key areas such as quality and management systems.

ISO 9001 – Quality Management System Certification

Ensures consistent quality of service and continuous improvement processes.

ISO 42001 – AI Systems Management

It certifies the responsible management of artificial intelligence systems, ensuring their ethical and safe use.



DNV

CERTIFICADO DEL SISTEMA DE GESTIÓN

Número de certificado: 0820132 | Fecha inicial de Certificación: 23 febrero 2026 | Validez: 23 febrero 2026 – 22 febrero 2029

Se certifica que el sistema de gestión de

NTT DATA Spain, S.L.U. (Grupo Empresarial NTT DATA SPAIN)

Camino Fuente de la Mora 1, Edificio Novus, 28050, Madrid, Spain

y las sedes que se mencionan en el Anexo que acompaña a este certificado

es conforme a la Norma del Sistema de Gestión de la Inteligencia Artificial:

ISO/IEC 42001:2023

Este certificado es válido para el siguiente campo de aplicación:

El sistema de inteligencia artificial abarca el soporte de infraestructura, el desarrollo y el mantenimiento de aplicaciones de inteligencia artificial en el rol de Proveedor de IA del ecosistema aXet para uso interno, con el fin de optimizar la prestación de servicios internos y externos, de acuerdo con la Declaración de Aplicabilidad versión 1.0 de fecha 19/12/2025.

Lugar y fecha: **Barendrecht, 23 febrero 2026**

Oficina de emisión: **DNV - Business Assurance Zwolseweg 1, 2994 LB Barendrecht, Netherlands**

MGMT. SYS. RvA C 024

Erle Koek
Representante de la dirección

El incumplimiento de las condiciones establecidas en el Contrato puede dar lugar a la cancelación del certificado.
ENTIDAD ACREDITADA: DNV Business Assurance B.V., Zwolseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922689. www.dnv.com/assurance

People Positive

At NTT DATA, the development of people is a key strategic pillar within our People Positive approach, aimed at generating a positive impact on professionals, customers and society.
Our strategy focuses on creating an inclusive, flexible and continuous learning-oriented environment, supported by policies and practices that foster career development, well-being, equity and talent attraction and retention.



Shaping a better world for all people, applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-Centric Company
- Diversity and Inclusion
- Health and Safety
- Human Rights
- Digital Accessibility

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	33%	35%	**28%**	40%
% of female executives	11%	35%	**33,3%**	35%
% of women top executives	0	20%	**0**	35%
% of people with disabilities	0	1%	**0**	0,5%
% of professionals participating in social and/or environmental initiatives	0	17%	**0**	5%
% of professionals who think NTT DATA is a sustainable company	0%	80%	**100%** 🟢	100%
% professionals trained in sustainability	-	40%	**4%**	10%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Headcount

At NTT DATA, talent is the driving force behind transformation. Promoting the continuous integration of young, multigenerational talent, fostering lifelong learning, and encouraging internal growth allows us to build diverse teams that generate innovation, quality employment, and a positive impact on society. The table below shows how our teams have evolved across FY23, FY24 and FY25, reflecting the diversity of our workforce by gender, age group and professional category.

		FY25			FY24		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	2	2	0	2	2
SENIOR MANAGER	30 – 50	0	1	1	0	1	1
MANAGER	30 – 50	2	3	5	2	4	6
PROFESSIONAL	30 – 50	1	4	5	1	4	5
JUNIOR	> 50	0	3	3	0	0	0
	30 – 50	2	3	5	1	1	2
	< 30	2	2	4	2	0	2
TOTAL SWITZERLAND		**7**	**18**	**25**	**6**	**12**	**18**

*There is no data available for FY23, as the structural organization was different from the actual perimeter.

Hires

Attracting diverse and specialized talent is a cornerstone of NTT DATA's development.

The following table shows FY25 hires broken down by gender, age group and professional category.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL*
JUNIOR	> 50	-	3	3
	30-50	1	2	3
	< 30	-	2	2
TOTAL		1	8	9

*One professional did not disclose their age during the process and is therefore included in the total headcount but was not assigned to any age group at the time of the snapshot.

Initiatives for professionals

NTT DATA Switzerland promotes, through internal initiatives, an employee experience focused on well-being and connection.

Mental health and emotional well-being

During FY25, mental health and emotional well-being continued to be promoted through Our Ways "The Wellbeing Corner," a SharePoint that centralizes wellbeing resources for employees. The page includes online training tips, practical wellbeing tips, access to the OpenUp platform, and contact details for People team members available to listen to and support employees.

Through OpenUp, employees can access professional psychological support and workshops related to mental well-being.

24/7
Support for professionals



Work-life balance

Professionals can benefit from remote work programs, adaptive schedules, and extra paid leave days that are possible to take. The extra 5 days a year are for professionals who have been working for the company for more than 6 months.

5
Extra vacation days

Health insurance allowance

NTT DATA Switzerland provides a monthly health insurance allowance to help employees cover the cost of their private health insurance. The allowance is CHF 400 per month and applies to both employees and their registered spouses.

100%
Of professionals

Training

During FY25, NTT DATA Switzerland maintained its commitment to the continuous development of talent, allocating €10.130 to training and reaching a total of 122 training hours. This investment reflects the company's commitment to strengthening the technical, digital and transversal capabilities of its professionals, in a context marked by the evolution of business needs and the consolidation of new reporting methodologies.

122 h

of training

10.130 €

of training investment

5 h

average training per professional



DEI Initiatives

During FY25, NTT DATA Switzerland continued to promote Diversity, Equity and Inclusion through initiatives aimed at raising awareness, encouraging inclusive behaviors and strengthening dialogue across the organization.

Women in Leadership roundtable

Creation of a space for open dialogue on the barriers that may affect women's career progression and access to leadership opportunities. Through discussion with leaders and allies, the initiative aimed to strengthen awareness, promote shared responsibility and identify ways to support a more equitable leadership pipeline.

3
speakers



DE&I insight interviews

These provided a qualitative listening space with executives and leaders to better understand structural barriers related to inclusion, progression and communication. The initiative supports a more evidence-based DE&I approach by turning leadership insights into opportunities for improvement and more inclusive organizational practices.

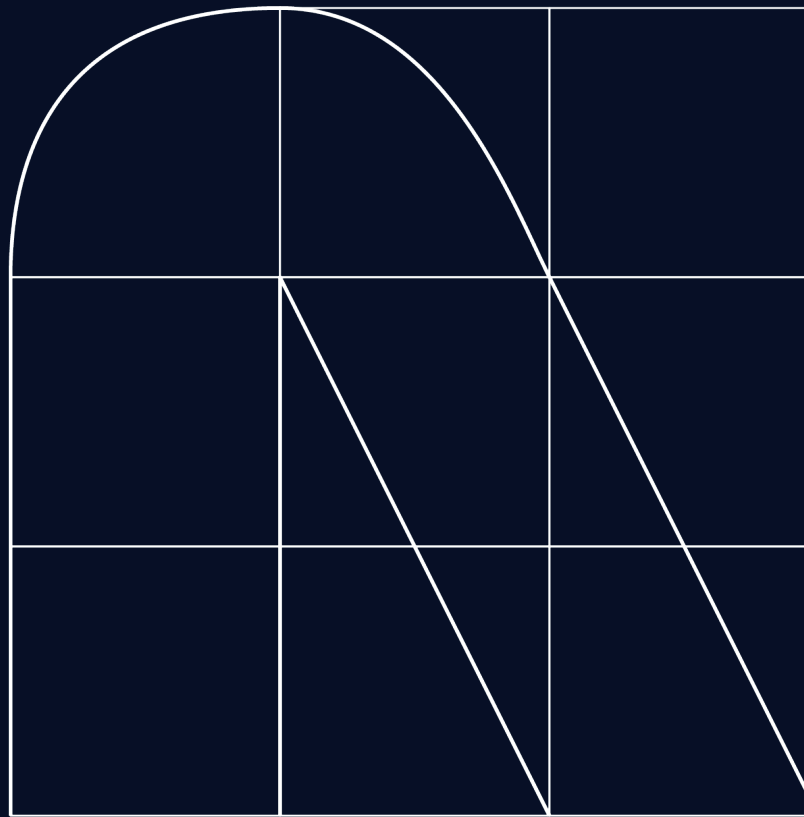
Awareness campaigns

Different internal awareness campaigns have been promoted to reinforce a more inclusive, conscious and respectful culture on issues such as unconscious bias, neurodiversity and linguistic diversity, through internal communications, practical content and participatory initiatives. Together, the campaigns sought to help professionals recognize exclusionary behaviors, question stereotypes, and value the uniqueness of each person.

6
Campaigns



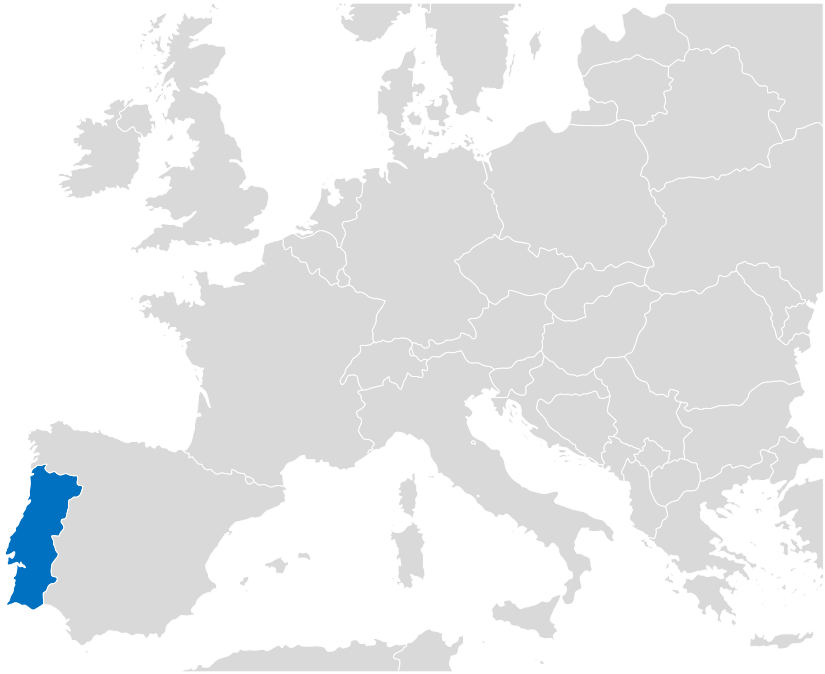
Portugal



NTT DATA Portugal

NTT DATA Portugal has established itself as a key contributor to the Group's European operations, combining strong local expertise with the global capabilities of NTT DATA to support clients in their digital transformation journeys. With a growing team of technology and consulting professionals, the company plays an important role in delivering innovative solutions while fostering the development of Portugal's digital talent ecosystem.

By bringing together multidisciplinary expertise and an innovation-driven mindset, NTT DATA Portugal supports complex projects across a wide range of industries. Its collaborative approach, commitment to continuous learning and focus on delivering long-term value enable the company to contribute not only to the success of its clients, but also to the digital competitiveness and sustainable growth of the Portuguese economy.



1.840
professionals

9
cities where NTT DATA Portugal is present

12
Nationalities

144
customers of the nation's largest organizations

+105 M€
In revenue

Key Sustainability Indicators for Portugal

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	2.954	2.679	**6.448**	6.322
Carbon footprint per profesional (tCO2e)	1,79	1,62	**3,50**	3,44
% renewable energy	100%	100%	**100%**	100%
Carbon footprint of business/professional travel (tCO2e)	0,223	0,217	**0,108**	0,106

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	40,63%	50%	**78%**	78%
% of professionals who have completed the compliance course	50,85%	90%	**95%**	97%
% of professionals who have completed the security course	ND	90%	**97%**	98%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	40%	42%	**38,37%**	40%
% of female executives	36,45%	35%	**34,47%**	35%
% of women top executives	9%	20%	**35%**	35%
% of people with disabilities	0,85%	1%	**0,82%**	2%
% of professionals participating in social and/or environmental initiatives	16,14%	17%	**6,39%**	7%
% of professionals who think NTT DATA is a sustainable company	78%	80%	**91%**	92%
% professionals trained in sustainability	-	40%	**51%**	55%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible management of the environment, integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activity.



Setting an example to transform industries in a positive way, innovating services and solutions that regenerate our planet.

- Climate Change
- Circularity
- Water management

	FY24	FY25 Target	**FY25**	FY26
Total carbon footprint (tCO2e)	2.954	2.679	**6.448**	6.322
Carbon footprint per profesional (tCO2e)	1,79	1,62	**3,50**	3,44
% renewable energy	100%	100%	**100%** 🟢	100%
Carbon footprint of business/professional travel (tCO2e)	0,223	0,217	**0,108**	0,106

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Carbon Footprint Portugal FY25

The analysis of the carbon footprint corresponding to FY25 has made it possible to identify the areas with the greatest potential for reducing emissions, guiding the company's decarbonisation roadmap towards those sources with the greatest impact. In line with this approach, the main initiatives will focus on the management of emissions from the purchase of goods and services (category 1) and the travel of professionals to their workplaces and teleworking (category 7), complemented by the maintenance of a renewable electricity supply strategy and the progressive electrification of the corporate fleet. These actions will reinforce NTT DATA's progress towards meeting its Net Zero objectives.

Scope 1: 2,22% tCO_2e
Direct Emissions

Main source of scope 1 emissions: own fleet of vehicles.

Scope 2: 1,07% tCO_2e
Indirect emissions from purchased energy

Thanks to the consumption of 100% renewable electricity.

GREENHOUSE GAS PROTOCOL

Scope 3: Indirect emissions in the value chain — 96,71% tCO_2e

Travel — 19,03% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Purchased fuel and energy activities — 2,15% tCO_2e

Supply chain — 75,54% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

PORTUGAL	FY25 Market Based	FY25 Location Based	Units
Scope 1 GHG emissions	**143**	**143**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	140	140	tCO2e
Refrigerant gas leaks	3	3	tCO2e
Scope 2 GHG emissions	**69**	**97**	**tCO2e**
GHG emissions from electricity consumption	0	30	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	69	67	tCO2e
Scope 3 GHG emissions	**6.236**	**6.182**	**tCO2e**
1. Purchase of Goods and Services	4.871	4.871	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	138	84	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	198	198	tCO2e
7. Employee travel to work and teleworking	1.029	1.029	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**6.448**	**6.422**	**tCO2e**
Total GHG emissions avoided	**1.128**	**1.128**	**tCO2e**
Total GHG emissions offset	**2.954**	**2.954**	**tCO2e**
Total GHG emissions per professional	**3,50**	**3,49**	**tCO2e/ professional**

The location-based approach reflects the emissions calculated with the average factors of the electricity grid, while the market-based approach incorporates the specific attributes of the contracted energy and energy certificates acquired

3,50 tCO_2e/professional

30 tCO_2e reduced

1.128 tCO_2e avoided

2.954 tCO_2e compensated

Energy consumption

Portugal during FY25 has taken steps to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When a EAC is removed, the issuing register permanently removes it from circulation. This withdrawal is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer negotiable after withdrawal, no other party can use it to make the same claim; This prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy has contributed to reducing emissions by 30 tCO_2e, reinforcing the reduction of the carbon footprint associated with electricity consumption.

100%
Renewable electricity

30
tCO2e reduced

PORTUGAL	FY24	FY25	Units	% Variation
Total energy consumption from fossil fuel sources	**0**	**0**	**MWh**	-
Natural gas	-	-	MWh	-
Diesel	-	-	MWh	-
Purchased electricity from fossil fuel sources	0	0	MWh	-
District Heating/cooling from nonrenewable sources	-	-	MWh	-
Total energy consumption from renewable sources	**271**	**285**	**MWh**	**5%**
Purchased electricity from renewable sources	271	285	MWh	5%
On-site generated electricity consumption	-	-	MWh	-
Percentage of total electricity from renewable sources	**100**	**100**	**%**	**0%**
Percentage of total energy from renewable sources	100	100	%	0%
Total energy consumption	**271**	**285**	**MWh**	**5%**
Total energy consumption KPI	**0,16**	**0,15**	**MWh/ professional**	**-6%**
Total energy consumption KPI	**0,05**	**0,05**	**MWh/m2**	**5%**

Water consumption

Given the nature of its business model, which is primarily focused on the provision of IT services, water consumption is not considered one of the most significant environmental impact drivers for **NTT DATA**. Nevertheless, the company maintains a responsible approach to water management, promoting initiatives aimed at improving water efficiency across its operations.
In FY25, 100% of the water consumed in **NTT DATA's** offices in Portugal was supplied through local water distribution networks.

Although the direct impact associated with water use is limited compared with other environmental categories, **NTT DATA** continues to implement optimization measures as part of its facilities and real estate management strategy. In this regard, Real Estate teams develop initiatives aimed at reducing consumption and promoting more efficient use of water resources through the incorporation of water-saving solutions in offices and workplaces.



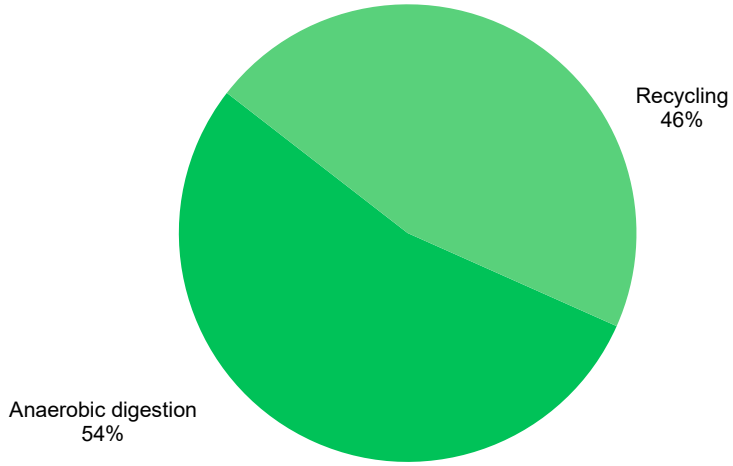
PORTUGAL	FY24	FY25	Units	% Variation
Water consumption	79	137	m3	73,4%
Total water consumption KPI	**0,05**	**0,07**	**m3/ professional**	**56%**

Waste management

As part of its circular economy strategy, NTT DATA Portugal has continued to strengthen the monitoring and management of waste generated through its operations. The analysis has been conducted based on the available reporting perimeter.

In line with the distribution of operational activities, 46% of the waste generated was recycled or reused. In addition, 100% of waste was diverted from landfill through various recovery and waste management solutions.

Portugal FY25: % Waste distribution by treatment



PORTUGAL	FY24	FY25	Units	% Variation
Non-hazardous waste	**4,80**	**2,98**	**t**	**-38%**
Reuse	-	-	t	-
Recycling	2,15	1,37	t	-36%
Composting	-	-	t	-
Incineration with energy recovery	-	-	t	-
Incineration without energy recovery	-	-	t	-
Anaerobic digestion	-	1,60	t	-
Landfill	2,65	-	t	-
Hazardous waste			**t**	
Reuse	-	-	t	-
Recycling	-	-	t	-
Composting	-	-	t	-
Incineration with energy recovery	-	-	t	-
Incineration without energy recovery	-	-	t	-
Anaerobic digestion	-	-	t	-
Landfill	-	-	t	-
Total waste generated	**4,80**	**2,98**	**t**	**-38%**
Total waste /professional	0,003	0,002	t/professional	-44%
% Waste diverted from landfill	45	100	%	123%
% Waste recycled/reused	45	46	%	3%

46%
Waste
Recycled-reused

100%
Waste
diverted from landfill

Environmental & energy management initiatives

Portugal continues to advance its Net Zero journey through targeted initiatives focused on energy efficiency, renewable electricity, and carbon footprint mitigation.

Energy Efficiency in Offices

improvement of energy efficiency across its facilities by replacing conventional lighting with energy-efficient LED solutions and implementing smart building technologies, such as motion sensors and automated climate control systems.



Green Energy Contract

NTT DATA Portugal's uses electricity through certified green energy contracts, ensuring that energy consumption is sourced from renewable origins and supporting the transition to a low-carbon energy system.

100%

renewable energy



Carbon Footprint Compensation

NTT DATA Portugal actively mitigates its carbon footprint through initiatives such as the ES Sponsor project, which supports emission reduction and compensation efforts aligned with our sustainability strategy.

2.954

tons of CO_2 sequestrated



Sustainable mobility initiatives

The sustainable mobility approach focuses on reducing commuting-related emissions and promoting more efficient, accessible, and environmentally responsible transport alternatives.

Electric Bicycle and cars Facilities

Dedicated parking and support infrastructure for **electric bicycles and cars**, encouraging employees to adopt low-carbon commuting alternatives.

Fleet Electrification

The corporate fleet has been **largely electrified**, with 99% consisting of **plug-in hybrid or fully electric vehicles**, reducing direct emissions associated with transportation.

590

tCO2e avoided thanks to the electric fleet

99%

electric and hybrid vehicles

Low-carbon shared mobility for events

Shared and collective mobility solutions are promoted for internal initiatives and corporate events, including **carpooling** during Changemakers programs and organized **bus services** for activities held in remote locations, such as executive team meeting, the Summer Party and external activities to reduce individual travel and associated carbon emissions.

4

Events with low-carbon shared mobility



Circular economy initiatives

NTT DATA Portugal advances circular economy practices through initiatives aimed at reducing waste, improving resource efficiency, and promoting more sustainable consumption patterns.

Hora 0 for 0 Waste Day

To mark International Zero Waste Day on 30 March, NTT DATA launched “Zero Hour”, an initiative promoting more sustainable consumption and waste reduction. For one hour, employees could **collect surplus merchandising items**, helping prevent unnecessary disposal and giving materials a second life.

> 500

items



Nespresso Coffee Capsule Recycling Program

Thanks to the recycling of 1,290 kg of coffee capsules consumed by NTT DATA Portugal employees in 2025, around **1,000 tons of coffee grounds** were recovered for the **cultivation of food products**, reinforcing the circular value of this initiative. This result shows that sustainability is not a one-time action, but an ongoing commitment built day by day.

1.290 kg

recycled coffee capsules



Sustainability awareness campaigns

NTT DATA Portugal promotes employee awareness and sustainable consumption through internal communication campaigns throughout the year, including initiatives such as **Plastic Free July**, **Black Friday** and the **holiday season**. These campaigns encourage the reduction of single-use plastics, responsible gifting, conscious purchasing decisions, waste reduction, and the mindful use of resources in daily life.

> 3

campaigns





Prosperity Positive

Prosperity Positive represents our way of growing by building trust, value and sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation and transparency.



	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	40,63%	50%	78%	78%
% of professionals who have completed the compliance course	50,85%	90%	95%	97%
% of professionals who have completed the security course	ND	90%	97%	98%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Awards & recognition

These awards and recognitions acknowledge **NTT DATA's progress in sustainability** and its strong capabilities in **technology**, **innovation**, and **delivering value** to clients and society.

Sustainability awards



Winner of **Social Responsibility and Sustainability in the Communities and Partnerships** category for the **Mais Impacto** pro bono program.



Recognition for upholding the **Ten Principles of the UN Global Compact.**



Portugal was named the **winner of the Global eAwards 2025**. **Usawa Care stood** out for its innovative healthcare delivery model, which leverages AI to enhance physicians' capabilities while ensuring high-quality care and rapid response times.



Grand prize in the Sustainability Conference NTT Group. The **FishNet Vision project**, was one of the big winners for its use of AI models to support the preservation of river biodiversity in areas with dams, highlighting the role of technology as an ally in protecting the environment.

Awards & recognition

Technology awards



Out of the Box AI Initiatives award from **Google Cloud**, recognizing its innovative work in Computer Vision and GenAI. Among the highlighted projects is carne.exe, a performance created with Teatro Nacional D. Maria II and ZABRA, where AI shared the stage with actor Albano Jerónimo.



OutSystems Partner of the Year 2025 in the Agentic AI category for the EMEA region, recognising its leadership in talent, emerging technologies, and intelligent solutions that enhance processes, decision-making, and operational efficiency.

outsystems



Microsoft Partner of the Year for the second consecutive year, recognizing the quality and impact of its joint projects with Microsoft in driving client transformation, efficiency, growth, and responsible innovation.

Communication awards



© Clube da Criatividade Portugal

Awards of the Festival Clube da Criatividade de Portugal to Tangity for the project "Metaverse CGD – An Open Virtual World for All":

1. **Emerging Digital Experiences** (Metaverse)
2. **Emerging Digital Experiences** (AR & VR)



Developed EDP's new corporate website, edp.com, which won the **APCE Grand Prize** for **Digital Media**, recognising excellence in corporate communication.

apce
ASSOCIAÇÃO PORTUGUESA COMUNICAÇÃO DE EMPRESA

Certifications

The certifications obtained by NTT DATA demonstrate our commitment to recognised standards and continuous improvement in key areas such as sustainability, quality, and management systems.

Top Employer Portugal

Recognition that accredits excellence in talent management and work environment practices.

EDP – 100% Renewable Energy Certificate

Certificate confirming the use of electricity produced from 100% renewable energy sources, contributing to the reduction of carbon footprint.

AVATHAR – Certification of Services with Fluorinated Gases

Certification ensuring legal and environmental compliance in the installation, maintenance and decommissioning of equipment containing fluorinated greenhouse gases.

FSC – Carbon Footprint Mitigation Certificate

2B FOREST certification recognizing the company's contribution to sustainability initiatives and its commitment to mitigating 100% of its carbon footprint through support of the ES Sponsor project.

ISO 14001 – Certification For Environmental Management Systems

Demonstrates the commitment to environmental responsibility and sustainable practices.

100%

Covered with ISO 14001

ISO 9001 – Certification for Quality Management Systems

Ensures consistent service quality and continuous improvement processes.

ISO 27001 – Certification for Information Security Management Systems

Ensures protection of information assets and cybersecurity best practices.

Alliances

In FY25, NTT DATA Portugal reinforced its contribution to the local ecosystem through alliances with leading entities in science, technology, sustainability, communication and good business practices, promoting collaboration as a lever for positive impact.

Marketing & Communication

Sustainability

Good business practices

Accessibility & Digital Education

People Positive

At NTT DATA, the development of people is a key strategic pillar within our People Positive approach, aimed at generating a positive impact on professionals, customers and society.
Our strategy focuses on creating an inclusive, flexible and continuous learning-oriented environment, supported by policies and practices that foster career development, well-being, equity and talent attraction and retention.



Shaping a better world for all people, applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-Centric Company
- Diversity and Inclusion
- Health and Safety
- Human Rights
- Digital Accessibility

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	40%	42%	**38,37%**	40%
% of female executives	36,45%	35%	**34,47%**	35%
% of women top executives	9%	20%	**35%** 🟢	35%
% of people with disabilities	0,85%	1%	**0,82%**	2%
% of professionals participating in social and/or environmental initiatives	16,14%	17%	**6,39%**	7%
% of professionals who think NTT DATA is a sustainable company	78%	80%	**91%** 🟢	92%
% professionals trained in sustainability	-	40%	**51%** 🟢	55%

The green traffic light (🟢) indicates that the FY25 target has been met.
Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Headcount

The talent of our professionals is key to NTT DATA's development. The following table presents the evolution of our workforce over the last three fiscal years, with a breakdown by gender, age group and professional category.

192
Internal promotions

160
interns

23%
Interns have moved to staff

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	2	5	7	0	3	3	0	1	1
	30-50	1	7	8	1	7	8	1	9	10
SENIOR MANAGER	> 50	4	5	9	4	4	8	2	2	4
	30-50	23	38	61	19	37	56	14	29	43
MANAGER	> 50	4	20	24	3	15	18	2	13	15
	30 – 50	87	152	239	82	142	224	78	141	219
	< 30	8	11	19	9	6	15	4	4	8
PROFESSIONAL	> 50	9	22	31	7	19	26	3	18	21
	30-50	197	282	479	178	252	430	150	235	385
	< 30	222	270	492	219	249	468	210	250	460
JUNIOR	> 50	0	6	6	0	4	4	0	4	4
	30-50	31	66	97	37	61	98	50	71	121
	< 30	118	250	368	113	183	296	103	170	273
TOTAL PORTUGAL		**706**	**1.134**	**1.840**	**672**	**982**	**1.654**	**617**	**947**	**1.564**



Hires

Attracting diverse and specialized talent is a cornerstone of NTT DATA's development. The combination of new onboarding processes and internal referral programs helps build teams prepared to meet the challenges of the future. The table below presents FY25 hiring data, with a breakdown by gender, age group and professional category.

13,7%

professionals hired from internal referrals

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	-	1	1
	30-50	5	6	11
MANAGER	> 50	-	3	3
	30 – 50	10	31	41
	< 30	1	6	7
PROFESSIONAL	> 50	-	1	3
	30-50	19	37	56
	< 30	55	84	139
JUNIOR	30-50	6	18	24
	< 30	92	201	293
TOTAL PORTUGAL		**189**	**387**	**578**



Initiatives for professionals

NTT DATA Portugal promotes, through internal initiatives, an employee experience focused on well-being, connection and a sense of belonging.

Wellbeing 360º

Comprehensive approach to well-being, taking care of the physical, mental and emotional health of its professionals. The Multicare Vitality and Wellbeing Program, among others, combine face-to-face and remote activities – such as massage, osteopathy, nutrition, health coaching, self-defense and workshops on healthy habits, laughter yoga, psychological first aid or financial well-being – to accompany people beyond their professional role.



4

Active Health and Wellness Programs

Mental health & resilience

Mental health is a key axis of the employee experience. Through the +Apoio program, NTT DATA Portugal offers psychological, legal, financial and social support available 24/7, promoting a culture where asking for help is natural and leadership also cares.

141

+Apoio users

Moments that build belonging

Large corporate gatherings, such as the Summer Party and Connect Days, strengthen the connection between teams and celebrate the culture of NTT DATA Portugal. The Summer Party stands out as one of the moments of the year that brings together professionals from all over the country and strengthens the sense of community and belonging.



NCommunities

Created by employees and for employees, NCommunities creates spaces to share interests, create connections and enjoy experiences in and out of the workplace. Its differential value is in being born from the people themselves, making the corporate culture more participatory, organic and alive.



12

NCommunities

N&GO & Christmas calendar initiative

During FY25, NTT DATA Portugal promoted internal participation initiatives through raffles of gifts, tickets and experiences in all the cities where it operates.

Through N&GO and the Christmas Calendar, the company reinforced the recognition, closeness and sense of belonging of the teams.



Training

During FY25, NTT DATA Portugal maintained its commitment to the continuous development of talent, allocating 1.47 million euros to training and reaching a total of 49.983 training hours. This investment reflects the company's commitment to strengthening the technical, digital and transversal capabilities of its professionals, in a context marked by the evolution of business needs and the consolidation of new reporting methodologies.

49.983 h

Of training

1.469.460 €

investment in training

27 h

average training per professional



DEI Initiatives

NTT DATA Portugal continued to strengthen the accessibility of its physical and digital spaces, with the aim of facilitating autonomy, mobility and participation of all people in appropriate conditions.

Upskill Program

NTT DATA Portugal participates in the Upskill Program, in collaboration with IEFP and different higher education institutions, to promote professional requalification in technological areas – Java, .NET and Front-end. The initiative is aimed at people who seek to reorient their career towards the digital sector and combines specialized training with the integration of trainees in different technological classes. During FY25, the program had 17 trainees in three classes, reinforcing employability, the acquisition of new skills and access to professional opportunities in technology.

5th
edition

17
trainees

Pride Month

During Pride Month, NTT DATA Portugal reinforced its commitment to an inclusive culture based on respect, authenticity and understanding. The company invited a member of the LGBTQIA+ NCommunity to explain the meaning of each letter of the acronym, promoting a simple but relevant action to promote knowledge and empathy.



Digital accessibility measures

The accessibility of its digital spaces continued to be strengthened, to facilitate the autonomy and participation of all people in appropriate conditions:

- The maintenance and development of the corporate website is taken into account, incorporating good practices such as a clear and consistent content structure, predictable navigation and criteria that favor a more inclusive experience.
- Work is being done on the development of accessible email solutions for blind or visually impaired people, focusing on compatibility with assistive technologies, usability and inclusive design principles.

NTT DATA Portugal Impact Data







At FY25, NTT DATA Portugal reinforced its commitment to positive impact on society through a diverse agenda of external initiatives, combining social investment, corporate volunteering, pro bono projects, sponsorships and non-cash donations.

The year stands out for the following milestones:

PRO BONO

4 Pro bono projects

601 h invested

IMPACT INITIATIVES

11 Initiatives

101 Volunteers

53 Direct beneficiaries

MONETARY DONATIONS

13 Donations

96.715 € donated

NON-MONETARY DONATIONS

37 Donated items

SPONSORSHIPS WITH SOCIAL IMPACT

7 Events

41.004,5 € invested

Pro bono projects

Labor inclusion of visually impaired people with APEC

255h
invested

NTT DATA Portugal collaborates with APEC (Associação Promotora do Ensino dos Cegos; https://www.apec.org.pt/), to promote the labor integration of visually impaired people, promoting more accessible, inclusive work environments adapted to their needs. Within the framework of this alliance, the company has a professional who dedicates one day a week to providing pro bono advice to the organization. This collaboration reinforces NTT DATA Portugal's commitment to inclusion, employability and the elimination of barriers in the professional field.

Mais Impacto TNDMII

84 h
invested

Through the collaboration agreement with the D. Maria II National Theatre, NTT DATA Portugal supports the improvement of the digital experience of this leading cultural institution. The project focuses on optimizing its website, contributing to greater accessibility, usability and interaction with its audiences. This initiative puts the company's technological expertise at the service of the community, promoting the digital modernization of the cultural sector and facilitating more inclusive access to culture.

Lab2Market 2026

242 h
invested

NTT DATA Portugal participates in Lab2Market@Técnico, a program aimed at identifying projects developed by PhD and Master's students and members of the Higher Technical Institute with market potential. With the support of three professionals from NTT DATA and i-Deals, the selected teams received specialized business consulting sessions. This collaboration brings the company's technological and business knowledge closer to the academic ecosystem, promoting innovation, entrepreneurship and the transfer of knowledge to the market.



Mentes Empreendedoras | Mais Impacto

20h
invested

NTT DATA Portugal's collaboration with **Mentes Empreendedoras** began in FY25 within the framework of the **Mais Impacto** program, an initiative designed to strengthen non-profit associations and foundations with social impact by providing technological tools that accelerate their digital transformation and broaden the reach of their work.
Through this pro bono collaboration, NTT DATA Portugal supported the implementation of **Salesforce tools** to improve the organization's management capabilities and provide more efficient digital solutions tailored to its needs. The initiative also included follow-up sessions and technical support to resolve queries, ensuring the correct use of the tools implemented and the long-term sustainability of the project.

Social Impact Initiatives

Welcome CUP

NTT DATA Portugal supported sports initiatives with social impact, reinforcing the role of sport as a tool for inclusion, coexistence and solidarity. Through the Welcome CUP, the company's professionals participated in an inclusive football tournament aimed at promoting the integration of young migrants and refugees.

13
Volunteers





Solidarity participation and support for social organizations

NTT DATA Portugal promoted different initiatives to channel the solidarity of its professionals towards social organizations.
The Xmas Solidarity Market gave visibility to non-profit entities and facilitated the sale of solidarity products.
Through Solidarity Bingo, the teams participated in an internal fundraising action with social impact.
In addition, the IRS Campaign encouraged professionals to allocate part of their tax return to one of the 19 social organizations collaborating with NTT DATA, reinforcing the culture of collective commitment.

12
Benefited organizations





60
Professionals participating in bingo



2.000 €
Distributed to employees as vouchers to use at NGO stalls during the Xmas Market

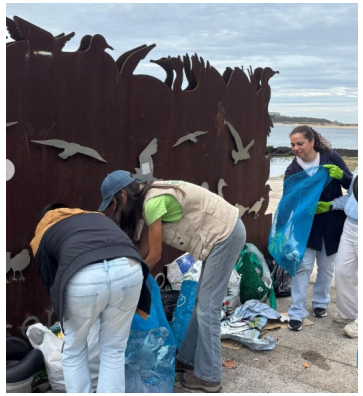
Environmental Impact Initiatives

Changemakers Program | Environment Edition

Through the Changemakers Program | Environment Edition, employees and external volunteers were mobilized in environmental actions carried out in different cities of the country. In collaboration with Bioliving, Trevo, Planting a Tree and Marca, the initiative included cleaning of natural spaces, waste removal, forest restoration and biodiversity conservation.
The program made it possible to recover more than 100 kg of waste and contribute to the protection of local ecosystems, reinforcing the company's environmental commitment through collective action.

50
Volunteers

41
Family and friends volunteers



101,55 kg
recovered

Ocean Alive | Visit to Ponta do Adoxe

NTT DATA Portugal collaborated with Ocean Alive in a marine education activity linked to the closure of the University Ambassadors Program. The initiative included a presentation on the work of the organization and a snorkeling experience in the seagrass meadow of Ponta do Adoxe, bringing participants closer to the importance of these ecosystems. This action contributed to raising awareness about marine conservation, biodiversity and the role of communities in protecting the natural environment.



5
years contributing to Ocean Alive in protecting seagrass meadows, a major natural carbon sink

Digital accessibility initiatives

Technological education and young talent

NTT DATA Portugal promotes access to digital education and the development of technological talent through initiatives aimed at young people and students. With Technovation Girls Portugal, in collaboration with Happy Code, the company supports an international competition that brings girls and young women closer to programming, innovation and the creation of solutions with impact.

In addition, through the IST Prize, NTT DATA Portugal recognizes academic excellence in technological areas, contributing to strengthening the digital capabilities of new generations.



IST Prize

9
Volunteers

1.120 h
invested by professionals

29
Young people benefited

Social Impact Sponsorships

Female leadership and technology

Through the Salesforce Charity Gala - Women Network, the company co-organized a solidarity meeting that combined collaboration, innovation and support for social organizations.
In addition, through Portuguese Women in Tech, it contributed to the recognition of women leaders in technology, promoting a more diverse, representative and inspiring community for future generations.



Portuguese Women in Tech

Health, solidarity and social welfare

NTT DATA Portugal reinforced its commitment to health and solidarity by supporting initiatives linked to the health field such as the Corrida Sempre Mulher, a solidarity race in favor of the fight against breast cancer.



Young entrepreneurship and innovation with impact

NTT DATA Portugal promoted entrepreneurial talent and sustainable innovation through recognitions aimed at young people, startups and the academic community. At the 2025 Entrepreneurship Awards, it supported the Youth Startup Award, which recognized ROOKTEY, a blockchain-based cybersecurity startup. Likewise, together with ISEG and the Lisbon City Council, it promoted the ESG Prize, which rewards master's research on sustainability, connecting academic knowledge, social impact and environmental transformation.



Carina Paim Sponsorship

NTT DATA Portugal supported sports initiatives with social impact, reinforcing sport as a vehicle for inclusion, health and solidarity. Through the sponsorship of Carina Paim, a Portuguese Paralympic athlete specialized in the 400 meters T20, the company contributed to making adapted sport visible and benchmarks for self-improvement.



Monetary donations

NTT DATA Portugal has donated **96.715 €** to 13 organizations.

42 Lisboa
to help strengthen its free, collaborative and innovative educational model in programming and digital skills.

Happy Code
to support Technovation Girls and bring technology closer to girls and young women.

SISH - Social Innovation
in the Welcome CUP, to promote the integration of young migrants and refugees through sport.

Ocean Alive
to protect the Glória seagrass meadow and strengthen the conservation of marine ecosystems.

Changemakers Program
to four NGOs to promote environmental volunteering, ecosystem restoration and sustainable awareness.

Cruz Vermelha Portuguesa
to support the populations affected by the strong storms in Portugal.

Portugal wildfires recovery
to the Bombeiros Voluntários Argus Arganil, recognizing their work in the face of fires and local emergencies.

Coolabora CRL
on the occasion of World Youth Skills Day to promote youth skills and employability.

Faculdade de Medicina da Universidade de Lisboa
at the FMUL Charity Gala to reinforce its commitment to health, solidarity and sustainable innovation.

Teatro d. Maria
to accelerate digital transformation in the cultural sector.



Non-monetary donations

Donation of office furniture to Entrajuda

NTT DATA Portugal made a non-monetary donation of office furniture to Entrajuda, consisting of chairs, cabinets and a lamp. This initiative made it possible to give a second life to equipment in good condition, avoiding its waste and favoring its reuse by social entities.

Through Entrajuda, an organization that acts as a bridge between donor companies and third sector institutions, the furniture could be channeled to organizations that needed it, generating social and environmental impact through the circular economy.

33
office chairs

3
Office Cabinets



20 ANOS

ENTRAJUDA
APOIO A INSTITUIÇÕES DE SOLIDARIEDADE SOCIAL

NTT DATA Portugal Foundation

NTT DATA eAwards

The Portuguese project was awarded the **Global Winner of the NTT DATA eAwards 2025**, during the international final held in Lima (Peru), organized by the NTT DATA Foundation and attended by more than 150 representatives from clients, media, foundations and the innovation ecosystem.

The winning solution, **Usawa Care**, consists of an AI-based platform designed to enhance capacity and efficiency in medical diagnostics, particularly in pediatric care, addressing key challenges in healthcare accessibility and speed.

With this recognition, the Portuguese team received the **global prize of €100,000,** along with specialized mentoring to support the scaling and further development of the project.



26 volunteers

67 h of volunteering

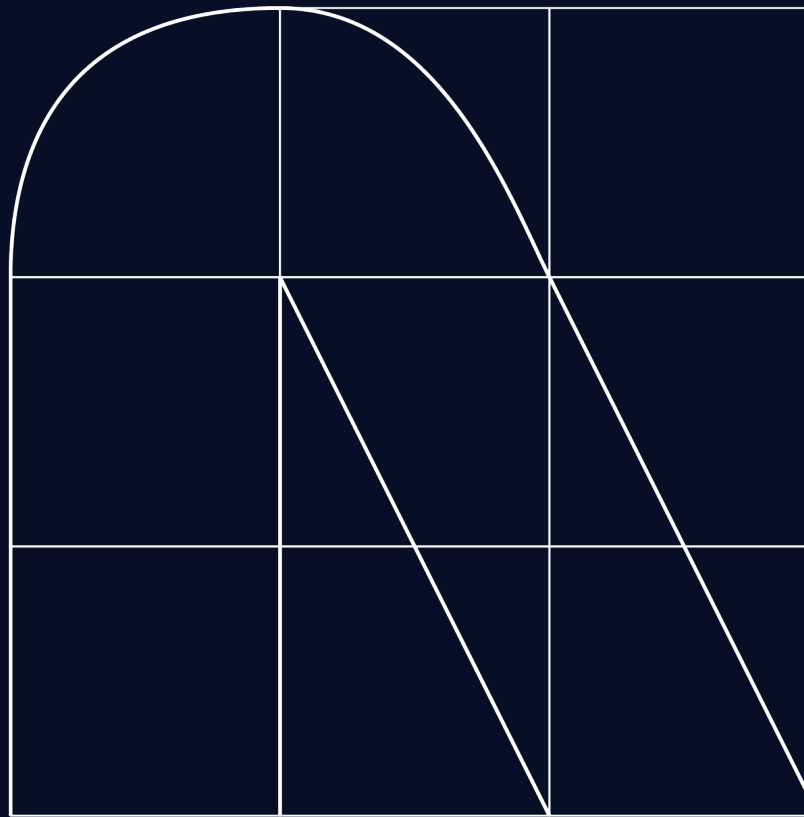
69 registered persons

NTT DATA

AMERICA



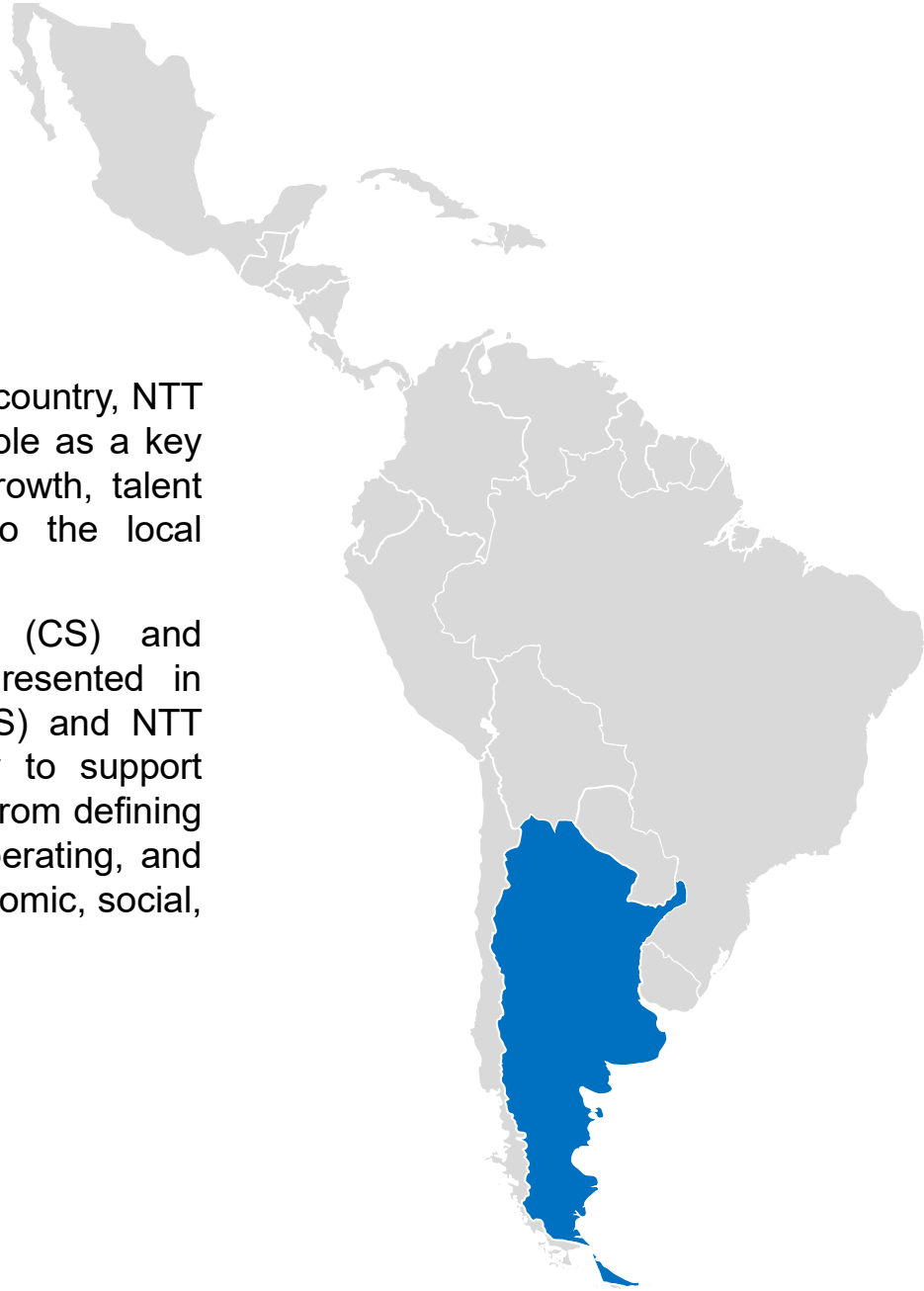
Argentina



NTT DATA Argentina

With more than 25 years of experience in the country, NTT DATA Argentina continues to strengthen its role as a key player in the region, combining sustained growth, talent development, and a strong commitment to the local ecosystem.

The integration of Consulting Services (CS) and Technology Services (TS) capabilities, represented in Argentina by NTT DATA Argentina S.A. (CS) and NTT Argentina S.A. (TS), enables the company to support clients across multiple industries end to end, from defining transformation strategies to implementing, operating, and evolving technology solutions that create economic, social, and environmental value.



+25 years
operating in the country

+59 M€
in annual revenue

+1.100
professionals

Presence in **4**
main provinces

13
Strategic ESG partnerships

9
Social impact initiatives

Key sustainability indicators for Argentina

Planet Positive

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	984	1.534	1.504
Carbon footprint per professional (tCO2e)	0,93	1,39	1,36
% renewable electricity	83%	100%	100%
Carbon footprint from business travel / professional (tCO2e)	0,24	0,180	0,176

Prosperity Positive

	FY25 Target	FY25	FY26
Approved suppliers assessed against sustainability criteria	10%	86%	90%
% of professionals who completed the compliance course	90%	98,45%	99%
% of professionals who completed the security course	90%	85%	90%

People Positive

	FY25 Target	FY25	FY26
% of women in the workforce	33%	33,42%	36%
% of female executives	35%	37,58%	35%
% of women top executives	20%	20%	20%
% of people with disabilities	0,5%	0,18%	1%
% of professionals participating in social and/or environmental initiatives	9,3%	20,2%	21%
% of professionals who think NTT DATA is a sustainable company	82%	93,88%	95%
% of professionals trained in sustainability	40%	10,48%	15%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Leading by example to transform industries positively by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	984	**1.534**	1.504
Carbon footprint per professional (tCO2e)	0,93	**1,39**	1,36
% renewable electricity	83%	**100%**	100%
Carbon footprint from business travel / professional (tCO2e)	0,24	**0,180**	0,176

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Argentina FY25 Carbon Footprint

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the sources with the highest impact. In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1) and employee travel to work and teleworking (Category 7). These efforts will be complemented by maintaining a renewable electricity procurement strategy and the progressive electrification of the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: direct emissions — 0,79% tCO_2e

Main source of Scope 1 emissions: owned vehicle fleet.

Scope 2: indirect emissions from purchased energy — 0% tCO_2e

Thanks to 100% renewable electricity consumption.

Scope 3: indirect emissions in the value chain — 99,21% tCO_2e

Travel — 60,18% tCO_2e

- Business travel
- Employee travel to work and teleworking

Fuel- and energy-related activities — 0,69% tCO_2e

Supply chain — 38,35% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life treatment of sold products

GREENHOUSE GAS PROTOCOL

ARGENTINA	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**12**	**12**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	12	12	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**0**	**14**	**tCO2e**
GHG emissions from electricity consumption	0	14	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**1.522**	**1.522**	**tCO2e**
1. Purchase of Goods and Services	588	588	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	11	11	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	199	199	tCO2e
7. Employee travel to work and teleworking	724	724	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**1.534**	**1.548**	**tCO2e**
Total GHG emissions avoided	**4.344**	**4.344**	**tCO2e**
Total GHG emissions offset	**1,46**	**1,46**	**tCO2e**
Total GHG emissions per professional	**1,39**	**1,40**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average electricity grid factors, while the market-based approach incorporates the specific attributes of the contracted energy and acquired energy certificates.

1,39 tCO2e/employee

14 tCO2e reduced

4.344 tCO2e avoided

1,46 tCO2e offset

Energy consumption

During FY25, Argentina took measures to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 14 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

100%
Renewable electricity

14
tCO2e reduced

ARGENTINA	FY24	FY25	Units	% Change
Total energy consumption from fossil sources	**58**	**0**	**MWh**	**-100%**
Natural gas	-	-	MWh	-
Diesel	-	-	MWh	-
Purchased electricity from fossil sources	58	0	MWh	-100%
District heating/cooling from non-renewable sources	-	-	MWh	-
Total energy consumption from renewable sources	**0**	**55**	**MWh**	
Purchased electricity from renewable sources	0	55	MWh	-
Self-generated electricity consumption	-	-	MWh	-
Percentage of total electricity from renewable sources	**0%**	**100%**	**%**	
Percentage of total energy from renewable sources	0%	100%	%	-
Total energy consumption	**58**	**55**	**MWh**	**-4%**
Total energy consumption KPI	**0,05**	**0,05**	**MWh/professional**	**-8%**
Total energy consumption KPI	**0,09**	**0,09**	**MWh/m2**	**-4%**

Water consumption

Given the nature of its business model, which is mainly focused on providing IT services, water consumption is not among the environmental vectors with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed in NTT DATA offices in Argentina came from local supply networks. Regarding consumption trends compared to the previous year, water consumption increased in the Argentina office, mainly due to the increase in on-site presence among professionals.

Although the direct impact associated with water use is limited compared to other environmental categories, NTT DATA continues to promote optimization measures within its building and facilities management strategy. In this regard, Real Estate teams carry out actions aimed at reducing consumption and encouraging more efficient use of the resource by incorporating saving solutions in offices and work centers.



ARGENTINA	FY24	FY25	Units	% vs. previous year
Water consumption	246	333	m3	35%
Total water consumption per professional	**0,23**	**0,30**	**m3/professional**	**29%**

Circular economy and sustainable mobility initiatives

During FY25, NTT DATA Argentina strengthened its environmental commitment by promoting initiatives aimed at reducing its impact, with a focus on circularity and the promotion of more sustainable mobility.

NTT DATA Argentina promotes initiatives aimed at encouraging responsible waste management and strengthening sustainable habits within the organization. Within this framework, the company worked with organizations such as Centro Basura Cero, creating spaces that enabled employees to properly dispose of non-traditional waste.

Through this initiative, the goal was to provide responsible alternatives for waste that requires specific management, promoting proper disposal and, where possible, recovery and reuse processes that help extend its life cycle.

Centro Basura cero

172,5

kg of electronic waste sent for recycling and/or responsible destruction processes

With the aim of achieving more sustainable corporate mobility, NTT DATA Argentina offset emissions from its business travel through Cabify. Throughout 2025, the company traveled an estimated total of **10.420 km, offsetting 1,46 tCO_2.**

As in the previous fiscal year, this offsetting was carried out through Parque Eólico Genneia, ensuring the offsetting of 100% of the emissions generated on each trip.

1,46 tCO_2

offset

Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



Transforming business and society for successful growth, with sustainable services and solutions.

- Innovation through technology
- Responsible technology and ethical AI
- Sustainable supply chain
- Digital security and reliability
- Secure services and solutions, sustainable by design

	FY25 Target	***FY25***	*FY26*
Approved suppliers assessed against sustainability criteria	10%	**86%**	90%
% of professionals who completed the compliance course	90%	**98,45%**	99%
% of professionals who completed the security course	90%	**85%**	90%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

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Awards & recognition

NTT DATA Argentina has been internationally recognized as a company committed to its talent and responsible development.



NTT DATA Argentina was recognized as one of the *Mejores Empresas para Trabajar por la Equidad LGBTQ+*, standing out for its inclusive practices and workplace culture committed to the LGBTQ+ community.



Recognized as *Empresa Aliada por la Inclusión de la Discapacidad*, in recognition of its commitment to labor integration and the promotion of opportunities for people with disabilities.





Top Employer
Recognition that certifies excellence in talent management practices and the work environment.

Partner of the Year in financial services for Latin America - AWS

Certifications

NTT DATA Argentina holds certifications that support the strength of its information security and privacy systems, as well as its capacity for technological innovation and excellence in management and quality.

Management and Quality

ISO 9001

Accredits the quality management system and the commitment to continuous improvement since 2002.

Technology and Information

ISO 42001

Certifies the responsible and structured management of artificial intelligence throughout its entire life cycle (applied to aXet).

Sustainable procurement

ISO 20400

Sustainable procurement standard that promotes the integration of environmental, social, and economic criteria into purchasing processes.

UNE 15896

Responsible procurement guide that promotes the incorporation of sustainability criteria into the supply chain and purchasing decisions.

Information Security and Privacy

ISO/IEC 27001:2022 (DNV)

Accreditation that ensures the organization has an information security management system in accordance with international standards.

Europrivacy

Certifies advanced compliance with the General Data Protection Regulation (GDPR).

Alliances

During FY25, NTT DATA Argentina promoted strategic partnerships focused on sustainability, diversity, social action, and digital accessibility.

Sustainability

UN CAMBIO CLUB DEL CLIMA CULTURAL

plantarse
CONTRA EL CAMBIO CLIMATICO

Social impact

Sí fundaciónsí .org.ar

unicef

NOCHEBUENA PARA TODOS 25 años

CÁRITAS ARGENTINA

Hospital de Pediatría Garrahan

DEI

VOCES VITALES
ARGENTINA - BOLIVIA - CHILE
PARAGUAY - URUGUAY

[i]ncluyeme.com

Digital accessibility

Compromiso

‹Talento Tech/›

FUNDACIÓN EMPUJAR
Empresas unidas para jóvenes de Argentina

FORGE FOUNDATION

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shaping a better world for everyone by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY25 Target	FY25	FY26
% of women in the workforce	33%	33,42%	36%
% of female executives	35%	37,58%	35%
% of women top executives	20%	20%	20%
% of people with disabilities	0,5%	0,18%	0,5%
% of professionals participating in social and/or environmental initiatives	9,3%	20,2%	21%
% of professionals who think NTT DATA is a sustainable company	82%	93,88%	95%
% of professionals trained in sustainability	40%	10,48%	15%

The green traffic light (🟢) indicates that the FY25 target has been met.

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Professionals and their distribution

Professionals are at the center of NTT DATA Argentina. The following section presents the evolution of the workforce in FY23, FY24, and FY25, broken down by gender, age group, and professional category, providing a detailed view of its composition and growth.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	1	2	3	1	2	3	0	2	2
	30-50	0	2	2	0	2	2	1	1	2
SENIOR MANAGER	> 50	4	5	9	2	4	6	1	3	4
	30-50	2	8	10	3	7	10	3	8	11
MANAGER	> 50	6	22	28	4	19	24	5	16	21
	30 – 50	41	52	93	38	55	93	43	57	100
	< 30	0	1	1	0	2	2	0	2	2
PROFESSIONAL	> 50	9	39	48	11	32	43	12	29	41
	30-50	160	366	526	131	304	435	124	269	393
	< 30	64	196	260	55	204	259	54	192	246
JUNIOR	> 50	5	0	5	1	0	1	0	0	0
	30-50	34	19	53	28	39	67	23	51	74
	< 30	44	25	69	57	54	111	43	118	161
TOTAL		**370**	**737**	**1.107**	**332**	**724**	**1.056**	**309**	**748**	**1.057**

140

internal promotions

Note: The variation observed in FY25 data compared to previous fiscal years should be understood in light of the fact that, for this fiscal year, data from NTT Argentina S.A. is being included.

Hires

Attracting diverse and specialized talent is a pillar of NTT DATA's development. The combination of new onboarding processes and internal referral programs helps build teams prepared to respond to future challenges. The following section details the hires made, including a breakdown by gender, age group, and professional category.

+22,1%

Professionals hired through internal referrals

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	-	1	1
	30-50	-	1	1
MANAGER	> 50	-	1	1
	30 – 50	7	6	13
	< 30	-	1	1
PROFESSIONAL	> 50	-	11	11
	30-50	30	66	96
	< 30	17	55	72
JUNIOR	> 50	4	-	4
	30-50	10	9	19
	< 30	17	18	34
TOTAL		**85**	**168**	**253**



Initiatives for professionals

Professional experience and culture

It promotes a distinctive employee experience by fostering well-being, connection, and a sense of belonging through initiatives that combine health, community, and social impact. Examples such as #MareaAzul, which promotes participation in sporting events such as the Buenos Aires 21K and 42K or the Carrera UNICEF, where it is also Main Sponsor, and Wellness Week, a week dedicated to holistic well-being with physical, mental, and self-care activities, reinforce an active, connected, and people-centered organizational culture.

74

Race participants



Participation in races

Advanced flexibility

It promotes more flexible work models adapted to new talent needs, incorporating measures that go beyond traditional teleworking. Through initiatives such as the international teleworking policy, it allows professionals to perform their duties from abroad under defined criteria, enabling greater autonomy and work-life balance while maintaining operational continuity.





Wellness Week

A comprehensive well-being model is promoted to support people at different stages of life, promoting balance, health, and connection.

Work-life balance and family support

It strengthens work-life balance through a comprehensive approach to support at key life stages, offering conditions that go beyond market standards. Through initiatives such as extended maternity and paternity leave with progressive return schemes and daycare reimbursements for young children, it actively supports people at critical moments, facilitating work continuity and promoting family well-being.

Safety and well-being with impact

It fosters a culture of care and holistic well-being that extends beyond the workplace, combining the promotion of healthy habits with preparation for critical situations. Through initiatives such as the Wellhub well-being platform, which facilitates access to physical activity, mindfulness, nutrition, and health, together with actions such as the Taller RCP workshops, where employees acquire practical tools to respond to emergencies and potentially save lives, it promotes self-care, improves quality of life, and contributes to safer and more aware environments.

21

participants



Taller RCP

Training

During FY25, NTT DATA Argentina strengthened its commitment to training and talent development, with an investment* of 534.289 € in training and a total of 18.576 training hours delivered.

This effort highlights the strategic priority placed on strengthening professionals' technical, digital, and cross-functional capabilities in an environment characterized by continuous business transformation and the evolution of methodologies and operational requirements.



18.576 h

of training

534.289 €

invested in training*

17 h

average training per professional

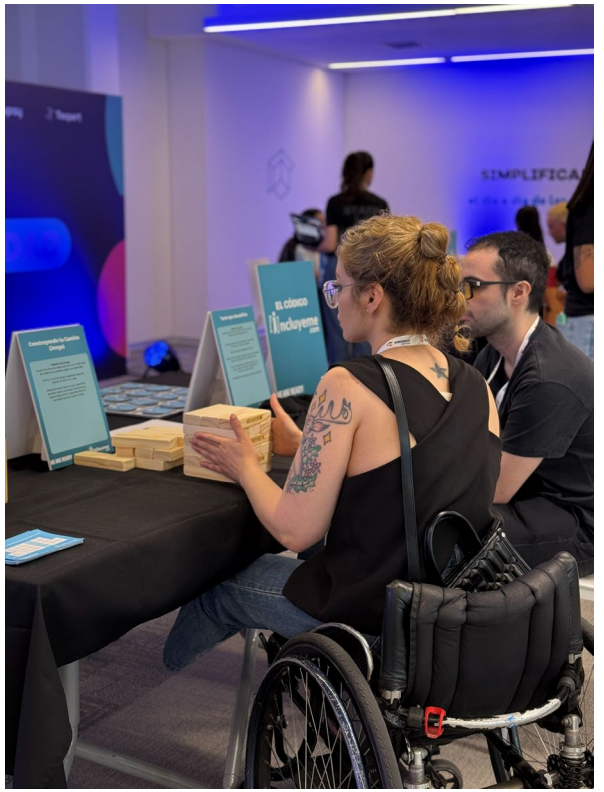
*The investment in training does not include information from NTT Argentina S.A. due to the ongoing integration process.

DEI Initiatives

During FY25, NTT DATA Argentina promoted Diversity, Equity, and Inclusion through the following initiatives.

Capabilities that add value
The organization promoted inclusion initiatives such as *Hablemos de neurodivergencia*, with spaces for dialogue and awareness-raising. In addition, as part of Diversity Month, these actions were reinforced through participation in initiatives such as Talent Hub, in collaboration with organizations such as **Incluyeme.com**, which promote connections between diverse talent and employment opportunities, contributing to more effective social and labor inclusion.

+87 participants



Pride of being: diversity that transforms
Argentina promotes an inclusive environment where sexual diversity is understood as a key strength. Through awareness initiatives and mentoring programs, the company supports the development of LGBTQ+ talent. This approach is reinforced through actions such as *El talento no tiene límites*, which offers talks and mentoring spaces for people from the community who are interested in technology, facilitating their development and access to opportunities.



Equity in leadership

Gender equity initiatives such as Gender and Technology in First Persona nd Let's Talk About Gender Equity in IT promote reflection and dialogue on women's participation in the technology sector. In addition, programs such as Women to Women, a mentoring day held as part of International Day of Women and Girls in Science that connects NTT DATA professionals with women from foundations linked to IT training (57 mentors and 191 mentees), create spaces for exchange, learning, and inspiration, strengthening the development of female talent. This commitment is complemented by awareness-raising actions, such as talks held as part of International Day for the Elimination of Violence against Women.

Cultures that enrich

We promote the value of cultural diversity through initiatives such as Interculturality Fair, creating spaces for encounter, respect, and celebration among different identities.



Women to women

191 *mentees*

57 Volunteer Mentors



Intercultural fair



Talk on International Day for the Elimination of Violence against Women

NTT DATA Argentina
Impact data

In FY25, NTT DATA Argentina consolidated its commitment to generating social value.

Within this framework, the company developed environmental impact initiatives, promoted solidarity actions such as blood donations and toy collections, and participated as a sponsor in sporting events, thereby reinforcing its active contribution to the community.







IMPACT INITIATIVES

10 initiatives

224 Volunteers

425 Hours invested

NON-MONETARY DONATIONS

131 items

22 units of blood collected

SPONSORSHIPS WITH SOCIAL IMPACT

>100 participants

Social impact initiatives

>100 Volunteers

Assembling Christmas boxes

A volunteering initiative focused on preparing and delivering boxes with essential products to support families in vulnerable situations and help improve their living conditions.





74 donated boxes

102 volunteers

Bread factory (Sí Foundation)

A volunteering activity in which employees and their families participated in preparing food for young people in vulnerable situations, strengthening social commitment and promoting values of solidarity and collaboration.



≈150 h invested

21 Volunteers

Blood Drive

A solidarity action aimed at supporting hospital needs through voluntary blood donation, directly contributing to saving lives and strengthening the safety of the health system.

22 Volunteers

66 patients who may receive transfusions





Toy donation

A solidarity action developed with Sí Foundation as part of Children's Month, focused on delivering toys to promote the well-being, joy, and emotional development of children in vulnerable contexts.



57 Donated toys

Environmental impact initiatives

50 Volunteers

Coastal clean-up

Volunteering days dedicated to regenerating coastal areas through waste collection.
In collaboration with specialized organizations, this initiative promotes the reduction of marine pollution and fosters greater environmental awareness in the community. During the cleanup, 850 kg of non-recyclable waste and 170 kg of recyclable waste were collected.

>100 volunteering hours

30 Volunteers





>850 kg of non-recyclable waste collected

Reforestation

An action developed together with Plantarse focused on planting native species, actively contributing to ecosystem restoration and generating a positive and lasting environmental impact.

25 trees planted

100 volunteering hours

20 Volunteers





Social impact sponsorships

UNICEF Race for Education

NTT DATA Argentina sponsored UNICEF Race for Education, promoting the well-being of the team and their families in support of a cause that helps ensure access to quality education for children and adolescents.

This initiative made it possible to bring together collective efforts to raise funds for educational programs, strengthening the commitment to generating positive impact and developing opportunities for future generations.

>100
participants



NTT DATA Argentina Foundation

27 volunteers

NTT DATA eAwards

The eAwards are a global initiative of NTT DATA Foundation that promotes technological innovation with social and environmental impact, identifying and supporting ventures capable of generating scalable solutions to challenges that are relevant to society.

In Argentina, the initiative brought together more than 100 participants, consolidating an active innovation and entrepreneurship ecosystem focused on sustainable solutions.

Through mentoring, specialized training, and access to networking opportunities, the initiative strengthens the entrepreneurial ecosystem and contributes to the development of projects with sustainable transformation potential.

The winning project, **Qumir Nano**, develops a platform based on bio-nanoparticles to protect crops, improving agricultural efficiency and reducing environmental impact. It represented Argentina in the international final held in Lima, Peru.

19 Volunteers

159 volunteering hours

105 enrolled persons



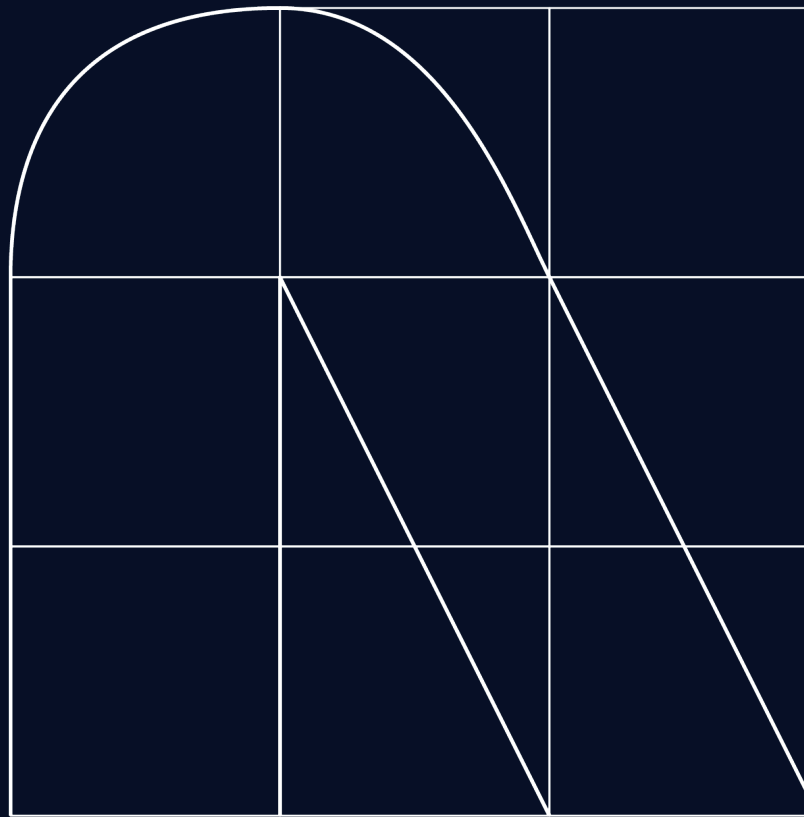
International Technology Olympiads

International Technology Olympiads promotes the development of digital skills and future-ready capabilities in children and adolescents.

Through learning experiences based on solving social and environmental challenges, the initiative fosters creativity, critical thinking, innovation, and collaborative work, contributing to greater digital inclusion and the development of new generations of technology talent.

11 Volunteers **18** volunteering hours **45** Enrolled children

Uruguay



NTT DATA Uruguay

NTT DATA Uruguay is in an early stage of development, with a workforce that is gradually evolving. The following section presents details of its current composition, broken down by gender, age group, and professional category.

In line with this progressive growth, a total of 2 hires were made during FY25.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEM	MALE	TOTAL	FEM	MALE	TOTAL	FEM	MALE	TOTAL
MANAGER	30 – 50	1	1	2	1	1	2		1	1
	30-50		1	1						
JUNIOR	30-50	1		1						
TOTAL		**2**	**2**	**4**	**1**	**1**	**2**		**1**	**1**

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Leading by example to transform industries positively by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	-	13	12
Carbon footprint per professional (tCO2e)	-	3,14	3,08

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Uruguay FY25 Carbon Footprint

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the sources with the highest impact. In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1). These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 3: indirect emissions in the value chain — 100% tCO_2e

Supply chain — 100% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life treatment of sold products

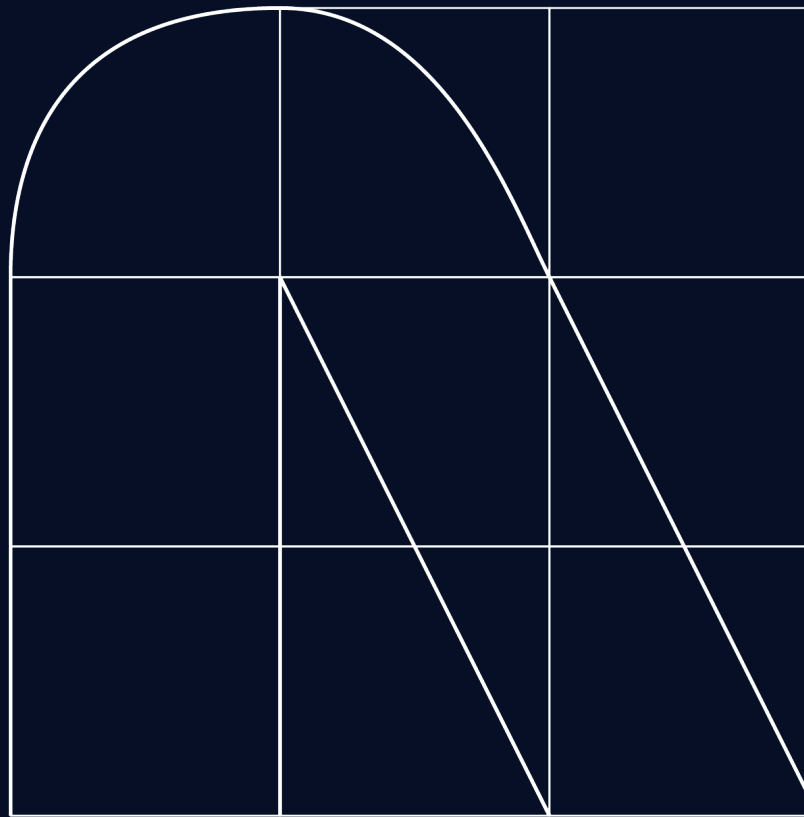
Uruguay's Scope 1 and Scope 2 emissions are not included in the report due to limitations in access to reliable and traceable data derived from its operating model in coworking spaces.

URUGUAY	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**0**	**0**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	-	-	tCO2e
Scope 2 GHG emissions	**0**	**0**	**tCO2e**
GHG emissions from electricity consumption	-	-	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**13**	**13**	**tCO2e**
1. Purchase of Goods and Services	13	13	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	-	-	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	0	0	tCO2e
7. Employee travel to work and teleworking	-	-	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**13**	**13**	**tCO2e**
Total GHG emissions avoided	**0**	**0**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**3,14**	**3,14**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average electricity grid factors, while the market-based approach incorporates the specific attributes of the contracted energy and acquired energy certificates.

3,14
tCO2e/employee

Brazil



NTT DATA Brazil

Brazil holds a strategic position for NTT DATA globally and has become one of the company's main growth engines in Latin America. With continuously expanding operations, the organization combines knowledge of the Brazilian market with the Group's global capabilities to drive the digital transformation of companies in one of the region's most dynamic economic environments.

With the goal of doubling its revenue in the coming years, NTT DATA Brazil is strengthening its presence in key sectors for the country's development, such as mining, agribusiness, energy, and banking, where the adoption of technologies such as artificial intelligence, advanced analytics, and cloud represents an opportunity to accelerate innovation and improve competitiveness. This commitment reflects the company's dedication to supporting its clients in addressing the major economic, industrial, and social challenges of the Brazilian market.



6.926
professionals

7
Offices in Sao Paulo, Uberlandia, Folrianópolis, Recife, Rio de Janeiro, and Curitiba

+400 M€
in annual revenue

Key sustainability indicators for Brazil

Planet Positive

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	5.119	103.383	101.355
Carbon footprint per professional (tCO2e)	0,96	14,93	14,63
% renewable energy	83%	99%	100%
Carbon footprint from business travel/professional (tCO2e)	0,246	0,242	0,238

Prosperity Positive

	FY25 Target	FY25	FY26
Approved suppliers assessed against sustainability criteria	60%	73%	80%
% of professionals who completed the compliance course	90%	97,6%	98%
% of professionals who completed the security course	90%	87%	90%

People Positive

	FY25 Target	FY25	FY26
% of women in the workforce	33%	32,2%	35%
% of female executives	35%	34,47%	35%
% of women top executives	20%	6,25%	20%
% of people with disabilities	4%	4,12%	5%
% of professionals participating in social and/or environmental initiatives	4,5%	6,1%	7%
% of professionals who think NTT DATA is a sustainable company	84%	96%	97%
% of professionals trained in sustainability	40%	14,15%	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Leading by example to transform industries positively by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	5.119	103.383	101.355
Carbon footprint per professional (tCO2e)	0,96	14,93	14,63
% renewable energy	83%	99%	100%
Carbon footprint from business travel/professional (tCO2e)	0,246	0,242	0,238

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Carbon Footprint Brazil FY25

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the sources with the highest impact. In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1) and resale activities (Categories 11 and 12). These efforts will be complemented by maintaining a renewable electricity procurement strategy and the progressive electrification of the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: direct emissions — 0,38% tCO_2e

Main source of Scope 1 emissions: owned vehicle fleet.

Scope 2: indirect emissions from purchased energy — 0,0005% tCO_2e

Thanks to 99% renewable electricity consumption.

Scope 3: indirect emissions in the value chain — 99,62% tCO_2e

Travel — 4,95% tCO_2e

- Business travel
- Employee travel to work and teleworking

Fuel- and energy-related activities — 0,17% tCO_2e

Supply chain — 94,50% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life treatment of sold products

GREENHOUSE GAS PROTOCOL

BRAZIL	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**396**	**396**	**tCO2e**
Stationary combustion	0	0	tCO2e
Mobile combustion	396	396	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**1**	**133**	**tCO2e**
GHG emissions from electricity consumption	1	133	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**102.986**	**102.985**	**tCO2e**
1. Purchase of Goods and Services	74.237	74.237	tCO2e
2. Capital Goods	279	279	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	173	172	tCO2e
4. Upstream transportation and distribution	3.082	3.082	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	1.678	1.678	tCO2e
7. Employee travel to work and teleworking	3.438	3.438	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	19.941	19.941	tCO2e
12. End-of-life treatment of products sold	157	157	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**103.383**	**103.514**	**tCO2e**
Total GHG emissions avoided	**8.152**	**8.152**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**14,93**	**14,95**	**tCO2e/ professional**

The location-based approach reflects emissions calculated using average electricity grid factors, while the market-based approach incorporates the specific attributes of the contracted energy and acquired energy certificates.

14,93 tCO_2e/empleado

132 tCO2e reduced

8.152 tCO2e avoided

Energy consumption

During FY25, Brazil took measures to reduce its carbon footprint by purchasing 99% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 132 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

BRAZIL	FY25	Units
Total energy consumption from fossil sources	**8**	**MWh**
Natural gas	-	MWh
Diesel	-	MWh
Purchased electricity from fossil sources	8	MWh
District heating/cooling from non-renewable sources	-	MWh
Total energy consumption from renewable sources	**767**	**MWh**
Purchased electricity from renewable sources	767	MWh
Self-generated electricity consumption	-	MWh
Percentage of total electricity from renewable sources	**99**	**%**
Percentage of total energy from renewable sources	99	%
Total energy consumption	**775**	**MWh**
Total energy consumption KPI	**0,11**	**MWh/ professional**
Total energy consumption KPI	**0,10**	**MWh/m2**

99%
Renewable electricity

132
tCO2e reduced

*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Water consumption

Given the nature of its business model, which is mainly focused on providing IT services, water consumption is not among the environmental vectors with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed in NTT DATA offices in Brazil came from local supply networks.

NTT DATA continues to assess opportunities to improve the environmental performance of its real estate portfolio by integrating efficiency and responsible resource consumption criteria into the management of its assets and workspaces. This approach enables progress toward an increasingly efficient operating model, aligned with corporate sustainability commitments and long-term value creation.



BRAZIL	FY25	Units
Water consumption	2.614	m3
Total water consumption per professional	**0,38**	**m3/ professional**

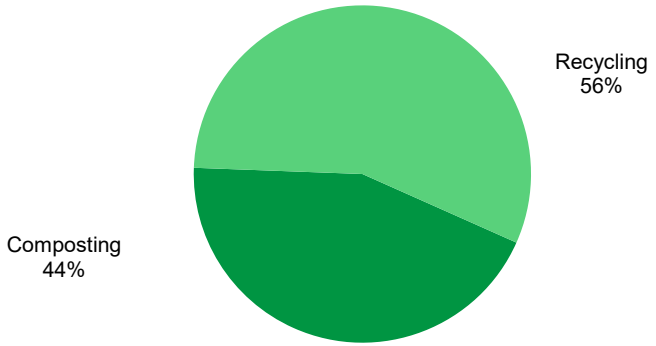
*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Waste management

As part of its circular economy strategy, NTT DATA in Brasil continued to strengthen the monitoring and management of waste generated in its operations. The analysis was conducted based on the available information scope. In FY25, the company reported waste information for 3 of the 6 operational offices in the country, excluding certain locations due to limitations in data availability and consolidation for the reporting period. These results reflect different levels of maturity in waste management and highlight opportunities to continue promoting circularity and recovery practices across Brasil.

In line with the distribution of operational activity, regarding treatment, 56% of the waste generated was recycled or reused, while 100% was diverted from landfill through various recovery and management alternatives.

Brazil FY25: % waste distribution by treatment



BRAZIL	FY25	Unit
Non-hazardous waste	**3,89**	**t**
Reuse	-	t
Recycling	1,67	t
Composting	2,21	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	-	t
Hazardous waste	**1,16**	**t**
Reuse	-	t
Recycling	1	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	-	t
Total waste generated	**5,04**	**t**
Total waste generated/professional	0,001	t/professional
% Waste diverted from landfill	100	%
% Waste recycled/reused	56	%

56%
Waste recycled/reused

100%
Waste
diverted from landfill

Note: FY25 data does not include information from the following entities: NTT Brasil Comercio e Servicios de Tecnologia LTDA, NTT Brasil Tecnologia da Informacao LTDA, NTT Comunicacoes do Brasil Participacoes LTDA, and NTT do Brasil Telecomunicacoes LTDA. Therefore, the scope of the indicator is not representative of the full extent of operations in Brasil, a circumstance noted for transparency and proper interpretation of the information.

Environmental and energy management initiatives

NTT DATA Brazil strengthens its climate commitment through initiatives aimed at improving the energy efficiency of its offices and promoting more sustainable corporate mobility.

Telemetry and sustainable fleet renewal

NTT DATA Brazil made progress in improving the efficiency of its corporate fleet by incorporating telemetry in 50% of vehicles. This technology enables more precise tracking of vehicle use, optimizes fuel consumption, improves maintenance planning, and promotes more efficient driving.

In addition, the company has 7,11% hybrid vehicles in its fleet, contributing to more sustainable and cost-efficient corporate mobility. The initiative reinforces the commitment to reducing the environmental impact associated with professional travel and to more responsible resource management.

50%
of the fleet with telemetry

7,11%
hybrid vehicles

Lighting automation and system shutdown

As part of this approach, smart solutions have been incorporated to better control energy use in workspaces. Key measures implemented include:

- The installation of automated lighting systems in 9 rooms at the Jequitibá office.
- An automatic switch shut-off system at the Morumbi office in São Paulo.

These actions help avoid unnecessary consumption outside business hours or in unused areas, supporting more efficient and responsible operations.

30%
estimated annual reduction in energy consumption

9
automated rooms

NTT DATA Brazil promotes circular economy practices through initiatives aimed at reducing waste, reusing materials, and promoting a more responsible consumption culture.

Sustainable merchandising

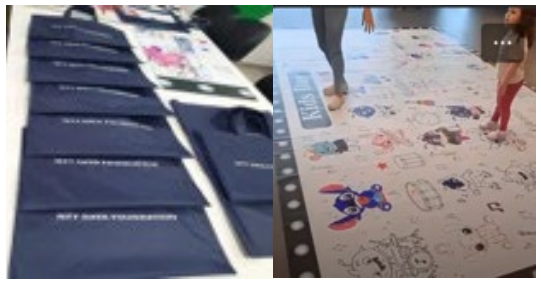
Creative reuse of event materials

On the occasion of Children's Day, a rubber mat used during the activity was reused and transformed into 20 eco-friendly bags.

After the event, the material was sent to the *PCD e você workshop*, where it was given a second life through the production of bags, avoiding disposal and reinforcing the value of creative reuse.

20

eco-friendly bags produced



Seed pencils

As part of the Pulsar STEM program, NTT DATA Brazil promoted environmental preservation through the use of seed pencils, which allow a tree to be planted after use. The initiative combines education, environmental awareness, and the adoption of sustainable practices, encouraging small gestures with a positive impact on the environment.



Responsible waste management at the UDI unit

At the UDI unit in Uberlândia, a waste management system was implemented to organize the proper disposal and routing of materials.

The initiative seeks to reduce the environmental impact of operations, increase internal recycling, and promote practices aligned with the circular economy within offices.



Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



	FY25 Target	FY25	FY26
Approved suppliers assessed against sustainability criteria	60%	73%	80%
% of professionals who completed the compliance course	90%	97,6%	98%
% of professionals who completed the security course	90%	87%	90%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Awards & recognition

During FY25, NTT DATA Brazil was recognized for its commitment to diversity, equity, inclusion, well-being, and social impact.

DEI



Impact on Human Resources awarded by Porto Digital

Recognizes initiatives with positive social impact linked to inclusion, education, and talent development.



GPTW Diversity 2024/25 — Black people and women

Recognizes companies with good practices in diversity, inclusion, and a culture of trust.



Seal of Racial Equality 2025

Distinguishes organizations that promote ethnic-racial equality and the representation of Black people in the workplace.

top EMPLOYER Brasil Brazil 2026 FOR A BETTER WORLD OF WORK

Top Employer Brazil

Recognition that certifies excellence in talent management practices and the work environment.



Best Companies and Leaders in Diversity 2025

Highlights organizations and leaders that promote racial equality and diversity in Brazil.

Gender equality and female talent



Human Rights Seal 2025

Recognizes business initiatives that promote human rights, inclusion, and diversity.

Marketing Strategy Women's Legacy 2025 de *Fundaçâo Brasileira de Marketing*

Awards organizations that promote gender equality and female leadership.

Workplace well-being

***Prêmio Nacional de Qualidade de Vida* — ABQV**

Recognizes corporate programs focused on holistic well-being and professionals' quality of life.



Great People Mental Health

Recognition of the activities carried out by the company to promote mental health and emotional well-being at work.

Technology recognition

***Industry Partner of the Year* – AWS**

NTT DATA was recognized as Industry Partner of the Year in the Financial Services category for Latin America. It stood out for its role in accelerating innovation and developing solutions on Amazon Web Services.

Certifications

The certifications obtained by NTT DATA Brazil reflect the company's commitment to recognized standards in management, quality, security, sustainability, responsible procurement, and people development.

LEED Platinum / LEED Gold — Green Building Certification

Recognitions linked to sustainable buildings, resource efficiency, and reduced energy and environmental consumption in facilities.

- **LEED Platinum** – Torre Jequitibá
- **LEED Gold** – Centro Empresarial de Sao Paulo





ISO 20400 — Procurement Management System

Sustainable procurement standard that promotes the integration of environmental, social, and economic criteria into purchasing processes.

UNE 15896 — Procurement Management

Responsible procurement guide that promotes the incorporation of sustainability criteria into the supply chain and purchasing decisions.

ISO 14001 – Environmental Management Systems Certification (Jequitibá; Sao Paulo; Recife)

Commitment to reducing environmental impact, protecting the environment, and continuously improving its processes.

48%

area covered by ISO 14001

ENS High Level — Information Security

High-level information security certification aligned with demanding protection and service continuity requirements.

Europrivacy — Privacy

Certification focused on data protection and privacy, aligned with European compliance standards.

ISO 27017 — Cloud Security

Strengthens security controls applicable to cloud services and managed technology environments.

ISO 9001 – Quality Management Systems Certification

Ensures consistent service quality and continuous process improvement.

ISO 27001 – Information Security Management Systems Certification

Ensures the protection of information assets and cybersecurity best practices.

ISO 20000-1 / ISO 20000:2018 — Service Management

Certifies the management of IT services and operational processes, ensuring quality, control, and continuous improvement standards in service delivery.

ISO 42001 — Artificial Intelligence Management

Standard for the responsible management of artificial intelligence systems, including governance, control, and continuous improvement.

CMMI-DEV 5 / CMMI-SVC 3

Maturity models that recognize the organization's ability to manage, improve, and optimize development and service processes.

CertiGov

Certification linked to the company's authorization and classification to provide services in certain areas of public procurement.

Alliances

NTT DATA Brazil strengthened its contribution to the local ecosystem through partnerships with leading organizations in science, technology, sustainability, communication, and good business practices.

NTT DATA Brazil's contribution to academia

Green IT: from speech to action

NTT DATA collaborated on the study "TI Verde: do discurso à acao," together with MIT Technology Review Brazil, to analyze how companies are integrating sustainability into their technology decisions.

The publication highlights progress in Green IT, such as dedicated teams, recycling, training, and environmental targets, while also pointing to remaining challenges in budget, measurement, and optimization. The study reinforces the role of technology as a lever for efficiency, innovation, and sustainable impact.



https://br.nttdata.com/insights/studies/estudo-green-it#form

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shaping a better world for everyone by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY25 Target	FY25	FY26
% of women in the workforce	33%	32,2%	35%
% of female executives	35%	34,47%	35%
% of women top executives	20%	6,25%	20%
% of people with disabilities	4%	4,12%	5%
% of professionals participating in social and/or environmental initiatives	4,5%	6,1%	7%
% of professionals who think NTT DATA is a sustainable company	84%	96%	97%
% of professionals trained in sustainability	40%	14,15%	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Professionals and their distribution

14 interns

72% interns joined the workforce

408 internal promotions

People drive NTT DATA's growth. The following table shows the evolution of our teams during FY23, FY24, and FY25, presenting the workforce composition by gender, age group, and professional category.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	0	0	2	8	10	3	9	**12**
	30-50	1	15	**16**	0	12	12	1	9	**10**
SENIOR MANAGER	> 50	9	12	**21**	11	11	22	6	11	**17**
	30-50	15	46	**61**	15	51	66	10	42	**52**
MANAGER	> 50	37	53	**90**	27	39	66	25	43	**68**
	30 – 50	117	232	**349**	115	215	330	97	217	**314**
	< 30	4	3	**7**	5	8	13	8	11	**19**
PROFESSIONAL	> 50	109	275	**384**	74	159	233	68	178	**246**
	30-50	844	2.106	**2.950**	570	1.311	1.881	519	1.200	**1.719**
	< 30	209	700	**909**	189	621	810	217	663	**880**
JUNIOR	> 50	30	41	**71**	32	21	53	22	22	**44**
	30-50	495	628	**1.124**	388	466	854	368	515	**883**
	< 30	358	575	**933**	350	599	949	377	668	**1.045**
TOTAL BRAZIL		**2.230**	**4.695**	**6.926**	**1.778**	**3.521**	**5.299**	**1.721**	**3.588**	**5.309**

Note: The variation observed in FY25 data is largely explained by the integration of NTT Brasil Comercio e Servicios de Tecnologia LTDA, NTT Brasil Tecnologia da Informacao LTDA, NTT Comunicacoes do Brasil Participacoes LTDA, and NTT do Brasil Telecomunicacoes LTDA into NTT DATA Brasil. Consequently, year-over-year comparability with FY24 and FY23 figures should be analyzed considering this context. Intern and internal promotion data does not include the afore mentioned entities.

Hires

New hires reflect NTT DATA's ability to attract diverse talent and continue strengthening its teams. The following table shows the distribution of FY25 hires by gender, age group, and professional category.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR	> 50	0	3	**3**
MANAGER	30-50	4	8	**12**
MANAGER	> 50	4	11	**15**
	30 – 50	6	9	**15**
	< 30	18	45	**63**
PROFESSIONAL	> 50	2	3	**5**
	30-50	25	49	**74**
	< 30	30	107	**137**
JUNIOR	> 50	229	706	**935**
	30-50	85	394	**479**
	< 30	309	1.085	**1.394**
TOTAL BRAZIL		**692**	**1.693**	**2.385**



Initiatives for professionals

NTT DATA Brazil promotes an employee experience centered on work-life balance, holistic well-being, mental health, parenting, and a sense of belonging. During FY25, the company maintained benefits and programs that support professionals at different moments in their personal and work lives, reinforcing a culture of care, flexibility, and connection.

Work-life balance and support at key life moments

Work-life balance measures that go beyond the legal minimums in Brazil, supporting professionals at meaningful personal moments. These include a day off for birthdays, a day off for moving house, early departure on the birthday of children up to 12 years old, as well as extended leave for maternity, paternity, marriage, bereavement, and pregnancy loss situations.

8

additional leaves/days beyond Brazilian law



24/7

professional support

Holistic well-being and mental health

Well-being programs such as Healthy Club, focused on five pillars—mental, physical, financial, social, and nutritional health—and Mental Health, with webinars and conversation circles with psychologists.

In addition, the EAP program offers 24/7 professional support on legal, social, financial, and emotional matters, while WellHub facilitates access to well-being activities such as physical exercise, therapy, nutrition, and mindfulness.

Family, parenting, and connection

Strengthening the connection between the company, professionals, and their families through initiatives such as DATA Kids and Kids Day, days when offices welcome employees' children with activities, games, and gifts. It also includes Nbaby, a program that supports future parents during pregnancy and up to the birth of the baby, promoting a closer and more supported parenting experience.

53

children attended Kids Day



Initiatives for professionals

Physical activity, prevention, and healthy habits

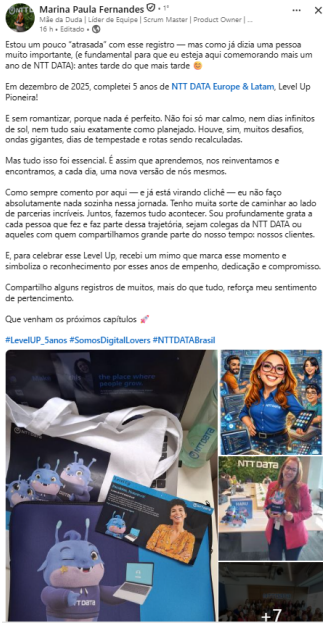
Brazil also promotes initiatives focused on prevention and active living, such as Nrunning, with running groups and sports activities for employees and families, and SIPAT, the internal week for accident and harassment prevention, with talks and awareness activities.

2,94/3

satisfaction with the NRunning initiative







8

LevelUps entregados

Culture, recognition, and belonging

Programs such as LevelUp and Day by Day help strengthen recognition and internal communication.

LevelUp celebrates professionals' service milestones, while Day by Day shares health and benefits content through the internal newsletter, reminding employees of the resources available for their well-being and development.

Training

During FY25, NTT DATA Brazil maintained its commitment to the continuous development of talent, allocating 3,52 million euros to training and reaching a total of 126.207 training hours. This investment reflects the company's commitment to strengthening professionals' technical, digital, and cross-functional capabilities, supporting the evolution of business needs and the development of new capabilities.

Average training stood at 18 hours per professional, consolidating training as a key lever for talent growth, knowledge updating, and preparing teams for the market's transformation challenges.

126.207 h

of training

3.522.924 €

invested in training*

18 h

average training per professional



*The investment in training does not include information from NTT Brasil Comercio e Servicios de Tecnologia LTDA, NTT Brasil Tecnologia da Informacao LTDA, NTT Comunicacoes do Brasil Participacoes LTDA, and NTT do Brasil Telecomunicacoes LTDA due to the ongoing integration process.

DEI initiatives

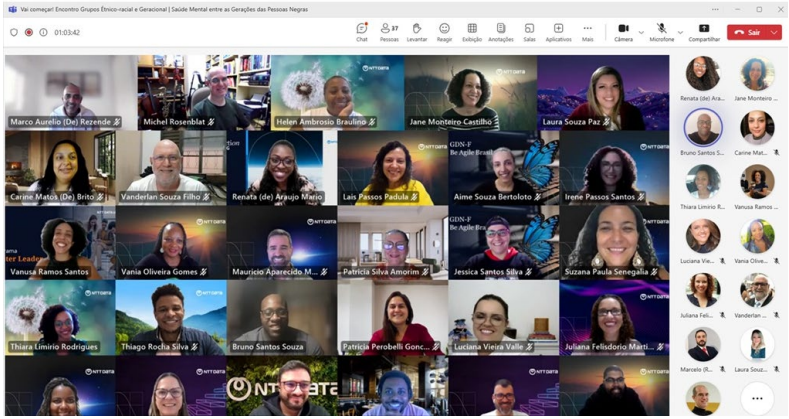
NTT DATA Brazil promotes a diversity, equity, and inclusion agenda focused on racial equality, female talent, the inclusion of people with disabilities, digital education, and opportunity creation.

Affinity groups and inclusive culture

Listening, participation, and collective-building spaces were consolidated through affinity groups. These groups make it possible to identify needs, promote representation, and strengthen a more inclusive corporate culture by connecting professionals with shared interests and experiences.

5

Affinity groups (ethnic-racial, gender, people with disabilities, generational, and LGBTI+)



Diversity and inclusion

NTT DATA Brazil promoted diversity awareness through training, practical content, and tools to integrate inclusive behaviors into day-to-day work. Initiatives such as Mandatory Diversity Training, Awareness Pills, and A Practical Guide to Inclusive Communication helped reinforce a common knowledge base on respect, bias, and inclusion. Specific workshops were also developed to apply DEI to communication, accessibility, and the responsible use of new technologies.

Labor inclusion and access to opportunities

The company has promoted actions aimed at expanding access to employment and technology training for underrepresented groups.

Each year, affirmative vacancies are promoted for women and people with disabilities, as suggested by the People team and based on their percentage within the business unit, and training programs are implemented. In addition, through the Tech For All program, together with DIO and Microsoft, 5.000 free scholarships are offered for training in Java and beginner AI, with special attention to the hiring of people with disabilities.

7

Actions for labor inclusion

Racial equality and the Black community

Initiatives to strengthen racial equality, the visibility of Black professionals, and dialogue on intersectional experiences. The actions combined 6-month mentoring for Black people, conversation spaces, and awareness events, contributing to a more representative and conscious culture.



Women, leadership, and gender equity

Programs such as Mentoring for Women, Inspiring Leader, and Women's Boost, aimed at our professionals in mid- and senior-level positions, and the IT For Girls 2025 program, focused on the labor market, boost professional careers, strengthen support networks, and promote the presence of women in leadership and technology positions. In addition, initiatives such as International Women's Day Actions for professional development reinforce female empowerment and promote role models both inside and outside the organization.

2.000

Certificates in Python and AI awarded by NTT DATA Academy & IT for Girls

LGBTI+ community

The company reinforced the inclusion and visibility of the LGBTI+ community through support initiatives, mentoring, and participation in benchmark spaces. Highlights include mentoring for LGBTI+ people, a congress, and participation in the world's largest LGBTI+ Pride parade, held in São Paulo for the third consecutive year.

60

participants

In addition, **First Tech Queer NTT Data Congress: Visibility and Impact of the LGBTIQ+ Community on Technology** created space for dialogue on representation, data, and diversity in the technology sector.



Accessibility and inclusion of people with disabilities

The commitment to accessibility and the inclusion of people with disabilities was strengthened through internal policies, guides for leaders, braille signage in various spaces, A11Y - Talks awareness workshops, and specific training. These actions seek to create work environments that are more accessible, prepared, and aware of professionals' different needs.

8

workshops



NTT DATA Brazil
Impact data

In FY25, NTT DATA Brazil strengthened its commitment to positive impact on society through external initiatives carried out by NTT DATA Brazil Foundation and its professionals, as well as non-monetary donations to several nongovernmental organizations.

The fiscal year stands out for the following milestones:



IMPACT INITIATIVES

6 initiatives

429 volunteers

850 Beneficiaries

37.123 people benefited through digital impact initiatives

MONETARY DONATIONS

108.198,1 €
donated

NON-MONETARY DONATIONS

5 Benefited organizations

Non-monetary donations

Food security

NTT DATA Brazil made a non-monetary donation by delivering food purchase cards to five social organizations: Associação Casa Recomeçar, Casa Santa Gemma, Lar Paulo de Tarso, Associação Amigos da Tia Edna, and CEIFA.

Each organization received a card intended to support the purchase of food and contribute to care for people and families in vulnerable situations.

5
Organizations benefited

333
Families benefited

BENEFITED ORGANIZATIONS:











NTT DATA Brazil Foundation

62 volunteers

NTT DATA eAwards

The eAwards are a global initiative of NTT DATA Foundation that promotes technological innovation with social and environmental impact, identifying and supporting ventures with high transformation potential. In Brazil, the initiative had strong participation, consolidating an active innovation ecosystem focused on technology solutions with social impact.

56 Volunteers **294** Registered persons **756** volunteering hours

The winning project, **SeeU**, consists of an app synchronized with a neural implant that helps blind people recognize objects, text, and people using artificial intelligence, and represented Brazil in the international final held in Lima, Peru.



International Technology Olympiads

An initiative aimed at bringing children and adolescents closer to technology, encouraging their role as creators and not just users. Through an initial training phase, participants develop digital skills, computational thinking, creativity, and cross-functional skills to devise solutions to challenges in their environment.

In the ITO, 319 registered participants had the opportunity to take part in the program. At the end of the process, 11 teams presented inclusion and sustainability initiatives. The initiative also reached three international finalists and one winner in the Innovators Teens category, reinforcing the program's impact on the development of purpose-driven young talent.

123 Enrolled children **15** h invested

Pulsar STEM

Through Pulsar STEM, NTT DATA Brazil promoted mentoring sessions with women professionals from NTT DATA and clients, aimed at inspiring and supporting young people in their personal and professional development. A total of 849 people registered for the initiative, which addressed topics such as identifying talents, personal strengths, career possibilities, support networks, goal setting, and building a vision for the future.

273
volunteers



Play And Make It

Play And Make It promoted the digital inclusion of 631 children and adolescents through 40 in-person and virtual workshops. The sessions were designed to develop logical reasoning, computational thinking, and creativity, bringing key digital skills closer to new generations in a practical and participatory way.

40
In-person and virtual workshops



94
volunteers

National Artificial Intelligence Olympiad (ONIA)

The Olympiad is an initiative that promotes digital inclusion among young people through technology competitions.

The program promotes digital literacy and integrates artificial intelligence into basic education, connecting academia with schools and helping identify new talent to prepare them for an increasingly digital world.

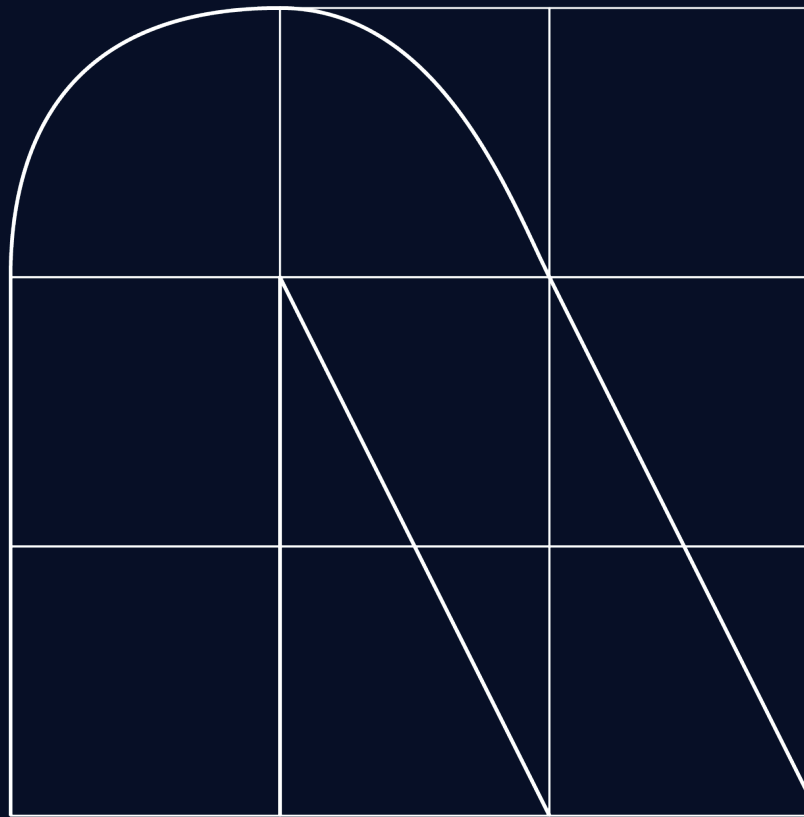
In this edition, NTT DATA sponsored the registration of more than 37.000 public school students, out of a total of 716.000 registrants, facilitating their access to AI knowledge and skills.





37.000
children benefited

Chile



NTT DATA Chile

With more than 25 years of experience in the country, NTT DATA Chile has established itself as a key player in the digital transformation of organizations and industries. Its main strength lies in the more than 1.900 people who make up the company, whose talent, creativity, and commitment drive innovative solutions that create value for clients and contribute to the development of a more sustainable society.

With offices in Santiago and Temuco, and professionals across Chile, NTT DATA Chile supports public and private organizations in their most strategic challenges, combining business vision, sector knowledge, and cutting-edge technology capabilities.

Through an integrated value proposition covering strategic consulting, technology, applications, infrastructure, advisory, IT services, and BPO, the company drives innovation, competitiveness, and client growth, while also contributing to the dynamism of the national economy and the progress of the communities where it operates.



+119 M€

in annual revenue

1.930

professionals in FY25

Offices in **2**

cities

Key sustainability indicators for Chile

Planet Positive

	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	3.207	**19.963**	19.572
Carbon footprint per professional (tCO2e)	2,08	**10,34**	10,14
% renewable energy	83%	**100%**	100%
Carbon footprint from business travel / professional (tCO2e)	0,73	**0,37**	0,36

Prosperity Positive

	FY25 Target	FY25	FY26
Approved suppliers assessed against sustainability criteria	50%	**23%**	25%
% of professionals who completed the compliance course	90%	**94,93%**	95%
% of professionals who completed the security course	90%	**84%**	90%

People Positive

	FY25 Target	FY25	FY26
% of women in the workforce	30%	**26,27%**	30%
% of female executives	35%	**27,64%**	35%
% of women top executives	20%	**20%**	20%
% of people with disabilities	1,3%	**0,9%**	1%
% of professionals participating in social and/or environmental initiatives	8,2%	**10,41%**	11%
% of professionals who think NTT DATA is a sustainable company	81%	**96,89%**	98%
% of professionals trained in sustainability	40%	**32,23%**	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Leading by example to transform industries positively by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

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Chile FY25 Carbon Footprint

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the sources with the highest impact. In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1) and resale activities (Categories 11 and 12). These efforts will be complemented by maintaining a renewable electricity procurement strategy and the progressive electrification of the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: direct emissions — 0,02% tCO_2e

Main source of Scope 1 emissions: refrigerant gas leaks

Scope 2: indirect emissions from purchased energy — 0,02% tCO_2e

Thanks to 96% renewable electricity consumption.

Scope 3: indirect emissions in the value chain — 99,97% tCO_2e

Travel — 10,23% tCO_2e

- Business travel
- Employee travel to work and teleworking

Fuel- and energy-related activities — 0,12% tCO_2e

Supply chain — 89,61% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life treatment of sold products

CHILE	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**3**	**3**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	-	-	tCO2e
Refrigerant gas leaks	3	3	tCO2e
Scope 2 GHG emissions	**3**	**70**	**tCO2e**
GHG emissions from electricity consumption	3	70	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**19.957**	**19.957**	**tCO2e**
1. Purchase of Goods and Services	6.882	6.882	tCO2e
2. Capital Goods	16	16	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	25	25	tCO2e
4. Upstream transportation and distribution	367	367	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	718	718	tCO2e
7. Employee travel to work and teleworking	1.325	1.325	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	10.577	10.577	tCO2e
12. End-of-life treatment of products sold	47	47	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**19.963**	**20.030**	**tCO2e**
Total GHG emissions avoided	**2.100**	**2.100**	**tCO2e**
Total GHG emissions offset	**1,96**	**1,96**	**tCO2e**
Total GHG emissions per professional	**10,34**	**10,38**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average electricity grid factors, while the market-based approach incorporates the specific attributes of the contracted energy and acquired energy certificates.

10,34 tCO2e/employee

67 tCO2e reduced

2.100 tCO2e avoided

1,96 tCO2e offset

GREENHOUSE GAS PROTOCOL

Energy consumption

During FY25, Chile took measures to reduce its carbon footprint by purchasing 96% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 67 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

CHILE	FY25	Units
Total energy consumption from fossil sources	**14**	**MWh**
Natural gas	-	MWh
Diesel	-	MWh
Purchased electricity from fossil sources	14	MWh
District heating/cooling from non-renewable sources	--	MWh
Total energy consumption from renewable sources	**302**	**MWh**
Purchased electricity from renewable sources	302	MWh
Self-generated electricity consumption		MWh
Percentage of total electricity from renewable sources	**96**	**%**
Percentage of total energy from renewable sources	96	%
Total energy consumption	**316**	**MWh**
Total energy consumption KPI	**0,16**	**MWh/professional**
Total energy consumption KPI	**0,10**	**MWh/m2**

96%
Renewable electricity

67
tCO2e reduced

*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Water consumption

Given the nature of its business model, which is mainly focused on providing IT services, water consumption is not among the environmental vectors with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed in NTT DATA offices in Chile came from local supply networks.

NTT DATA continues to assess opportunities to improve the environmental performance of its real estate portfolio by integrating efficiency and responsible resource consumption criteria into the management of its assets and workspaces. This approach enables progress toward an increasingly efficient operating model, aligned with corporate sustainability commitments and long-term value creation.

CHILE	FY25	Units
Water consumption	3.289	m3
Total water consumption per professional	**1,70**	**m3/professional**



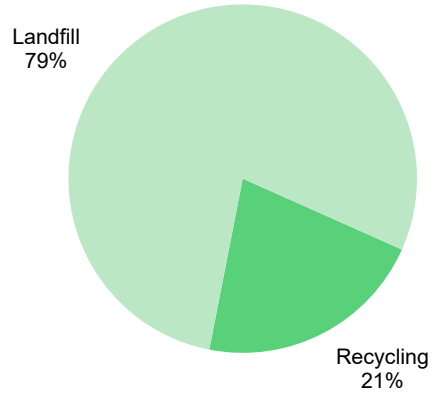
*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Waste management

As part of its circular economy strategy, NTT DATA in Chile continued to strengthen the monitoring and management of waste generated in its operations. The analysis was conducted based on the available information scope. In FY25, the company reported waste information for 2 of the 5 operational offices in the country, excluding certain locations due to limitations in data availability and consolidation for the reporting period. These results reflect different levels of maturity in waste management and highlight opportunities to continue promoting circularity and recovery practices across Chile.

In line with the distribution of operational activity, regarding treatment, 21% of the waste generated was recycled or reused, while 21% was diverted from landfill through various recovery and management alternatives.

Chile FY25: % waste management by treatment



CHILE	FY25	Units
Non-hazardous waste	**5,02**	**t**
Reuse	-	t
Recycling	1,07	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	3,94	t
Hazardous waste	**-**	**t**
Reuse	-	t
Recycling	-	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	-	t
Total waste generated	**5,02**	**t**
Total waste generated/professional	0,0032	t/professional
% Waste diverted from landfill	21	%
% Waste recycled/reused	21	%

21%
Waste recycled/reused

79%
Waste
diverted from landfill

*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Note: FY25 data does not include information from the entities NTT Chile SpA. and NTT Chile SpA.; therefore, the scope of the indicator is not representative of all operations in Chile, a circumstance noted for transparency and proper interpretation of the information.

Environmental and energy management initiatives

NTT DATA Chile promotes initiatives aimed at optimizing energy use and moving toward more sustainable operations, actively contributing to reducing its environmental impact.

Efficient lighting with LED technology

During FY25, traditional lighting fixtures were replaced with LED technology in its offices, reducing electricity consumption and associated emissions.

Energy awareness in action

Internal awareness campaigns are promoted to encourage responsible energy use, fostering habits such as turning off lights and disconnecting equipment, with the aim of reducing consumption and reinforcing the sustainability culture.

Smart and sustainable workspaces

NTT DATA Chile has modernized its conference rooms with advanced audiovisual technology and videoconferencing solutions, optimizing energy consumption and reducing the need for travel, thereby contributing to reducing its carbon footprint.



Circular economy initiatives

Actions that promote the circular economy and responsible waste management stand out, encouraging recovery and reducing the environmental impact of operations.

Responsible waste management

NTT DATA Chile promotes recycling practices in its offices through the installation of specific bins for recyclable materials, enabling the recovery of more than 20% of the waste generated and promoting an internal culture aimed at encouraging sustainable habits in the workplace.

437 kg. CO_2 avoided

Recycling with social impact

An internal campaign to collect plastic bottle caps was promoted in its offices, encouraging recycling and waste reduction while also supporting social initiatives through their donation to the organization “Damas de Café,” a volunteer group that supports children with cancer by selling recycled material to finance medical treatments, medication, and support for their families.

50 kg of bottle caps collected



Responsible e-waste management

The company encourages the reuse of equipment through the refurbishment and internal sale of decommissioned notebooks, promoting the circular economy and extending the useful life of devices. In addition, during FY25, 20 devices were donated to Fundación Padre Semería, contributing to positive social impact.

In addition, NTT DATA Chile manages the recycling of IT equipment through DEGRAF, an authorized manager, ensuring its proper final disposal in accordance with environmental regulations and reducing the impact of electronic waste.

20 technology devices donated

41 kg of electronic waste avoided

3.371 kg of electronic waste managed



Equipment refurbishment campaign

Sustainable mobility initiatives

During FY25, measures were developed for more efficient and responsible mobility.

Promoting electromobility

The use of electric taxis is promoted for corporate travel, achieving 44% of land kilometers through electromobility, thereby reducing transport-related emissions.

Shared transportation for events

The company promotes sustainable mobility by organizing shuttle buses for corporate events, reducing the use of individual vehicles and promoting collective transportation among professionals.

Teleworking and sustainable mobility

NTT DATA Chile promotes hybrid work models that allow professionals to perform their duties remotely, reducing daily commuting and contributing to a lower carbon footprint.

Efficient corporate mobility

Partnerships with transportation providers such as Cabify Business stand out for optimizing work-related travel, improving travel efficiency, and reducing environmental impact.

1,96

tCO2e offset through the use of electric taxis



Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



	FY25 Target	FY25	FY26
Approved suppliers assessed against sustainability criteria	50%	23%	25%
% of professionals who completed the compliance course	90%	94,93%	95%
% of professionals who completed the security course	90%	84%	90%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

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Awards & recognition

NTT DATA Chile has several recognitions that reflect its commitment to sustainability, diversity and inclusion, innovation, and talent development.

DEI

Migrant Commitment Recognition

Recognition for promoting the inclusion of migrants and diverse work environments. NTT DATA Chile was the **first and only company** in the Metropolitan Region to receive the recognition in 2025.



Great Place To Work

Ranking that awards companies for their culture and climate practices, including environmental matters, community action, and inclusion practices.

In FY25, NTT DATA Chile obtained third place nationally for the second consecutive year.

Great Place To Work for Women– Top Employer

In FY25, NTT DATA Chile obtained fourth place nationally in the ranking that recognizes companies that stand out for their practices in gender equity, work-family balance, female leadership, among others.



Sustainability

Huella Chile Seal

NTT DATA Chile obtained the *Sello de Cuantificación* granted by the Ministry of the Environment, which recognizes the measurement of its carbon footprint. This milestone reflects the company's commitment to emissions management and environmental sustainability.







Innovation

Google Cloud Partner of the Year

Google Cloud award for innovative, high-value solutions for clients.

Talento

Top of Mind Index Tech (TOM Tech)

The company was recognized in 35th place among the TOP 50 most attractive companies to work for among technology professionals under 35.

Public Ranking EFY FEM

NTT DATA Chile has been recognized in the Employers for Youth (EFY) ranking for standing out in the development and experience of young professionals, positioning itself among the top-rated companies by talent under 35 and actively promoting the employability of future generations.

NTT DATA ranked 10th out of 27 companies recognized in the public ranking.

Technology recognition

Partner of the Year in financial services AWS

NTT DATA was recognized as Industry Partner of the Year in financial services for Latin America.

Accessibility and digital education

Partner Premier 2025

Distinction for promoting free technology training initiatives that bring students, especially women, closer to the IT world through practical experiences and direct contact with professional environments.

RED Spirit. Collaboration over Time.

Recognition for its participation in *Programa RED*, promoting experiential learning and bringing students closer to real-world contexts, contributing to the generation of applied knowledge.



Certifications

NTT DATA Chile advances in the continuous improvement of its operations, supported by certifications that consolidate its commitment to excellence and sustainability.

ISO 14001:2015

Certification that accredits the implementation of an environmental management system aimed at controlling impacts, complying with regulations, and continuously improving environmental performance.

52%
area covered by ISO 14001

LEED (Santiago)

Certification that recognizes the design and fit-out of offices with high standards of sustainability, energy and water efficiency, and employee well-being.

ISO 20400

Sustainable procurement standard that promotes the integration of environmental, social, and economic criteria into purchasing processes.

UNE 15896

Responsible procurement guide that promotes the incorporation of sustainability criteria into the supply chain and purchasing decisions.

ISO 9001

Certification that validates a quality management system focused on continuous improvement, operational efficiency, and customer satisfaction.

Europrivacy

Certifies advanced compliance with the General Data Protection Regulation (GDPR).

CMMI DEV Nivel 3

Accredits the maturity and capability of software development processes.

CMMI SVC Nivel 3

Certifies maturity in service delivery.

ISO 27001

Management system to ensure the confidentiality, integrity, and availability of information.

ISO 42001

Certifies the responsible management of artificial intelligence systems, ensuring their ethical and safe use.

ISO 20000

Certification that accredits quality in the management of information technology services, aligned with client needs.



Alliances

In FY25, NTT DATA Chile strengthened its impact through strategic partnerships that drive innovation, promote sustainability, and foster more diverse and inclusive environments.

DEI







Sustainability





Innovation



Business Case

Corporate Biodiversity Roadmap for Compañía Minera del Pacífico (CMP)

PROJECT OBJECTIVE

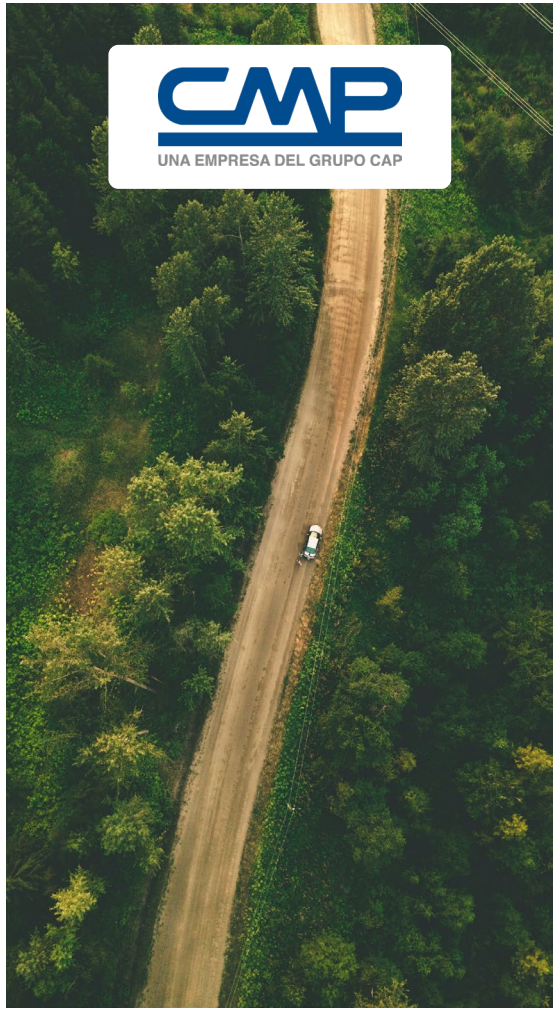
CMP maintains a firm corporate commitment to sustainability and has decided to contribute, from the territory, to the fight against biodiversity loss.

This work seeks to maximize the value of its territorial scope through a Hoja de Ruta de Biodiversidad Corporativa that makes it possible to define and manage its natural capital, establishing key actions effectively, with strategic guidelines, objectives, and targets that generate value in the short, medium, and long term in the territory where the company operates.

METHODOLOGY

The work methodology included the following phases:

- **Definition of the strategic framework** describing CMP's current situation in relation to the mining sector in terms of sustainability.
- **Preparation of the Corporate Biodiversity Roadmap:** definition of objectives and indicators (KPIs) based on CMP's ambition, together with an assessment of their feasibility to ensure effective implementation.
- **Definition of the natural capital baseline**: analysis of priority areas in environmental, legal, and social terms to understand the relationship between nature and society (conservation status, legal framework, and demands on ecosystem services).



RESULTS

- 8 companies in the sector were compared according to 5 criteria (environment, value chain, carbon, nature, and transparency).
- In a co-creation session with 10 participants, 4 priorities were defined along with their level of responsibility and ambition.
- A strategic proposal was established across three lines (direct operations, indirect operations, and transparency), with indicators, objectives, and a total of 116 actions to achieve a positive impact on nature by 2040.

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shaping a better world for everyone by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY25 Target	FY25	FY26
% of women in the workforce	30%	26,27%	30%
% of female executives	35%	27,64%	35%
% of women top executives	20%	20%	20%
% of people with disabilities	1,3%	0,9%	1%
% of professionals participating in social and/or environmental initiatives	8,2%	10,41%	11%
% of professionals who think NTT DATA is a sustainable company	81%	96,89%	98%
% of professionals trained in sustainability	40%	32,23%	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Professionals and their distribution

At NTT DATA, talent is the engine of transformation. Promoting the ongoing incorporation of young and multigenerational talent, fostering continuous learning, and encouraging internal growth makes it possible to build diverse teams that generate innovation, quality employment, and a positive impact on society. The following section analyzes its evolution throughout FY23, FY24, and FY25, with a detailed breakdown by gender, age group, and professional category.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	4	4	0	2	2	0	1	1
	30-50	2	4	6	2	5	7	0	4	4
SENIOR MANAGER	> 50	1	6	7	2	1	3	2	1	3
	30-50	7	15	22	6	22	28	8	21	29
MANAGER	> 50	9	26	35	6	20	26	4	18	22
	30 – 50	50	131	181	47	122	169	46	121	167
	< 30	1	0	1	2	4	6	1	3	4
PROFESSIONAL	> 50	26	83	109	14	41	55	8	33	41
	30-50	227	655	882	175	484	659	166	460	626
	< 30	26	116	142	37	136	173	41	158	199
JUNIOR	> 50	16	5	21	13	1	14	9	1	10
	30-50	95	231	326	61	147	208	61	134	195
	< 30	47	147	194	39	151	190	43	199	242
TOTAL		507	1.423	1.930	**404**	**1.136**	**1.540**	**389**	**1.154**	**1.543**

Note: The variation observed in FY25 data is largely explained by the integration of Inversiones NTT Chile SpA. and NTT Chile SpA. Consequently, year-over-year comparability with FY24 and FY23 figures should be analyzed considering this context.

123
Interns

25%
Interns joined the workforce

198
Internal promotions

Hires

In line with this growth, details of the hires made are presented below, including a breakdown by gender, age group, and professional category.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	0	2	2
	30-50	3	1	4
MANAGER	> 50	0	4	4
	30 – 50	4	19	23
PROFESSIONAL	> 50	2	21	23
	30-50	34	108	142
	< 30	11	51	62
JUNIOR	> 50	1	1	2
	30-50	29	49	78
	< 30	24	58	82
TOTAL		108	314	422



20,14%

professionals hired through internal referrals

Initiatives for professionals

Year after year, the company reinforces its commitment to the development of its professionals, promoting initiatives aimed at strengthening continuous learning and adaptation to the demands of the technology environment.

Health and holistic well-being

NTT DATA Chile is committed to the holistic well-being of its professionals and, to this end, promotes various initiatives focused on their physical, mental, and emotional health. Among them is Balanced Well-being, which actively promotes the mental health of employees and their families through access to free psychological therapy, offering timely, confidential, and high-quality support. The company also provides supplemental health insurance, facilitating access to broader medical coverage.

These initiatives are complemented by Wellness Fest, an annual fair that brings health, education, finance, and quality-of-life benefits closer to professionals, promoting a comprehensive approach to well-being both inside and outside the workplace.



Working conditions and well-being

NTT DATA Chile has established a work framework that prioritizes employee well-being through work regulations and the right to disconnect, defining teleworking conditions, use of technologies, working time control, and guaranteeing a minimum rest period of 12 continuous hours.

Work-life balance and support at life stages

The company promotes balance between personal and work life through specific initiatives such as postnatal onboarding, which supports mothers as they return to work, as well as days off and parental postnatal leave, which facilitate work-life balance, family care, and attention to personal needs at different stages of life.

Awareness and self-care

Self-care and health education are promoted through initiatives such as Virtual Coffee, a cycle of online talks addressing different well-being topics and providing practical tools and relevant information for personal care.

Training

During FY25, NTT DATA Chile strengthened its commitment to talent development, allocating 988.088 € to training initiatives* and reaching a total of 34.755 hours delivered. This investment demonstrates the company's priority of enhancing professionals' technical, digital, and cross-functional skills in an environment marked by the transformation of business needs and the adoption of new reporting methodologies.

34.755 h

of training

988.088 €

invested in training*

22 h

average training per professional



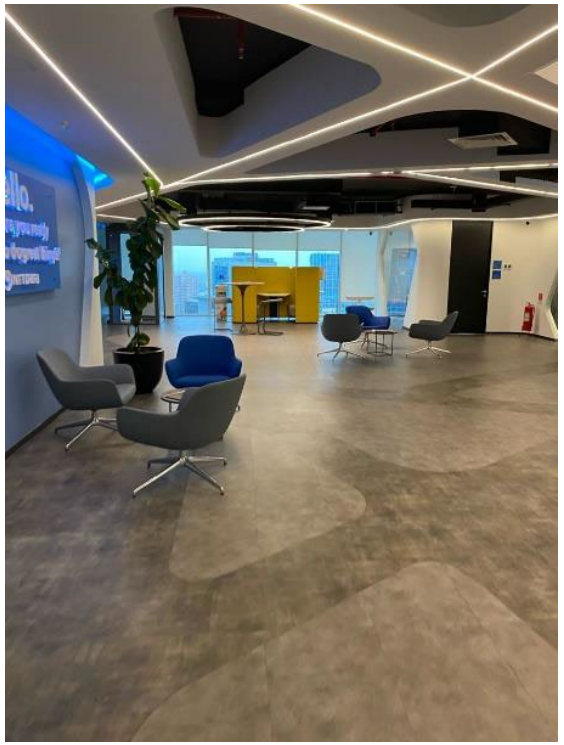
*The investment in training does not include information from NTT Chile SpA or Inversiones NTT Chile SpA due to the ongoing integration process.

Accessibility

As part of its commitment to labor inclusion and equal opportunity, NTT DATA Chile conducted a workplace analysis as part of its labor inclusion program for people with disabilities, aimed at identifying barriers and defining reasonable accommodations that facilitate the participation of people with disabilities under appropriate conditions.

The program includes:

- **Physical accessibility:** spacious areas, suitable access points, and mobility-adapted environments.
- **Workstation adaptation:** ergonomic adjustments and tools that support comfort and performance.
- **Communication accessibility:** measures to improve communication (subtitles, clarity in interactions, visual support).
- **Inclusive culture:** awareness and good practices to ensure everyone's participation.



Wide, clear corridors to facilitate wheelchair use

DEI Initiatives

NTT DATA Chile is advancing in building an inclusive culture through initiatives that promote diversity, awareness, and team participation.

DEI awareness and training sessions

NTT DATA Chile promotes sessions aimed at fostering an inclusive and diverse culture through initiatives such as DEI Talk, which creates spaces for reflection on diversity and inclusion training covering regulatory frameworks and key concepts around disability, as well as sign language classes that promote communication inclusion. Campaigns such as Pride Month also incorporate training activities to make diversities visible within the organization.

18 participants

Inclusive culture campaigns and experiences

During FY25, initiatives were developed to reinforce inclusive culture and a sense of belonging through participatory and recognition actions, such as the “Women Who Inspire” campaign, which highlights female role models within the organization, and World Day – Interculturality Fair, an experiential space that celebrates cultural diversity through activities, food, and collaborative dynamics.

22 participants







NTT DATA Chile
Impact data

In FY25, NTT DATA Chile strengthened its commitment to generating positive impact through the development of various social and environmental initiatives, as well as through monetary and non-monetary donations.

The fiscal year stands out for the following milestones:



IMPACT INITIATIVES

16 initiatives

201 Volunteers

145 Beneficiaries

MONETARY DONATIONS

40,119 € donated

NON-MONETARY DONATIONS

32 items

6.300 ml of blood

20 technology devices

ESG Movers

At NTT DATA Chile, we have a network of sustainability ambassadors: professionals committed to promoting this area within the company.

Their participation is voluntary and proactive, whether by leading their own initiatives or contributing to the development of activities promoted by the Corporate Sustainability area. They also act as change agents within their teams, fostering awareness and the dissemination of good sustainability practices.

This community is made up of 50 professionals who meet monthly to share ideas, coordinate upcoming activities, and generate new proposals. They are also organized by work areas, such as communication, logistics, or other support lines, to contribute more effectively to the development of initiatives.

In FY25, Chile's ESG Movers led initiatives such as Talent Match, focused on attracting new talent, as well as in-person and hybrid talks on work-life balance and impostor syndrome. They also participated in reforestation activities and various outreach efforts to give visibility to the community and continue expanding its reach within the organization.

50

ESG Movers



Digital accessibility initiatives

23 volunteers

STEM Women

NTT DATA Chile promoted a mentoring program to strengthen female talent in technology, connecting Computer Engineering students with mentors who share experience, guidance, and key tools to support their professional development and strengthen their presence in the STEM world.

10 Students benefited

10 Volunteer Mentors



Mentoring for digital inclusion

During FY25, mentoring programs were developed together with SOFAN and Generation Chile to support young people, including people with disabilities, on their path to employability, providing real tools and close support to enter the technology labor market.

11 people benefited

11 volunteers



AI for labor inclusion

NTT DATA Chile brings artificial intelligence closer to people with disabilities through workshops focused on employability, democratizing access to emerging technologies and strengthening their digital skills for the labor market.

>50 people benefited

Environmental impact initiatives

Restoration with impact

NTT DATA Chile promotes ecological restoration actions in natural spaces such as Mahuida Park, a pre-Andean area of high ecological and recreational value in Santiago, mobilizing volunteers to reforest with native species, restore ecosystems, and raise environmental awareness through direct action.

13
volunteers





Non-monetary donations

32 volunteers

Christmas with meaning

During the FY25 Christmas season, the company promoted a solidarity initiative that, in collaboration with Soy Más Foundation, delivered Christmas baskets and personalized gifts to families in vulnerable situations, especially supporting young mothers and bringing hope where it is most needed.

18
Volunteers

32
Mothers Benefited



Helping is in the blood

The initiative “Ayudar está en la sangre” stands out: a donation campaign carried out together with Clínica Alemana that mobilizes professionals to contribute directly to saving lives, fostering social commitment through a simple but high-impact gesture.

6.300
ml of blood collected

14
volunteers

>42
patients who may receive transfusions



NTT DATA Chile Foundation

Digital Skills

Fundación NTT DATA Chile implemented 8 educational and social impact initiatives aimed at reducing access and digital literacy gaps in Chile. These initiatives are part of the Foundation's strategic commitment to training future-ready skills, gender equity in STEM environments, and the development of technology vocations among populations with less access to quality training opportunities. Together, they involved approximately 96 volunteers, who dedicated more than 600 hours of effort and benefited close to 1.000 people.

The initiatives covered in-person territories in Santiago, Concepción, and Temuco, as well as online formats with national and international reach, with the participation of volunteers from the NTT DATA ecosystem in collaboration with universities, technical-professional high schools, and civil society institutions.

96 Volunteers

NTT DATA *eAWards*

Fundación NTT DATA Chile organized the eAwards Chile 2025, an innovation and social impact initiative aimed at complementing this business leadership by driving digital transformation and technology-based entrepreneurship with a clear focus on generating social impact. Fundación NTT DATA positions itself as a catalyst for change and progress by promoting a culture of entrepreneurship and innovation. Recognizing the transformative potential of technology, it works to inspire, train, and support entrepreneurs and startups that use technology as a tool to address social challenges and create innovative solutions.

The eAwards included projects from across the country, as well as online formats with national and global reach.

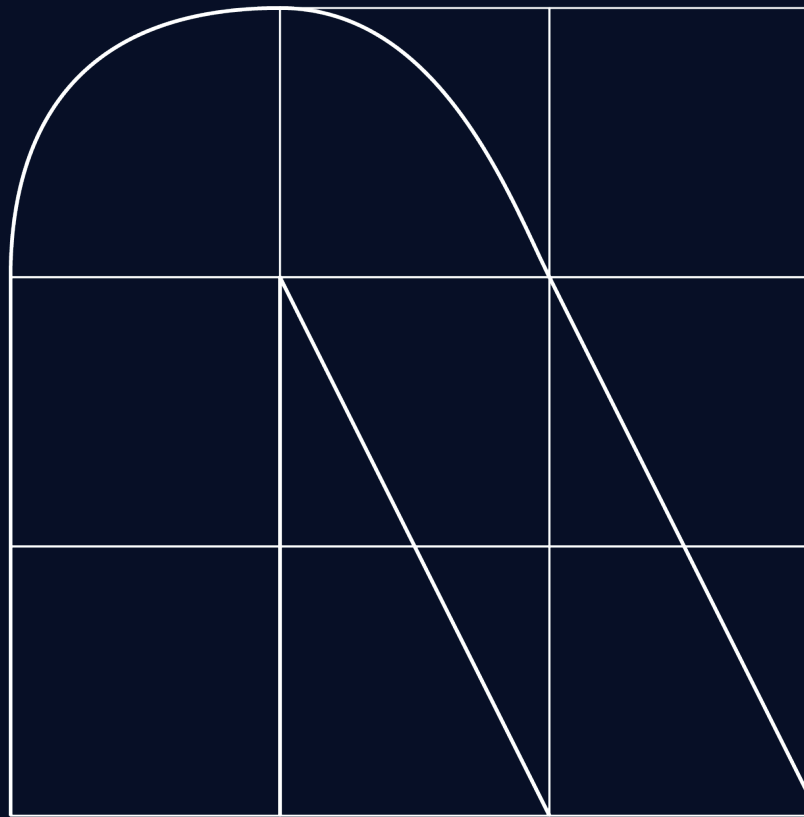
The winning project, **Pegasi**, consists of an artificial intelligence-based platform that enables oncology patients to receive a timely diagnosis and access treatment on time. It represented Chile in the international final held in Lima, Peru.

37 Volunteers

188 enrolled persons



Colombia



NTT DATA Colombia

NTT DATA Colombia has built a strong track record in the country since 2007, establishing itself as a strategic player in the digital transformation of organizations. With a team of more than 2.000 professionals and operations in Bogotá and Medellín, the company drives the development of local talent and the creation of innovative solutions that contribute to the country's economic and technological growth.

Through its capabilities in business consulting, digital transformation, artificial intelligence, data analytics, cloud, cybersecurity, application development, and managed services, NTT DATA Colombia supports companies across multiple sectors in their innovation and modernization processes.



61
M€ in annual turnover

2.196
professionals

>700
New hires

9
Strategic alliances

Presence in **2**
Cities

Key sustainability indicators for Colombia

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	1.970	1.901	**2.291**	2.246
Carbon footprint per professional (tCO2e)	0,91	0,88	**1.04**	1,02
% renewable energy	0%	83%	**89%**	100%
Carbon footprint in business/professional travel (tCO2e)	0,131	0,128	**0,118**	0,115

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	31,93%	50%	**47%**	50%
% of professionals who have completed the compliance course	49,33%	90%	**91,19%**	95%
% of professionals who have completed the security course	ND	90%	**85,1%**	90%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	35,12%	35%	**35,93%**	35%
% of women executives	40,61%	35%	**41,24%**	42%
% of women top executives	0	20%	**0**	20%
% of people with disabilities	0,23%	0,5%	**0,13%**	1%
% of professionals participating in social and/or environmental initiatives	0	1%	**5,41%**	7%
% of professionals who think NTT DATA is a sustainable company	91%	95%	**98%**	98%
% of professionals trained in sustainability	-	40%	**41,21%**	45%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Leading by example to transform industries positively by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY24	FY25 Target	**FY25**	FY26
Total carbon footprint (tCO2e)	1.970	1.901	**2.291**	2.246
Carbon footprint per professional (tCO2e)	0,91	0,88	**1.04**	1,02
% renewable energy	0%	83%	**89%**	100%
Carbon footprint in business/professional travel (tCO2e)	0,131	0,128	**0,118**	0,115

The green traffic light (🟢) indicates that the FY25 target has been met.

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Carbon Footprint Colombia FY25

The analysis of the carbon footprint corresponding to FY25 has made it possible to identify the areas with the greatest potential for reducing emissions, guiding the company's decarbonization roadmap towards those sources with the greatest impact. In line with this approach, the main initiatives will focus on the management of emissions from the purchase of goods and services (category 1) and the travel of professionals to their workplaces and teleworking (category 7), complemented by the maintenance of a renewable electricity supply strategy and the progressive electrification of the corporate fleet. These actions will reinforce NTT DATA's progress towards meeting its Net Zero objectives.

Scope 1: 0,94% tCO_2e
Direct Emissions

Primary source of Scope 1 emissions: refrigerant gas leaks.

Scope 2: 0,13% tCO_2e
indirect emissions from purchased energy

Thanks to the consumption of 89% renewable electricity.

Scope 3: Indirect emissions in the value chain — 98,93% tCO_2e

Travel — 72,44% tCO_2e

- Business Travel
- Employee travel to work and teleworking

Purchased fuel and energy activities — 0,46% tCO_2e

Supply chain — 26,02% tCO_2e

- Goods and services
- Capital Goods
- Transportation and distribution
- Use and final destination of products sold

COLOMBIA	FY25 Market Based	FY25 Location Based	Units
Scope 1 GHG emissions	**22**	**22**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	6	6	tCO2e
Refrigerant gas leaks	15	15	tCO2e
Scope 2 GHG emissions	**3**	**28**	**tCO2e**
GHG emissions from electricity consumption	3	28	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**2.267**	**2.267**	**tCO2e**
1. Purchase of Goods and Services	596	596	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	11	11	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	258	258	tCO2e
7. Employee travel to work and teleworking	1.402	1.402	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**2.291**	**2.316**	**tCO2e**
Total GHG emissions avoided	**1.866**	**1.866**	**tCO2e**
Total GHG emissions offset	**19,97**	**19,97**	**tCO2e**
Total GHG emissions per professional	**1,04**	**1,05**	**tCO2e/professional**

The location-based approach reflects the emissions calculated with the average factors of the electricity grid, while the market-based approach incorporates the specific attributes of the contracted energy and energy certificates acquired.

GREENHOUSE GAS PROTOCOL

Energy consumption

During FY25, Colombia took measures to reduce its carbon footprint by purchasing 89% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 25 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

89%
Renewable electricity

25
tCO2e reduced

COLOMBIA	FY24	FY25	Units	% Change
Total energy consumption from fossil sources	**112**	**14**	**MWh**	**-87%**
Natural gas	-	-	MWh	-
Diesel	-	-	MWh	-
Purchased electricity from fossil sources	112	14	MWh	-87%
District heating/cooling from non-renewable sources	-	-	MWh	-
Total energy consumption from renewable sources	**0**	**118**	**MWh**	-
Purchased electricity from renewable sources	0	118	MWh	-
Self-generated electricity consumption	-	-	MWh	-
Percentage of total electricity from renewable sources	**0%**	**89%**	**%**	-
Percentage of total energy from renewable sources	0%	89%	%	-
Total energy consumption	**112**	**132**	**MWh**	**18%**
Total energy consumption KPI	**0,05**	**0,06**	**MWh/professional**	**17%**
Total energy consumption KPI	**0,06**	**0,07**	**MWh/m2**	**18%**

Water consumption

Given the nature of its business model, which is mainly focused on the provision of IT services, water consumption is not one of the environmental aspects with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed at NTT DATA offices in Colombia came from local supply networks.

Although the direct impact associated with water use is limited compared to other environmental categories, NTT DATA continues to promote optimization measures within its building and facilities management strategy. In this regard, Real Estate teams carry out actions aimed at reducing consumption and encouraging more efficient use of the resource by incorporating saving solutions in offices and work centers.

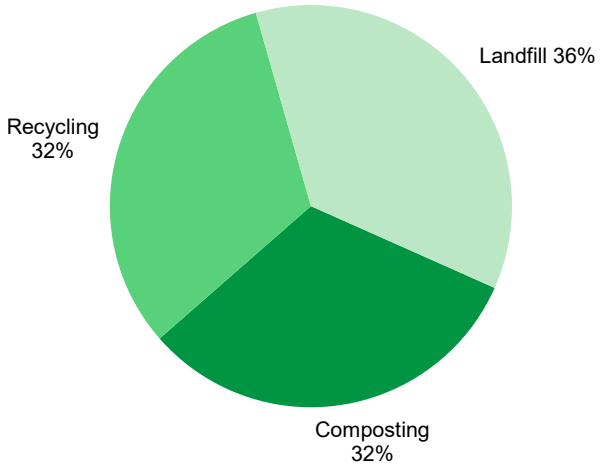


COLOMBIA	FY24	FY25	Units	% vs previous year
Water consumption	105	133	m3	27%
Total water consumption per professional	**0,05**	**0,06**	**m3/professional**	**25%**

Waste management

As part of its circular economy strategy, NTT DATA in Colombia has continued to strengthen the monitoring and management of the waste generated in its operations.
In line with the distribution of operational activity, with respect to its treatment, 32% of the waste generated was recycled or reused, with 64% of the waste being diverted from landfill through different recovery and management alternatives.

Colombia FY25: % distribution of waste by treatment



COLOMBIA	FY24	FY25	Units	% Change
Non-hazardous waste	**2,84**	**2,32**	**t**	**-18%**
Reuse	-	-	t	-
Recycling	1,77	0,74	t	-58%
Composting	-	0,74	t	-
Incineration with energy recovery	--	-	t	-
Incineration without energy recovery	-	-	t	-
Anaerobic digestion	-	--	t	-
Landfill	1,08	0,84	t	-22%
Hazardous waste	-	-	**t**	-
Reuse	-	-	t	-
Recycling	-	-	t	-
Composting	-	-	t	-
Incineration with energy recovery	-	-	t	-
Incineration without energy recovery	-	-	t	-
Anaerobic digestion	-	-	t	-
Landfill	-	-	t	-
Total waste generated	**2,84**	**2,32**	**t**	**-18%**
Total waste generated/professional	0,0013	0,0011	t/professional	-19%
% Waste diverted from landfill	62	64	%	3%
% Waste recycled/reused	62	32	%	-49%

32%
Recycled/Reused Waste

64%
Waste
Landfill Diverted

Circular economy initiatives

NTT DATA Colombia promotes responsible environmental management and reduces its footprint through recycling, circular economy and certified renewable energy.

Recycling and Waste Management System

Within its Environmental Management System, NTT DATA Colombia applies the correct segregation of waste through the use of color codes (green, black and white), facilitating its classification and recycling.

The collection is carried out by an authorized municipal manager, guaranteeing efficient and responsible management of the waste generated.

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Responsible Management of Electronic Waste (WEEE)

The company guarantees the proper management of waste electrical and electronic equipment by delivering it to authorized managers with an environmental license in Bogotá.

This process ensures the responsible final disposal of the equipment, minimizing its environmental impact and complying with the highest regulatory standards in terms of sustainability and circular economy.

Click on Green
Reciclaje Responsable de Electrónicos

Sustainable mobility initiatives

NTT DATA Colombia promotes sustainable mobility solutions that reduce the environmental impact of travel.

Sustainable Mobility with Low-Emission Transport

NTT DATA Colombia promoted more sustainable corporate mobility by offsetting the emissions of its business trips made with Cabify.

Throughout 2025, 97,603 km were traveled, offsetting 19.97 tCO2e through the "Grateful Planet" project with the Lower Río Guainía and Río Negro Indigenous Reservation, contributing to environmental protection and the development of local communities.

19,97 tCO2e compensated

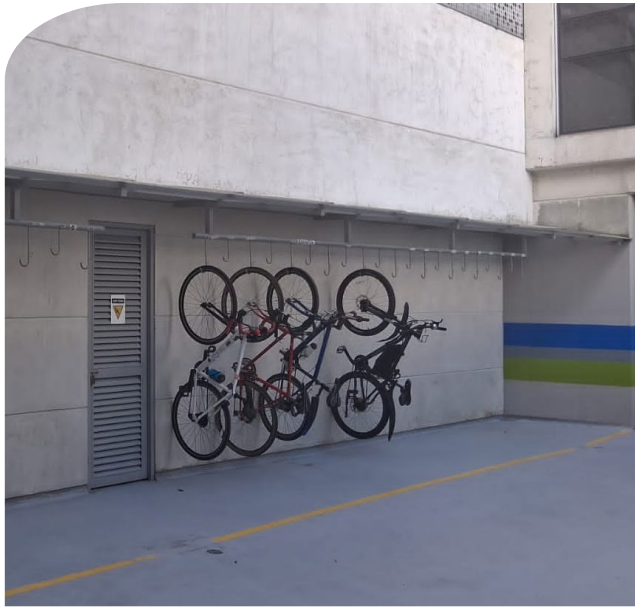
Corporate Hybrid Fleet

As part of its emissions reduction strategy, NTT DATA Colombia incorporates hybrid vehicles for executive profiles.

This measure allows us to move towards more efficient corporate mobility, reducing the environmental impact derived from the use of traditional transport.

Promotion of Active Mobility

The company promotes sustainable means of transport by setting up exclusive spaces for bicycles within its facilities, promoting healthy habits and contributing to the reduction of emissions.



Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



	FY24	FY25 Target	FY25	FY26
Suppliers approved with sustainability criteria	31,93%	50%	47%	50%
% of professionals who have completed the compliance course	49,33%	90%	91,19%	95%
% of professionals who have completed the security course	ND	90%	85,1%	90%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Awards & recognition

NTT DATA Colombia consolidates its leadership thanks to recognitions in diversity, a leading company in sustainability and gender equality.

Sustainability



5th place in the ranking of Large Companies Leaders in Sustainability (Bogotá Chamber of Commerce).

Talent and culture



Top Employer: 3rd position in Colombia for excellence in talent management.

DEI



Mujeres AuTéNNticas Internal Program, 2nd place as Ally of the Year in Diversity, Equity and Inclusion at the WIN Awards.



District Seal of Gender Equality awarded by the Secretariat of Women of Bogotá.

Technology recognition

aws

Industry Partner of the Year in the Latin American Financial Services category, for innovation on AWS.

Certifications

NTT DATA Colombia promotes continuous improvement through certifications that guarantee high standards in sustainability, quality, safety and innovation.

ISO 14001:2015

Certifies an environmental management system aimed at minimizing the impact on the environment.

100%

Surface covered by ISO 14001

Corporate Social Responsibility Certificate

It certifies the company's commitment to ethical, social and sustainable practices.

LEED Gold (Bogotá)

Recognizes sustainable buildings with high standards of energy and environmental efficiency.



ISO 20400

Sustainable procurement standard that promotes the integration of environmental, social and economic criteria in procurement processes.

UNE 15896

Responsible Procurement Guide that Drives Sustainability Embedding in the Supply Chain and Purchasing Decisions.

ISO 45001
Accredits occupational health and safety management.

ISO 9001
Certifies a quality management system focused on continuous improvement.

ISO 37001
Certifies an anti-bribery management system aimed at preventing, detecting and addressing corrupt practices.

ISO/IEC 42001 (IA)
Certifies the responsible and structured management of artificial intelligence throughout its entire lifecycle (applied to aXet).

ISO 27001
Management system to ensure confidentiality, integrity and availability of information.

Europrivacy
Certifies advanced compliance with the General Data Protection Regulation (GDPR).

CMMI DEV Nivel 3
Certifies the maturity and capability of software development processes.

CMMI SVC Nivel 3
Certifies maturity in service delivery.

Alliances

Sustainability, social action and diversity initiatives are strengthened through alliances with key entities in the environment.

Sustainability

Cámara de Comercio de Bogotá

ANDI | MÁS PAÍS

Social impact

20 Años Fundación Chaminade

Fundación ANDI

Colsubsidio con todo lo que te mereces

Diversity, Equity, and Inclusion

Cámara de la Diversidad

WomenIT Comunidad

Secretaría de la Mujer | Bogotá

ONU Mujeres

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shaping a better world for everyone by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	35,12%	35%	35,93%	35%
% of women executives	40,61%	35%	41,24%	42%
% of women top executives	0	20%	0	20%
% of people with disabilities	0,23%	0,5%	0,13%	1%
% of professionals participating in social and/or environmental initiatives	0	1%	5,41%	7%
% of professionals who think NTT DATA is a sustainable company	91%	95%	98%	98%
% of professionals trained in sustainability	-	40%	41,21%	45%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Professionals and their distribution

At NTT DATA, talent is the engine of transformation. Promoting the permanent incorporation of young and multigenerational talent, encouraging continuous learning and promoting internal growth allows us to build diverse teams that generate innovation, quality employment and a positive impact on society. The following table shows the evolution of the workforce broken down by gender, age group and professional category in FY23, FY24 and FY25.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	1	1	0	1	1	0	1	1
	30-50	0	4	4	0	4	4	0	4	4
SENIOR MANAGER	> 50	4	3	7	4	2	6	3	1	4
	30-50	5	12	17	3	9	12	2	8	10
MANAGER	> 50	5	8	13	3	10	13	6	9	15
	30 – 50	59	81	140	55	76	131	58	71	129
	< 30	0	0	0	2	1	3	2	2	4
PROFESSIONAL	> 50	9	30	39	9	26	35	9	11	20
	30-50	195	454	649	183	436	619	128	144	272
	< 30	76	215	291	82	243	325	192	262	454
JUNIOR	> 50	17	19	36	12	15	27	9	11	20
	30-50	219	259	478	160	206	366	128	144	272
	< 30	200	321	521	248	377	625	192	262	454
TOTAL		**789**	**1.407**	**2.196**	**761**	**1.406**	**2.167**	**635**	**1.080**	**1.715**

35
interns

126
Internal promotions

Hires

Attracting diverse and specialized talent is a pillar for NTT DATA's development. The combination of new onboarding processes and internal referral programs helps build teams that are ready to respond to the challenges of the future. The following table reflects the evolution of hiring in Colombia, highlighting the commitment to attracting diverse talent, broken down by gender, age group and professional category in FY25.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	1	1	2
	30-50	1	3	4
MANAGER	> 50	1	2	3
	30 – 50	18	27	45
	< 30			
PROFESSIONAL	> 50	1	4	5
	30-50	41	138	179
	< 30	28	96	124
JUNIOR		4	3	7
	30-50	67	69	136
	< 30	81	116	197
TOTAL		243	459	702

30,20%

professionals hired from internal referrals



Initiatives for professionals

NTT DATA Colombia promotes work-life balance through disconnection policies, flexible working hours and the promotion of healthy habits.

Disconnection: Respect for Personal Time

NTT DATA Colombia promotes a culture of respect for rest times through the Labor Disconnection initiative, which seeks a balance between work and personal life, ensuring respect for off-the-clock schedules, vacations, leaves and the privacy of professionals, except in exceptional situations.

A firm commitment to the well-being and overall health of the team.



Flex Time: Autonomy to Manage Time

Flex Time allows professionals to organize their working day in a flexible way, adapting it to their personal needs without losing focus on results.

With a common time slot that ensures team coordination, this initiative promotes confidence, autonomy and a more efficient and balanced way of working.

Balanced: Integral Wellness in Action

Program designed to promote healthy lifestyle habits on a continuous basis, taking into account the diversity and interests of professionals.

Through four pillars, person, work, family and environment, the initiative promotes a comprehensive approach to well-being, strengthening quality of life and commitment from a sustainable perspective.



Training

In FY25, NTT DATA Colombia continued to make progress in its commitment to talent development, reinforcing investment in training to reach 862.060 €, which allowed it to provide 31.833 training hours, with an average of 14 hours per professional.
This advance reflects the strategic importance of enhancing the capabilities of the teams and accompanying the evolution of the business in a dynamic and constantly changing environment.

31.833 h
of training

862.060 €
of investment in training

14 h
of training per professional

DEI Initiatives

A diverse and inclusive culture is promoted through training, awareness-raising, talent development and active listening initiatives.

DEI Governance

Through the Diversity, Equity and Inclusion Committee, actions are coordinated, priorities are defined and initiatives are promoted that promote safe, inclusive work environments aligned with the strategic objectives of the organization.

DEI Education and Training

During FY25, initiatives such as the Leader Accreditation Route, focused on consolidating competencies in inclusive leadership, and Chamber Academy, a training and networking program promoted by the Chamber of Diversity in which different teams from NTT DATA Colombia participated to address key issues that strengthen diversity, equity, and inclusion management, were promoted.

Inclusive Culture and Awareness

NTT DATA Colombia promotes an inclusive organizational culture through campaigns that make diversity visible in all its dimensions and promote respect and equity.

Actions such as the commemoration of International Women's Day, LGBTIQ+ Pride Day, Cultural Diversity Day or Persons with Disabilities Day, together with disability and gender awareness initiatives, contribute to strengthening the sense of belonging and the recognition of diversity as a differential value.



Charla por el Día Internacional de las Personas con Discapacidad

Measurement and Active Listening

During FY25, initiatives such as the Characterization Survey "Connected to recognize your authenticity" have been carried out, where sociodemographic and perception information is collected that facilitates the design of more effective DEI strategies, aligned with the reality of the organization and aimed at improving the employee experience.



Inclusive Talent Programs

NTT DATA Colombia promotes the development and leadership of underrepresented groups through strategic programs that strengthen their professional growth and visibility within the organization.

Initiatives such as the Mujeres AutéNTTicas program promote self-leadership, confidence and the development of key competencies, expanding its impact by integrating not only female employees, but also their environment, consolidating itself as a benchmark initiative in female talent.



Accessibility

NTT DATA Colombia has carried out an accessibility diagnosis in its offices and has measures in place to guarantee inclusive and accessible environments.

The accessibility diagnosis included:

- Evaluation of the physical environment (access, circulation and use of spaces).
- Analysis of products and technology (work tools and digital accessibility).
- Review of guidelines, services and systems.
- Assessment of organizational culture.
- Definition of recommendations.

With the results of the diagnosis, adjustments were made in the offices to guarantee accessible environments, eliminating physical barriers and facilitating the mobility of all people. Some of these measures implemented are:

- Access ramps at the entrance of the building that facilitate access to the facilities.
- Adapted door next to the turnstiles, which allows comfortable and safe access.
- Operational elevators that connect to the main levels of the office.
- Continuous improvement of the physical environment, aimed at strengthening accessibility and reducing barriers.



NTT DATA Colombia Impact Data

In FY25, NTT DATA Colombia reinforced its commitment to positive impact on society through a diverse agenda of external initiatives, combining social investment, corporate volunteering and non-cash donations.

The year stands out for the following milestones:



IMPACT INITIATIVES

8 Initiatives

119 Volunteers

>300 Beneficiaries

MONETARY DONATIONS

2.410 € donated

NON-MONETARY DONATIONS

60 items

125 kg clothes

ESG Movers

At NTT DATA Colombia, the ESG Movers are a group of 50 people committed to driving the sustainability strategy at the local level. As change agents and ambassadors, they actively participate in solidarity actions by voluntarily donating time and resources, contributing to the well-being of people and communities that need it most.

Their work is structured around four pillars: the local agenda, through active participation in the design and planning of the annual sustainability plan, aligned with the needs of the local context; support for initiatives, by facilitating and accompanying the execution of social and environmental impact campaigns and activities in the offices; creative leadership, through the development of their own initiatives aligned with the strategy, ranging from awareness-raising actions to corporate volunteering; and dissemination, by amplifying impact through internal and external communication.

In addition, the group is organized by professional category: junior profiles participate in volunteering activities, senior profiles contribute through mentoring, and the executive level drives donations.

During FY25, they led and participated in a wide range of initiatives with social and environmental impact. These included a monetary donation campaign aimed at vulnerable groups, the delivery of Christmas gifts to children, and the collection of second-hand clothing in collaboration with Fundación Chaminade. They also supported local entrepreneurs and promoted volunteering activities, such as a reforestation day in Tabio and a social volunteering initiative with Fundación Pequeños Valientes.





45

ESG Movers

Social Impact Initiatives

Global Giving

Solidarity initiative that combines culture and social action through an event in Bogotá with the Chaminade Foundation, with the participation of around 100 people and activities for vulnerable communities.

34
Children benefited



Child Support Day

A day of accompaniment and leisure with children undergoing cancer treatment from the Pequeños Valientes Foundation, where volunteers offered a space for joy and disconnection through recreational, artistic and coexistence activities, promoting emotional well-being and human support.

40
Beneficiaries

12
Volunteers

Internal Solidarity Campaign

Solidarity mobilization initiative in which NTT DATA Colombia professionals actively participated through voluntary donations channeled through the Vaki platform.
The action made it possible to contribute to the well-being of children of the Chaminade Foundation, reinforcing the collective commitment to support vulnerable communities and the generation of social impact from within the organization, benefiting approximately 300 people directly and indirectly.

Environmental Impact Initiatives

Reforestation Day

Collective action initiative in which NTT DATA Colombia professionals, as part of the community to promote sustainability ESG Movers Colombia, participated in conservation activities together with the Red de Árboles Foundation.
The day focused on the restoration of local ecosystems in Tabio, Cundinamarca, through the planting of native species, contributing to carbon sequestration and reinforcing the commitment to the protection of the natural environment.

50
Volunteers

50
trees planted





Monetary donations

>200 volunteers

2.410 € donated

Strengthening Youth Social Programs

Economic contribution aimed at strengthening the work of the Chaminade Foundation in Colombia, focused on the care and development of young people in high-risk areas. This action reinforces the commitment to social inclusion and the generation of opportunities in vulnerable contexts.

Copa Claro for Colombia: Sports and Social Development

Support for the seventh edition of the Copa Claro for Colombia, an initiative that promotes the comprehensive development of children and adolescents from multiple regions of the country, through the Football with Heart methodology. The initiative promotes values, education and social cohesion in vulnerable communities through sport.

Non-monetary donations

EcoRopero: Textile Reuse with Social Impact

Initiative aimed at reducing textile waste and supporting vulnerable communities, in collaboration with the Chaminade Foundation.

Through the participation of around 15 volunteers, the donation of second-hand clothing was promoted, reaching approximately 125 kg of donated clothing, promoting the circular economy and contributing to the social well-being of people in vulnerable situations.





Humanitarian Donation to Displaced Communities

Solidarity action focused on meeting the basic needs of children in situations of displacement in the Catatumbo region.
The initiative consisted of the delivery of essential products such as hygiene items, school supplies and recreational elements, contributing to improving their living conditions and well-being.

60
hygiene products donated

NTT DATA Colombia Foundation

NTT DATA eAwards

eAwards Colombia is the impulse that turns technological ideas into solutions with real impact. This program is aimed at entrepreneurs and startups that use technology to respond to social challenges, promoting a sustainable innovation ecosystem in the country and with an impact on approximately 90 people.

The participating initiatives compete for a prize of 40 million Colombian pesos and, in addition, access the opportunity to represent Colombia in an international competition, amplifying the reach of their projects.

More than a recognition, eAwards is a platform that makes local talent visible and accelerates initiatives capable of generating positive changes on a large scale.

21 Volunteers **175** h of volunteering **91** Registered

The winning project, **Elastic Energy**, consists of a sustainable and low-cost energy storage system, based on elastic bands made from natural sap. He represented Colombia in the international final held in Lima (Peru).



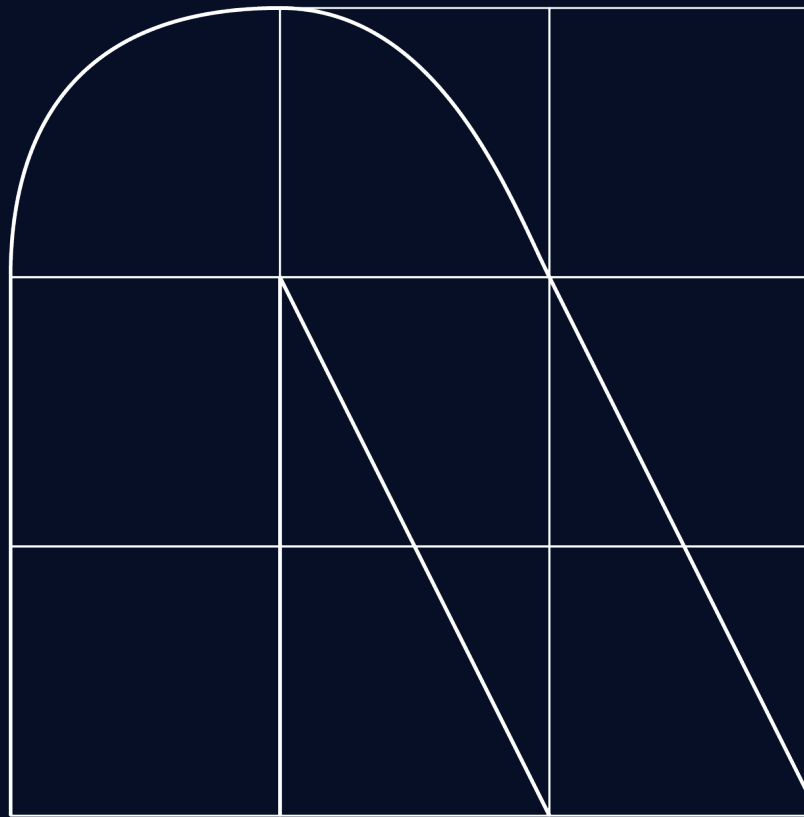
International Technology Olympiads

NTT DATA Colombia, through its Foundation, is committed to closing the digital divide through a transformative educational experience.

This seven-week program accompanies children and adolescents promoting the development of critical thinking, logic and key digital skills for the future.

15 Volunteers **150** H of volunteering **166** Enrolled minors

Ecuador



NTT DATA Ecuador

NTT DATA Ecuador supports companies and organizations in their digital transformation processes, driving the adoption of innovative technologies that strengthen their competitiveness and accelerate their growth. From its office in Quito, the company brings NTT DATA Group's global capabilities to the Ecuadorian market, combining local knowledge with extensive international experience to respond to the challenges of an increasingly digital environment.

Its value proposition integrates business consulting, application development, cloud, data analytics, artificial intelligence, cybersecurity, and technology modernization services, contributing to the evolution of key sectors of the Ecuadorian economy.



375
professionals

1
Office in Quito

+15 M€
in annual revenue

Key sustainability indicators for Ecuador

Planet Positive

	FY24	FY25 target	FY25	FY26
Total carbon footprint (tCO2e)	503	485	**543**	533
Carbon footprint per professional (tCO2e)	1,25	1,20	**1,45**	1,42
% renewable energy	0	83%	**100%**	100%
Carbon footprint from business travel/professional (tCO2e)	0,178	0,173	**0,112**	0,110

Prosperity Positive

	FY24	FY25 target	FY25	FY26
Approved suppliers with sustainability criteria	32,94%	50%	**34%**	40%
% of professionals who completed the compliance course	80,15%	90%	**96%**	97%
% of professionals who completed the security course	N/A	90%	**92%**	93%

People Positive

	FY24	FY25 target	FY25	FY26
% of women in the workforce	30,27%	35%	**28,8%**	35%
% of women executives	33%	35%	**35%**	35%
% of women top executives	0	20%	**0**	20%
% of people with disabilities	2,48%	3%	**3,47%**	4%
% of professionals participating in social and/or environmental initiatives	8%	9,7%	**6,67%**	10%
% of professionals who think NTT DATA is a sustainable company	82%	85%	**94%**	95%
% of professionals trained in sustainability	-	40%	**97%**	97%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Set an example to transform industries positively by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY24	FY25 target	**FY25**	FY26
Total carbon footprint (tCO2e)	503	485	**543**	533
Carbon footprint per professional (tCO2e)	1,25	1,20	**1,45**	1,42
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The green traffic light (🟢) indicates that the FY25 target has been met.

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Ecuador FY25 carbon footprint

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the highest-impact sources. In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1) and professionals' travel to work and teleworking (Category 7), complemented by maintaining a renewable electricity procurement strategy and progressively electrifying the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: direct emissions — 1,12% tCO_2e

Main source of Scope 1 emissions: owned vehicle fleet

Scope 2: indirect emissions from purchased energy — 0,00% tCO_2e

Thanks to 99,6% renewable electricity consumption.

Scope 3: indirect emissions in the value chain — 98,88% tCO_2e

Travel — 54,80% tCO_2e

- Business travel
- Employee travel to work and teleworking

Fuel- and energy-related activities — 0,39% tCO_2e

Supply chain — 43,68% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life of sold products

GREENHOUSE GAS PROTOCOL

ECUADOR	FY25 Market Based	FY25 Local Based	
Scope 1 GHG emissions	**6**	**6**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	6	6	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**0**	**1**	**tCO2e**
GHG emissions from electricity consumption	0	1	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**537**	**537**	**tCO2e**
1. Purchase of Goods and Services	237	237	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	2	2	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	42	42	tCO2e
7. Employee travel to work and teleworking	256	256	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**543**	**544**	**tCO2e**
Total GHG emissions avoided	**94**	**94**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**1,45**	**1,45**	**tCO2e/ professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates.

1,45 tCO2e/employee

1 tCO2e reduced

94 tCO2e avoided

Energy consumption

During FY25, NTT DATA Ecuador took measures to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 1 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

100%
Renewable electricity

1
tCO2e reduced

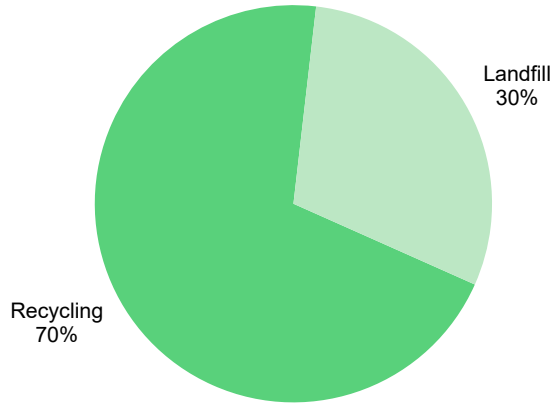
ECUADOR	FY24	FY25	Units	% vs previous FY
Total energy consumption from fossil sources	**2**	**0**	**MWh**	**-100%**
Natural gas			MWh	
Diesel			MWh	
Purchased electricity from fossil sources	2	0	MWh	-100%
District heating/cooling from non-renewable sources			MWh	
Total energy consumption from renewable sources	**0**	**4**	**MWh**	
Purchased electricity from renewable sources	0	4	MWh	
Self-generated electricity consumption			MWh	
Percentage of total electricity from renewable sources	**0**	**100**	**%**	**100%**
Percentage of total energy from renewable sources	0	100	%	
Total energy consumption	**2**	**4**	**MWh**	**113%**
Total energy consumption KPI	**0,004**	**0,010**	MWh/professional	**129%**
Total energy consumption KPI	**0,013**	**0,028**	**MWh/m2**	**114%**

Waste management

As part of its circular economy strategy, NTT DATA in Ecuador began monitoring and managing the waste generated in its operations during FY25. The analysis was conducted based on the available information scope; in FY25, the company reported waste information for 1 of the 2 operational offices in the country, excluding certain locations due to limitations in data availability and consolidation for the reporting period. These results reflect different levels of maturity in waste management and highlight opportunities to continue promoting circularity and recovery practices in Ecuador.

In line with the distribution of operational activity, regarding treatment, 70% of the waste generated was recycled or reused, while 70% was diverted from landfill

Ecuador FY25: % waste distribution by treatment



ECUADOR	FY25	Unit
Non-hazardous waste	**0,19**	**t**
Reuse	-	t
Recycling	0,13	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	0,06	t
Hazardous waste	**-**	**t**
Reuse	-	t
Recycling	-	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	-	t
Total waste generated	**19%**	**t**
Total waste generated/professional	0,0005	t/professional
% Waste diverted from landfill	70%	%
% Waste recycled/reused	70%	%

70%

Waste recycled/reused and diverted from landfill

Circular economy initiatives

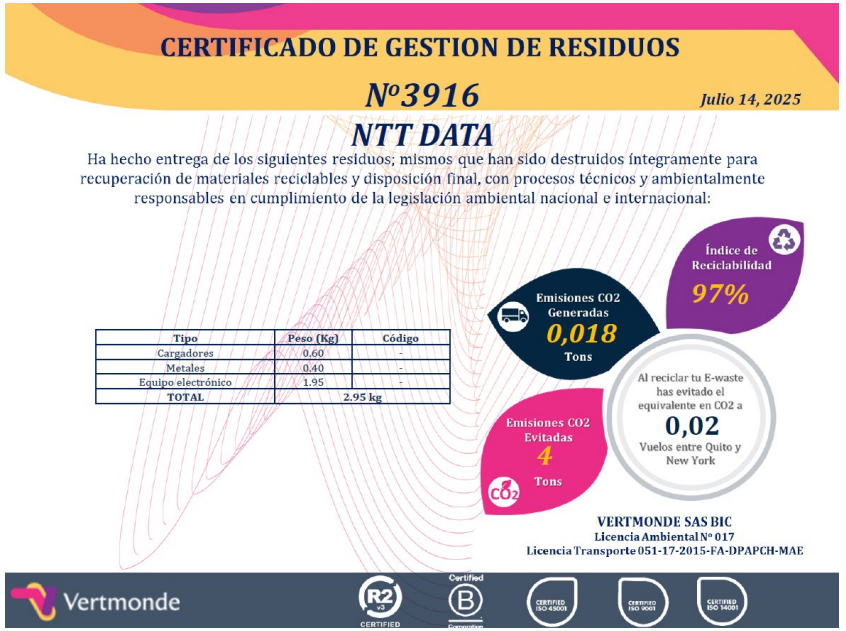
NTT DATA Ecuador promotes the circular economy through responsible, traceable, and environmentally safe waste management.

Improvement of the Waste Management System

During FY25, the Environmental Management System was strengthened by improving the process for classifying, controlling, and responsibly disposing of waste generated in operations. The initiative is based on separating waste into two main groups: recyclable waste and waste electrical and electronic equipment (WEEE), with the aim of ensuring more orderly, traceable management aligned with circular economy principles.

As part of this system, waste is weighed and recorded, enabling more precise control over generation, the identification of reduction opportunities, and the availability of information for environmental monitoring. In the case of WEEE, management is carried out through an authorized supplier, ensuring that this waste receives appropriate treatment and is processed in accordance with current regulations, avoiding negative impacts on the environment and promoting material recovery.





Sustainable mobility initiatives

During 2025, NTT DATA Ecuador reinforced its commitment to more sustainable mobility through initiatives aimed at reducing the use of private vehicles and promoting lower-impact transportation alternatives.

Use of buses for the 2025 end-of-year event

For the 2025 year-end event, a bus service was made available to facilitate professionals' transportation and reduce the need for individual travel by private vehicle. This measure promoted shared mobility that is more efficient and has a lower environmental impact, contributing to the reduction of transport-related emissions and improving accessibility to the corporate event.

Electric Vehicle Rental for Executive Team

The rental of electric and hybrid vehicles has been promoted as a sustainable corporate mobility alternative for executive teams.

This initiative contributes to reducing the carbon footprint of travel, optimizing operational efficiency, and reinforcing the company's commitment to more responsible transportation solutions.



Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



	FY24	FY25 target	FY25	FY26
Approved suppliers with sustainability criteria	32,94%	50%	34%	40%
% of professionals who completed the compliance course	80,15%	90%	96%	97%
% of professionals who completed the security course	N/A	90%	92%	93%

The green traffic light (🟢) indicates that the FY25 target has been met.

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Awards & recognition

In 2025, NTT DATA Ecuador continued to reinforce its commitment to people and innovation through recognitions.

Great Place to Work™

Recognizes the organization as an outstanding workplace, highlighting its commitment to well-being, organizational culture, and the experience of its professionals.

Great Place to Work™ for Women

Recognizes the organization's commitment to equity, inclusion, and creating a work environment that supports women's professional development.



Top Employer Ecuador

Recognition that certifies excellence in talent management and workplace practices.

Industry Partner of the Year – AWS

NTT DATA was recognized as Industry Partner of the Year in the Latin America Financial Services category. Its role in accelerating innovation and developing solutions on Amazon Web Services was highlighted.

Certifications

The certifications obtained demonstrate the commitment to recognized standards and continuous improvement in key areas such as sustainability, quality, and management systems.

ISO 14001 – Environmental Management System (Quito)

Certifies an environmental management system aimed at minimizing environmental impact.

ISO 9001 – Certification for Quality Management Systems

Ensures consistent service quality and continuous improvement processes

ISO 27001 – Certification in Information Security Management Systems

Ensures the protection of information assets and cybersecurity best practices.

47%
area covered by ISO 14001

ISO 37001 – Anti-Bribery Management System

Endorses the implementation of an Anti-Bribery Management System, reinforcing the organization's commitment to ethics, transparency, compliance, and the prevention of corruption risks.

ISO 42001 – AI Management Systems

Certifies the responsible management of artificial intelligence systems, ensuring their ethical and safe use.

People Positive

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Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shape a better world for all people by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY24	FY25 target	FY25	FY26
% of women in the workforce	30,27%	35%	28,8%	35%
% of women executives	33%	35%	35%	35%
% of women top executives	0	20%	0	20%
% of people with disabilities	2,48%	3%	3,47%	4%
% of professionals participating in social and/or environmental initiatives	8%	9,7%	6,67%	10%
% of professionals who think NTT DATA is a sustainable company	82%	85%	94%	95%
% of professionals trained in sustainability	-	40%	97%	97%

The green traffic light (🟢) indicates that the FY25 target has been met.
Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Workforce distribution

The talent of our professionals is key to the development of NTT DATA. The following section presents the evolution of the workforce over the last three fiscal years, with a breakdown by gender, age, and professional category.

62
interns

29%
interns who joined the workforce

9
internal promotions

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
SENIOR MANAGER	30-50	0	1	**1**	0	1	1	0	1	**1**
MANAGER	30 – 50	5	8	**13**	0	1	1	2	2	**4**
	< 30	0	0	**0**	4	6	10	0	1	**1**
PROFESSIONAL	> 50	6	6	**12**	6	4	10	3	3	**6**
	30-50	36	119	**155**	37	108	145	38	84	**122**
	< 30	6	33	**39**	9	39	48	9	33	**42**
JUNIOR	> 50	2	2	**4**	3	3	6	1	1	**2**
	30-50	15	29	**44**	24	44	68	12	33	**45**
	< 30	38	69	**107**	39	75	114	28	42	**70**
TOTAL ECUADOR		**108**	**267**	**375**	**122**	**281**	**403**	**93**	**200**	**293**

Hires

Attracting diverse and specialized talent is a pillar of NTT DATA's development. The combination of new hiring processes and internal referral programs helps build teams prepared to respond to the challenges of the future. The following is a breakdown of FY25 hires by gender, age group, and professional category.

9,32%

professionals hired through internal referrals

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
MANAGER	30 – 50	2	4	**6**
PROFESSIONAL	30-50	5	22	**27**
	< 30	7	15	**22**
JUNIOR	30-50	7	6	**13**
	< 30	20	30	**50**
TOTAL ECUADOR		**41**	**77**	**118**



Initiatives for professionals

Through internal initiatives, NTT DATA Ecuador promotes a professional experience centered on well-being, connection, and a sense of belonging.

Comprehensive wellness campaigns

Campaigns on sexual and reproductive health, well-being, healthy living, financial education, and influenza prevention. These actions included talks, rapid tests, protection kits, mindfulness workshops, active breaks, training sessions, nutrition activities, and vaccination days, fostering healthy habits and a culture of self-care.



5
campaigns

Health and prevention

Health care through corporate medical insurance at no cost to professionals, periodic medical checkups, and care provided by an occupational physician. These measures strengthen the protection of physical health and the overall well-being of teams.

Financial Wellness

NTT DATA Ecuador offers benefits aimed at supporting professionals' financial stability, such as salary advances, employee loans, and advances on décimos. These initiatives help respond to unforeseen needs or emergency situations, providing financial support alternatives regulated by internal policies and aligned with the company's commitment to the well-being of its talent.

NTT Bonus Club

Through NTT BONUS CLUB, professionals and their families have access to agreements with health, education, and service providers, extending the company's support beyond the workplace.

> 25
agreements



Personal accompaniment

A gift and welcome message are provided upon the birth of a child, reinforcing closeness with people.



Training

During FY25, NTT DATA Ecuador maintained its commitment to continuous talent development, allocating 322.479 € to training and reaching a total of 12.157 training hours.

The company maintained an average of 32 training hours per professional, consolidating a sustained commitment to continuous learning and to strengthening high-value technical, digital, and cross-functional capabilities.

12.157 h

of training

322.479 €

investment in training

32 h

average training per professional



DEI initiatives

NTT DATA Ecuador promotes diversity, equity, and inclusion initiatives aimed at building safer, more participatory, and more representative work environments, promoting female leadership, internal awareness, and professionals' sense of belonging.

Tech Leaders Program

A virtual space was developed to promote gender equity and female leadership in the technology sector through the exchange of experiences and best practices among women leaders.



45

attendees

Diversity, Equity & Inclusion Program

A space to share the actions carried out, plan, and define the next steps to continue building safe, inclusive spaces with a positive impact for all professionals.

> 140

virtual and in-person attendees







NTT DATA Ecuador
Impact data

In FY25, NTT DATA Ecuador reinforced its commitment to positive impact on society through a diverse agenda of external initiatives, combining corporate volunteering and non-monetary donations.

The fiscal year stands out for the following milestones:

IMPACT INITIATIVES

7 initiatives

25 volunteers

> 75 people benefited

57 people benefited by digital impact initiatives

NON-MONETARY DONATIONS

255 items donated

150 kg donated







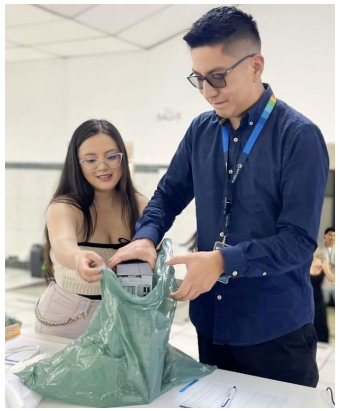


Social and environmental impact initiatives

Electronics Recycling

The company developed an equipment recycling campaign focused on the proper management of technology waste. This initiative promoted environmental awareness among professionals, encouraging more responsible practices aligned with a corporate culture committed to sustainability.





20,7 kg
collected

Generative AI in Education

NTT DATA Ecuador promoted initiatives aimed at strengthening employability and digital education. In collaboration with the NGO Second Chances, it trained young people in preparing résumés, job interviews, and the use of AI for job searches. It also participated in training on Generative Artificial Intelligence for 25 public school teachers, providing its offices as a learning space.

25
teachers benefited



12
young people benefited



Non-monetary donations

School Supply Collection

A school supplies collection campaign reached 175 donated items for the benefit of Fundación Second Chances. This initiative helped support access to educational resources for children and young people.

175
school supplies



Collection of non-perishable food

NTT DATA Ecuador carried out a non-perishable food collection campaign, reaching 80 donated units. The initiative sought to support the basic needs of vulnerable communities, reinforcing a culture of solidarity and social participation among professionals.



80
non-perishable food items

Clothing and toy collection

A solidarity campaign collected clothing and toys in good condition, reaching 150 kg. This action enabled professionals to support Fundación Second Chances in distributing them to vulnerable communities during Christmas.

150 kg
of clothing and toys



NTT DATA Ecuador Foundation

11 Total volunteers

NTT DATA eAwards

International recognition for entrepreneurs with innovative, scalable, and sustainable projects that use technology to generate social and environmental impact.

Each country selects its winner, who advances to the global final in Spain, where they compete for 100.000 euros in non-reimbursable funding and specialized mentoring.

Finalists also participate in “Semana de la Innovación,” an intensive acceleration program with training, meetings with investors, and sessions with key stakeholders to support the growth of their projects.



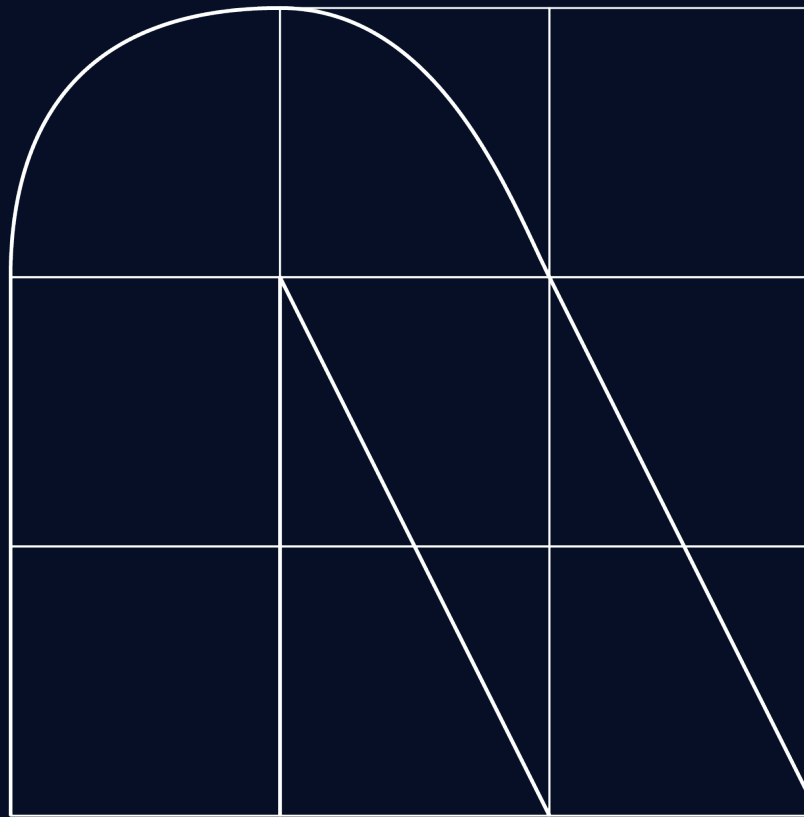
36 people registered

32 volunteer hours

The winning project, **Nina**, consists of a non-invasive system for the early detection of the Human Papillomavirus, capable of delivering results in minutes. It represented Ecuador in the international final held in Lima, Peru.

NTT DATA

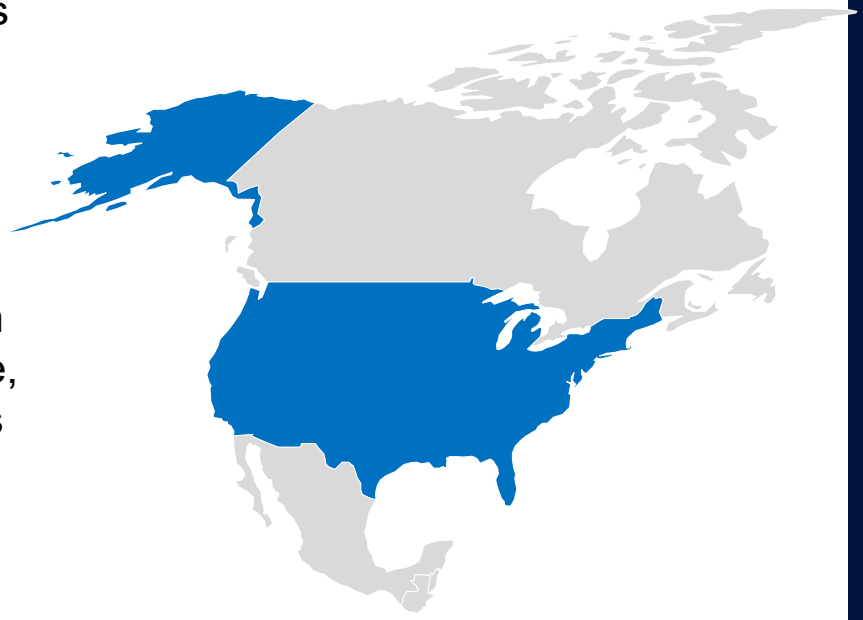
United States Of America



NTT DATA Europe & Latam Branch in USA

NTT DATA Europe & Latam Branch in USA acts as a strategic connection point between NTT DATA's capabilities in Europe and Latin America and the United States market.

The organization facilitates the development of digital transformation projects in areas such as consulting, technology modernization, application development, cloud services, artificial intelligence, data analytics, and cybersecurity. It also supports clients with global operations, fostering collaboration among multidisciplinary teams and the transfer of knowledge across regions.



77,4 M€
in annual revenue

146
professionals

Presence in **5**
cities

4
certifications and partnerships

Key sustainability indicators for NTT DATA Europe & Latam Branch in USA

Planet Positive

	FY24	FY25 target	FY25	FY26
Total carbon footprint (tCO2e)	1.004	958	**5.630**	5.519
Carbon footprint per professional (tCO2e)	7,61	7,26	**38,04**	37,29
% renewable energy	0%	83%	**100%**	100%
Carbon footprint from business travel/professional (tCO2e)	5,82	5,65	**2,51**	2,46

Prosperity Positive

	FY24	FY25 target	FY25	FY26
Approved suppliers with sustainability criteria	21%	30%	**43%**	45%
of professionals who completed the compliance course	43%	90%	**94,48%**	95%
% of professionals who completed the security course	N/A	90%	**86%**	90%

People Positive

	FY24	FY25 target	FY25	FY26
% of women in the workforce	27,2%	26%	**28,57%**	28%
% of women executives	17%	35%	**22%**	35%
% of women top executives	0	20%	**0**	20%
% of people with disabilities	0	0,5%	**0**	1%
% of professionals participating in social and/or environmental initiatives	18%	20%	**21,7%**	25%
% of professionals who think NTT DATA is a sustainable company	69%	72%	**100%**	100%
% of professionals trained in sustainability	-	40%	**2,05%**	40%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Set an example to transform industries positively by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY24	FY25 target	**FY25**	FY26
Total carbon footprint (tCO2e)	1.004	958	**5.630**	5.519
Carbon footprint per professional (tCO2e)	7,61	7,26	**38,04**	37,29
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The green traffic light (🟢) indicates that the FY25 target has been met.

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United States FY25 carbon footprint

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the highest-impact sources. In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1) and professionals' business travel (Category 6), complemented by maintaining a renewable electricity procurement strategy and progressively electrifying the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: direct emissions — 0,30% tCO_2e

Main source of Scope 1 emissions: owned vehicle fleet.

Scope 2: indirect emissions from purchased energy — 0% tCO_2e

Thanks to 100% renewable electricity consumption.

Scope 3: indirect emissions in the value chain — 99,70% tCO_2e

Travel — 8,17% tCO_2e

- Business travel
- Employee travel to work and teleworking

Fuel- and energy-related activities — 0,17% tCO_2e

Supply chain — 91,36% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life of sold products

UNITED STATES	FY25 Market Based	FY25 Locat Based	Units
Scope 1 GHG emissions	**17**	**17**	**tCO2e**
Stationary combustion	-	-	tCO2e
Mobile combustion	17	17	tCO2e
Refrigerant gas leaks	-	-	tCO2e
Scope 2 GHG emissions	**0**	**17**	**tCO2e**
GHG emissions from electricity consumption	0	17	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**5.613**	**5.613**	**tCO2e**
1. Purchase of Goods and Services	5.143	5.143	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	10	10	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	371	371	tCO2e
7. Employee travel to work and teleworking	89	89	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**5.630**	**5.646**	**tCO2e**
Total GHG emissions avoided	**51**	**51**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**38,04**	**38,15**	**tCO2e/ professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates.

38,04 tCO2e/employee

17 tCO2e reduced

51 tCO2e avoided

GREENHOUSE GAS PROTOCOL

Energy consumption

During FY25, NTT DATA in the United States took measures to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 17 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

UNITED STATES	FY24	FY25	Units	% Change
Total energy consumption from fossil sources	**66**	**0**	**MWh**	**-100%**
Natural gas	-	-	MWh	-
Diesel	-	-	MWh	-
Purchased electricity from fossil sources	66	0	MWh	-100%
District heating/cooling from non-renewable sources	-	-	MWh	-
Total energy consumption from renewable sources	**0**	**63**	**MWh**	-
Purchased electricity from renewable sources	0	63	MWh	-
Self-generated electricity consumption	-	-	MWh	-
Percentage of total electricity from renewable sources	**0%**	**100%**	**%**	**100%**
Percentage of total energy from renewable sources	0%	100%	%	100%
Total energy consumption	**66**	**63**	**MWh**	**-6%**
Total energy consumption KPI	**0,50**	**0,42**	**MWh/ profesional**	**-16%**
Total energy consumption KPI	**0,15**	**0,14**	**MWh/m2**	**-6%**

100%
Renewable electricity

17
tCO2e reduced

Water consumption

Given the nature of its business model, which is mainly focused on the provision of IT services, water consumption is not one of the environmental vectors with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed at NTT DATA offices in the United States came from local supply networks.

NTT DATA continues to assess opportunities to improve the environmental performance of its real estate portfolio by integrating efficiency and responsible resource consumption criteria into the management of its assets and workspaces. This approach enables progress toward an increasingly efficient operating model, aligned with corporate sustainability and long-term value creation commitments.

UNITED STATES	FY24	FY25	Units	% Change
Water consumption	276	210	m3	-24%
Total water consumption per professional	**2,09**	**1,42**	**m3/professional**	**-32%**

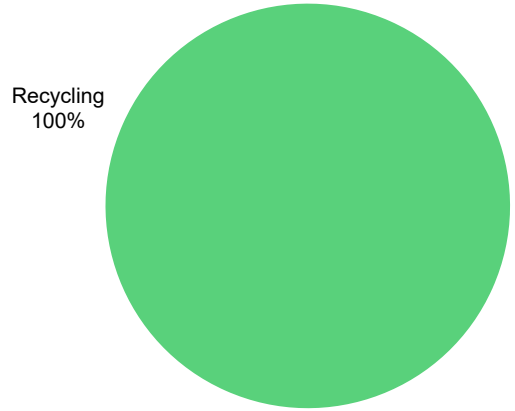


Waste management

As part of its circular economy strategy, NTT DATA in the United States has continued to strengthen the monitoring and management of waste generated in its operations.

In line with the distribution of operational activity, regarding treatment, 100% of the waste generated was recycled or reused and diverted from landfill.

United States FY25: % waste distribution by treatment



	FY24	FY25	Units	% Change
Non-hazardous waste	**0,58**	**0,05**	**t**	**-92%**
Reuse	-	-	t	-
Recycling	0,58	0,05	t	-92%
Composting	-	-	t	-
Incineration with energy recovery	-	-	t	-
Incineration without energy recovery	-	-	t	-
Anaerobic digestion	-	-	t	-
Landfill	-	-	t	-
Hazardous waste	**-**	**-**	**t**	**-**
Reuse	-	-	t	-
Recycling	-	-	t	-
Composting	-	-	t	-
Incineration with energy recovery	-	-	t	-
Incineration without energy recovery	-	-	t	-
Anaerobic digestion	-	-	t	-
Landfill	-	-	t	-
Total waste generated	**0,58**	**0,05**	**t**	**-92%**
Total waste generated/professional	0,002	0,0003	t/professional	-80%
% Waste diverted from landfill	100%	100%	%	0%
% Waste recycled/reused	100%	100%	%	0%

100%

Waste recycled/reused and diverted from landfill

Circular economy and sustainable mobility initiatives

During FY25, NTT DATA promoted responsible management, combining the recycling of technology equipment with secure data destruction.

During FY25, the secure destruction of 43 corporate devices, mainly hard drives, was ensured through processes aligned with the NIST 800-88 standard, guaranteeing the irreversible elimination of information before subsequent management or donation.

As a result, more than 73 kg of electronic waste was responsibly managed, promoting the proper reuse and recycling of equipment, avoiding environmental risks, and encouraging circularity in the use of technology resources.



NTT DATA promotes the use of public transportation through specific solutions that facilitate its adoption.

Through commuter benefit solutions managed by WEX, which allow pre-tax income to be allocated to mobility expenses, a real alternative to private vehicles is encouraged.

This initiative not only facilitates individual savings, but also contributes to reducing emissions associated with daily commuting, fostering more sustainable mobility habits.

FLEXIBLE SPENDING ACCOUNTS (FSA)

wex

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shape a better world for all people by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY24	FY25 target	FY25	FY26
% of women in the workforce	27,2%	26%	28,57%	28%
% of women executives	17%	35%	22%	35%
% of women top executives	0	20%	0	20%
% of people with disabilities	0	0,5%	0	0,5%
% of professionals participating in social and/or environmental initiatives	18%	20%	21,7%	25%
% of professionals who think NTT DATA is a sustainable company	69 %	72%	100%	100%
% of professionals trained in sustainability	-	40%	2,05%	10%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Workforce distribution

At NTT DATA, talent is the engine of transformation. Promoting the ongoing incorporation of talent and encouraging internal growth make it possible to build diverse teams that generate innovation, quality employment, and a positive impact on society. The following section details the composition of the workforce by gender, age group, and professional category.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	2	2	0	1	1	0	1	1
	30-50	0	4	4	0	4	4	0	3	3
SENIOR MANAGER	> 50	2	1	3	0	1	1	0	0	0
	30-50	0	11	11	0	6	6	1	7	8
MANAGER	> 50	2	5	7	3	3	6	0	2	2
	30 – 50	8	25	33	4	23	27	4	19	23
	< 30	0	0	0	0	1	1	0	1	1
PROFESSIONAL	> 50	4	4	8	1	6	7	1	6	7
	30-50	14	26	40	17	29	46	16	22	38
	< 30	1	4	5	0	4	4	1	3	4
JUNIOR	> 50	2	10	12	2	8	10	2	8	10
	30-50	6	11	17	6	7	13	5	5	10
	< 30	3	1	4	3	3	6	7	3	10
TOTAL		**42**	**104**	**146**	**36**	**96**	**132**	**37**	**80**	**117**

19

internal promotions

The NTT DATA office in the U.S. also has a large external staff team of more than 240 professionals, complemented by 10 expatriates and the support of a specialized team of more than 60 people in the Mexico Hub for the U.S.

Hires

Attracting diverse and specialized talent is a pillar of NTT DATA's development. The combination of new hiring processes and internal referral programs helps build teams prepared to respond to the challenges of the future. The following section details the composition of new hires by gender, age group, and professional category for FY25.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	1	0	1
	30-50	0	1	1
MANAGER	> 50	0	2	2
	30 – 50	2	4	6
PROFESSIONAL	> 50	1	0	1
	30-50	1	4	5
	< 30	1	1	2
JUNIOR	> 50	2	0	2
	30-50	1	4	5
	< 30	3	6	9
TOTAL		**12**	**22**	**34**

Training

In FY25, NTT DATA in the U.S. reinforced its commitment to talent development through a significant investment in training, which reached 33.816 euros and resulted in 758 training hours, with an average of 5 hours per professional.

This effort highlights the strategic priority of strengthening team capabilities and supporting the evolution of the business in a constantly transforming environment.

758 h
of training

33.816 €
investment in training

5 h
average training per professional

Impact data

In FY25, NTT DATA maintained its commitment to generating a positive impact on society, continuing to promote social initiatives and pro bono projects.

The fiscal year reflects the continuity of this effort and the intention to continue strengthening its contribution to the communities where it operates, focusing on the consolidation and evolution of its initiatives.

PRO BONO

2 pro bono projects

>160 hours invested

IMPACT INITIATIVES

2 initiatives

>30 volunteers

Pro bono projects

fAIr Tech Radar

The fAIr Tech Radar, developed by BID Lab, the innovation and entrepreneurship laboratory of the Inter-American Development Bank Group, analyzes the level of adoption and maturity of artificial intelligence in Latin America and the Caribbean, combining technical capabilities with responsible use criteria such as ethics, governance, and inclusion.

NTT DATA participates as a strategic partner in developing the analysis, generating recommendations, and disseminating the study results. The study shows relevant progress in the region, although challenges remain in developing robust governance frameworks. NTT DATA helps translate the findings into concrete actions and promote a more responsible, inclusive, and sustainable use of AI in the regional ecosystem, with around 120 pro bono hours invested in the initiative.



LAC AI Acelerador

The Acelerador de IA para América Latina y el Caribe (LAC AI Accelerator) is a regional initiative led by the World Bank Group (WBG) to promote the practical adoption of artificial intelligence across Latin America and the Caribbean (LAC), with a particular focus on the public sector.

In this context, NTT DATA plays a key role in assessing AI maturity and the institutional readiness of participating organizations, analyzing aspects such as data governance, capabilities, and infrastructure. Through these assessments and the definition of roadmaps, it helps turn initiatives into scalable solutions and facilitates the responsible and sustainable adoption of AI in the region, with around 40 pro bono hours invested.



Social impact initiatives

Adopt-A-Family

In collaboration with the Fairfax County Department of Family Services, this initiative helps meet the basic needs of vulnerable families, especially during the holiday season.

As part of a collective effort together with 882 companies, the program generated a direct impact on 2.096 children and 1.019 families.

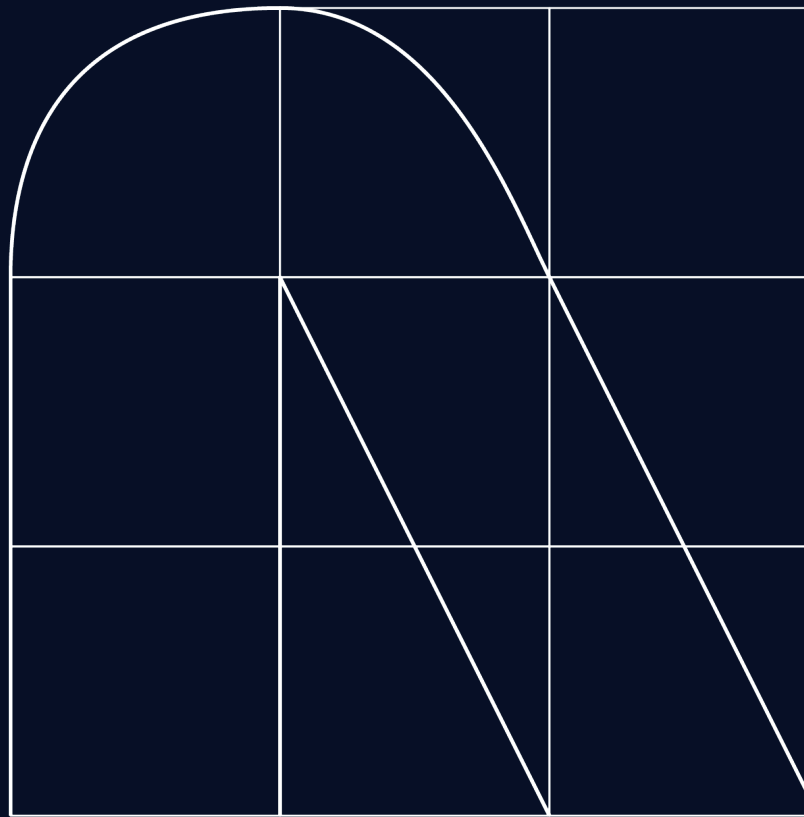
Corporate volunteering helped channel the delivery of food, clothing, and toys, with around 30 volunteers involved, reinforcing the commitment to social inclusion and sustained support for local communities.







Mexico



NTT DATA Mexico

With more than 20 years of experience in the country, NTT DATA Mexico has established itself as one of the leading consulting and technology services companies in the market, supporting organizations in their digital transformation processes. With more than 2.300 professionals, the company combines knowledge of the local environment with the global capabilities of the Group to develop innovative solutions that drive its clients' competitiveness and sustainable growth.

NTT DATA Mexico offers a broad portfolio of services that includes strategic consulting, application development, cloud, artificial intelligence, data analytics, cybersecurity, technology infrastructure, and BPO, responding to the challenges of key sectors such as banking, insurance, telecommunications, industry, and energy. Its commitment to innovation, talent development, and shared value creation contributes to strengthening Mexico's digital ecosystem and to the country's economic and social progress.



+196 M€
in annual revenue

2.347
professionals

Presence in **5**
cities

6
Awards and recognitions

Key sustainability indicators for Mexico

Planet Positive

	FY25 target	FY25	FY26
Total carbon footprint (tCO2e)	3.138	**62.693**	61.464
Carbon footprint per professional (tCO2e)	1,38	**26,71**	26,19
% renewable energy	83%	**100%**	100%
Carbon footprint from business travel/professional (tCO2e)	0,24	**0,33**	0,32

Prosperity Positive

	FY25 target	FY25	FY26
Approved suppliers with sustainability criteria	50%	**58%**	60%
of professionals who completed the compliance course	97%	**97,80%**	98%
% of professionals who completed the security course	90%	**83%**	90%

People Positive

	FY25 target	FY25	FY26
% of women in the workforce	35%	**33,78%**	35%
% of women executives	35%	**33,33%**	35%
% of women top executives	20%	**0**	20%
% of people with disabilities	0,5%	**0,09%**	1%
% of professionals participating in social and/or environmental initiatives	2%	**2,72%**	4%
% of professionals who think NTT DATA is a sustainable company	89%	**99%**	99%
% of professionals trained in sustainability	40%	**42,18%**	50%

The green traffic light (🟢) indicates that the FY25 target has been achieved.

Note: Details of the strategic indicators, including calculation formulas, term definitions, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Planet Positive

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Set an example to transform industries positively by innovating services and solutions that regenerate our planet.

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- Circularity
- Water management

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Carbon footprint per professional (tCO2e)	1,38	**26,71**	26,19
% renewable energy	83%	**100%** 🟢	100%
Carbon footprint from business travel/professional (tCO2e)	0,24	**0,33**	0,32

The green traffic light (🟢) indicates that the FY25 target has been achieved.

Note: Details of the strategic indicators, including calculation formulas, term definitions, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Mexico FY25 carbon footprint

The FY25 carbon footprint analysis made it possible to identify the areas with the greatest emissions reduction potential, guiding the company's decarbonization roadmap toward the highest-impact sources. In line with this approach, the main initiatives will focus on managing emissions derived from the purchase of goods and services (Category 1) and reselling activities (Categories 11 and 12), complemented by maintaining a renewable electricity procurement strategy and progressively electrifying the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: direct emissions — 0,12% tCO_2e

Main source of Scope 1 emissions: owned vehicle fleet

Scope 2: indirect emissions from purchased energy — 0% tCO_2e

Thanks to 100% renewable electricity consumption.

Scope 3: indirect emissions in the value chain — 99,88% tCO_2e

Travel — 3,75% tCO_2e

- Business travel
- Employee travel to work and teleworking

Fuel- and energy-related activities — 0,09% tCO_2e

Supply chain — 96,04% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life of sold products

GREENHOUSE GAS PROTOCOL

MEXICO	FY25 Market-Based	FY25 Location-Based	Units
Scope 1 GHG emissions	**74**	**74**	**tCO2e**
Stationary combustion	0	0	tCO2e
Mobile combustion	74	74	tCO2e
Refrigerant gas leaks	0	0	tCO2e
Scope 2 GHG emissions	**0**	**99**	**tCO2e**
GHG emissions from electricity consumption	0	98	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	0	1	tCO2e
Scope 3 GHG emissions	**62.619**	**62.619**	**tCO2e**
1. Purchase of Goods and Services	15.185	15.185	tCO2e
2. Capital Goods	4	4	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	58	58	tCO2e
4. Upstream transportation and distribution	871	871	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	765	765	tCO2e
7. Employee travel to work and teleworking	1.589	1.589	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	44.092	44.092	tCO2e
12. End-of-life treatment of products sold	55	55	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**62.693**	**62.792**	**tCO2e**
Total GHG emissions avoided	**3.909**	**3.909**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**26,71**	**26,75**	**tCO2e/professional**

The location-based approach reflects emissions calculated using average grid electricity factors, while the market-based approach incorporates the specific attributes of contracted energy and acquired energy certificates.

26,71 tCO2e/employee

99 tCO2e reduced

3.909 tCO2e avoided

Energy consumption

During FY25, NTT DATA Mexico took measures to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement is the act that transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Since the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 99 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

MEXICO	FY25	Units
Total energy consumption from fossil sources	**0**	**MWh**
Natural gas	-	MWh
Diesel	-	MWh
Purchased electricity from fossil sources	0	MWh
District heating/cooling from non-renewable sources	-	MWh
Total energy consumption from renewable sources	**204**	**MWh**
Purchased electricity from renewable sources	204	MWh
Self-generated electricity consumption	-	MWh
Percentage of total electricity from renewable sources	**100**	**%**
Percentage of total energy from renewable sources	100	%
Total energy consumption	**204**	**MWh**
Total energy consumption KPI	**0,09**	**MWh/professional**
Total energy consumption KPI	**0,07**	**MWh/m2**

100%
Renewable electricity

99
tCO2e reduced

*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

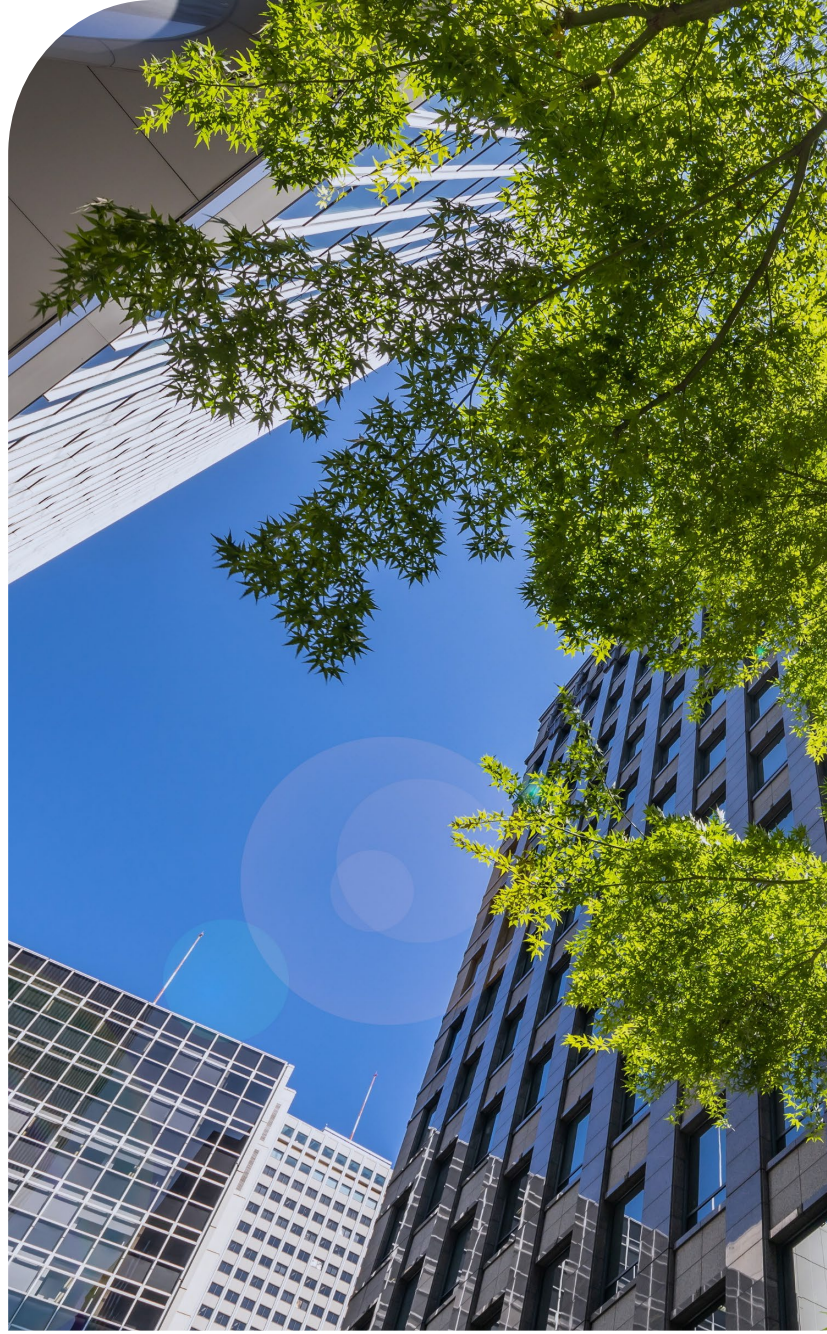
Water consumption

Given the nature of its business model, which is mainly focused on the provision of IT services, water consumption is not one of the environmental vectors with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed at NTT DATA offices in Mexico came from local supply networks.

Although the direct impact associated with water use is limited compared to other environmental categories, NTT DATA continues to promote optimization measures within its building and facilities management strategy. In this regard, Real Estate teams carry out actions aimed at reducing consumption and encouraging more efficient use of the resource by incorporating saving solutions in offices and work centers.

MEXICO	FY25	Units
Water consumption	1.244	m3
Total water consumption per professional	**0,53**	**m3/professional**



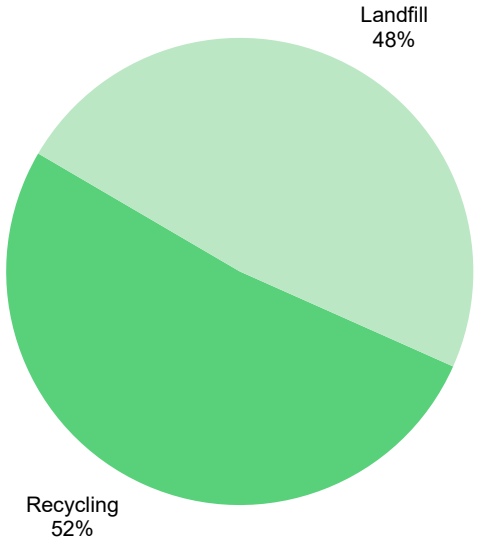
*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Waste management

As part of its circular economy strategy, NTT DATA in Mexico has continued to strengthen the monitoring and management of waste generated in its operations. The analysis was conducted based on the available information scope, and in FY25 the company reported waste information for 100% of its operational offices in the country.

In line with the distribution of operational activity, with regard to treatment, 52% of the waste generated was recycled or reused, while 52% of waste was diverted from landfill through various recovery and management alternatives.

México FY25: % waste distribution by treatment



MEXICO	FY25	Units
Non-hazardous waste	**6,06**	**t**
Reuse	-	t
Recycling	3,14	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	2,93	t
Hazardous waste	**-**	**t**
Reuse	-	t
Recycling	-	t
Composting	-	t
Incineration with energy recovery	-	t
Incineration without energy recovery	-	t
Anaerobic digestion	-	t
Landfill	-	t
Total waste generated	**6,06**	**t**
Total waste generated/professional	0,0026	t/professional
% Waste diverted from landfill	52	%
% Waste recycled/recovered	52	%

52%
Waste recycled/reused and diverted from landfill

*FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

NTT DATA Mexico systematically manages its environmental aspects to continuously improve its performance and reduce its impact.

Identification and management of environmental aspects

Environmental aspects are identified on a recurring basis within the framework of the environmental management system in accordance with ISO 14001.

This process is carried out continuously and systematically, making it possible to detect, review, and update the main aspects related to consumption and waste generation.

Its objective is to monitor the organization’s environmental performance annually and facilitate the definition of improvement actions that contribute to more efficient and sustainable management.



Circular economy initiatives

NTT DATA Mexico promotes good environmental practices through recycling and measurement initiatives that contribute to more sustainable management.

Waste measurement and management

A system was established to manage and measure waste generated at the Torre Reforma Latino office, through classification and weighing for monitoring and continuous improvement purposes.

This mechanism is part of the environmental management system certified under ISO 14001. During the period, 165 kg of hazardous waste and 2.714 kg of non-hazardous waste were recorded.



Circular Management of WEEE Waste

Waste electrical and electronic equipment (WEEE) is delivered to a specialized supplier for collection and treatment. The process includes the selection, dismantling, and prior recycling of plastics, materials, and reusable components before final destruction.

160

kg of WEEE recycled

Coffee capsule recycling

Coffee capsules generated in offices are collected and sent to authorized centers for recycling, supporting the reuse of materials.

137

kg recycled from capsules

Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



Transform business and society for successful growth through sustainable services and solutions.

- Innovation through technology
- Responsible technology and ethical AI
- Sustainable supply chain
- Digital security and reliability
- Safe services and solutions, and sustainable by design

	FY25 target	FY25	FY26
Approved suppliers with sustainability criteria	50%	58%	60%
% of professionals who completed the compliance course	97%	97,80%	98%
% of professionals who completed the security course	90%	83%	90%

The green traffic light (🟢) indicates that the FY25 target has been achieved.

Note: Details of the strategic indicators, including calculation formulas, term definitions, and interpretation criteria, are available in Appendix 3.

FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Awards & recognition

During FY25, NTT DATA Mexico consolidated its positioning through recognitions that endorse its performance in sustainability, ethics, and technological excellence.



NTT DATA Mexico once again achieved the highest score in the HRC Equidad MX 2025 and 2026 index, consolidating its position as a benchmark in LGBTQ+ inclusion.



Distinction as one of the Most Ethical Companies for its strong culture of ethics, compliance, and transparency in business management.



Recognition as a Socially Responsible Company.



Recognition as Partner of the Year, standing out in key areas such as cloud, AI, managed services, and commercial performance.

NTT DATA Mexico was recognized as Industry Partner of the Year in the Latin America Financial Services category. Its role in accelerating innovation and developing solutions on Amazon Web Services was highlighted.



The NetApp Sales Champion Award FY2025 recognizes excellence in promoting and commercializing technology solutions.

Certifications

NTT DATA Mexico reinforces its commitment to quality, sustainability, and security through the adoption of international management standards.

ISO 14001

Certification that endorses NTT DATA Mexico's environmental management through the control and continuous improvement of its environmental aspects, including waste management.

EcoVadis – Committed Medal

Assessment granted by EcoVadis as part of a client's sustainable value chain program, recognizing NTT DATA Mexico's sustainability performance.

ISO 20400

Sustainable procurement standard that promotes the integration of environmental, social, and economic criteria into purchasing processes.

UNE 15896

Responsible procurement guide that promotes the incorporation of sustainability criteria into the supply chain and purchasing decisions.

47%

Floor area covered by ISO 14001



ISO 9001

Certification that guarantees process quality and the organization's ability to meet its clients' needs.

ISO 27001

Standard that ensures the confidentiality, integrity, and availability of the information managed by the organization.

ISO 20000-1

Certification that accredits quality in the management of information technology services, aligned with client needs.

ISO 42001 – AI Management Systems

Certifies the responsible management of artificial intelligence systems, ensuring their ethical and safe use.

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shape a better world for all people by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY25 target	FY25	FY26
% of women in the workforce	35%	33,78%	35%
% of women executives	35%	33,33%	20%
% of women top executives	20%	0	20%
% of people with disabilities	0,5%	0,09%	1%
% of professionals participating in social and/or environmental initiatives	2%	2,72%	4%
% of professionals who think NTT DATA is a sustainable company	89%	99%	99%
% of professionals trained in sustainability	40%	42,18%	50%

The green traffic light (🟢) indicates that the FY25 target has been achieved.
Note: Details of the strategic indicators, including calculation formulas, term definitions, and interpretation criteria, are available in Appendix 3.
FY24 data has not been included, as the corresponding information is not available for the legal entities added to the new analysis and reporting scope of this report.

Workforce distribution

At NTT DATA, talent is the engine of transformation. Promoting the ongoing incorporation of young and multigenerational talent, fostering continuous learning, and encouraging internal growth make it possible to build diverse teams that generate innovation, quality employment, and a positive impact on society. The following analysis shows its evolution across FY23, FY24, and FY25, with a detailed breakdown by gender, age group, and professional category.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	4	4	0	2	2	0	2	2
	30-50	0	9	9	0	6	6	0	4	4
SENIOR MANAGER	> 50	3	16	19	2	5	7	2	7	9
	30-50	7	13	20	5	20	25	4	17	21
MANAGER	> 50	5	26	31	4	17	21	3	22	25
	30 – 50	67	115	182	61	125	186	71	122	193
	< 30	4	2	6	2	5	7	1	12	13
PROFESSIONAL	> 50	15	52	67	12	30	42	12	17	29
	30-50	280	510	790	216	391	607	180	368	548
	< 30	78	183	261	94	213	307	85	219	304
JUNIOR	> 50	18	33	51	15	42	57	16	61	77
	30-50	184	250	434	190	262	452	208	304	512
	< 30	132	341	473	153	403	556	198	430	628
TOTAL		**793**	**1.554**	**2.347**	**754**	**1.521**	**2.275**	**780**	**1.585**	**2.365**

Note: The variation observed in FY25 data is largely explained by the integration of other business units within NTT DATA Mexico. As a result, year-over-year comparability with FY24 and FY23 figures should be analyzed with this context in mind.

77
Interns

55%
Interns who joined the workforce

185
Internal promotions

Hires

Attracting diverse and specialized talent is a pillar of NTT DATA's development. The combination of new hiring processes and internal referral programs helps build teams prepared to respond to the challenges of the future. The following is a breakdown of FY25 hires by gender, age group, and professional category.

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR MANAGER	> 50	2	12	14
	30-50	1	3	4
MANAGER	> 50	1	9	10
	30 – 50	13	19	32
	< 30	1	2	3
PROFESSIONAL	> 50	2	16	18
	30-50	53	94	147
	< 30	19	54	73
JUNIOR	> 50	5	9	14
	30-50	37	57	94
	< 30	53	113	166
TOTAL		187	388	575

9,2%

professionals hired through internal referrals

Initiatives for professionals

NTT DATA Mexico promotes the well-being, work-life balance, and engagement of its professionals through initiatives that strengthen their comprehensive development.

Well-being and comprehensive health

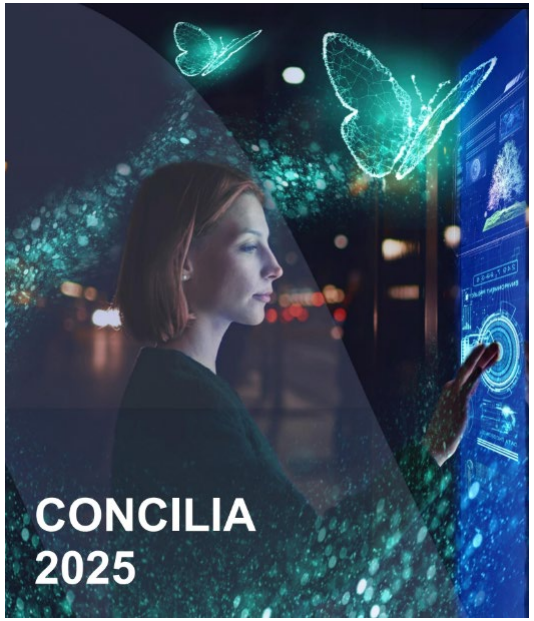
NTT DATA Mexico promotes the physical, emotional, and mental well-being of its professionals through initiatives focused on comprehensive health. These include wellness talks, designed to promote balance and provide tools to improve quality of life.

These actions are complemented by activities such as yoga classes, focused on self-care and personal connection, and self-defense classes, held as part of International Women's Day to foster safety, empowerment, and confidence among female employees.

Organizational culture and work-life balance

A flexible and balanced work environment is promoted through policies and programs that facilitate work-life balance. These include the Remote Work Policy, the Disconnection Policy, and the Flexible Hours Policy.

These initiatives are complemented by the Concilia Policy, which brings together flexibility and support measures for personal and family situations, reinforcing a culture based on trust, well-being, and work-life balance.



Concilia Policy 2025



Communication – self-defense class



Yoga Class

Employee development and support

NTT DATA Mexico provides tools and initiatives that support professionals' stability and personal development, helping improve their financia well-being and quality of life. The collaboration with MINU as a financial well-being platform stands out.



Internal communication and engagement

NTT DATA Mexico reinforces team alignment and engagement through spaces for transparent communication and collaboration, such as All Hands sessions, where progress, results, and strategic priorities are shared with all professionals. In FY25, All Hands Mexico had 110 in-person attendees and 323 attendees via the event broadcast.

These initiatives foster participation, teamwork, and understanding of the organization's objectives.



All Hands Session

Training

During FY25, NTT DATA Mexico* reinforced its commitment to talent development, investing 1,58 million euros* in training and accumulating a total of 47.417 training hours.

This effort reflects the company's commitment to enhancing the technical, digital, and cross-functional capabilities of its professionals in an environment marked by the transformation of business needs and the consolidation of new reporting approaches.

47.417 h
of training

1.587.471 €
investment in training*

22 h
average training per professional

*The investment in training does not include information from NTT México Commerce Centre S.A. due to the ongoing integration process.

DEI Initiatives

NTT DATA Mexico's commitment to diversity and inclusion is reflected in actions that promote awareness, female leadership, and structured management of the Diversity, Equity, and Inclusion (DEI) approach.

Awareness and inclusive culture

NTT DATA Mexico's commitment to diversity and inclusion is reflected in initiatives that promote awareness and positioning on this topic. These include its renewed affiliation as a sponsor of the Pride Connection Mexico 2025 network, an initiative promoted by ComproDiverso to advance diversity.

In addition, initiatives are developed to promote awareness and inclusive leadership, such as participation in the "Breakfast with Pride" panel and the organization of the webinar "Diversity as a Strategic Pillar," focused on reinforcing diversity as a driver of innovation within the organization.



International Women's Day communications

COMPRODIVERSO
RED MEXICANA DE COMPRADORES, PROVEEDORES Y RECLUTADORES DIVERSOS

DEI governance and management

The DEI strategy is structured through an internal committee that meets monthly, ensuring ongoing monitoring and progress in this area.

Female leadership and gender equity

Female leadership is promoted through initiatives such as the "Give to Gain" panel and sessions with women leaders where experiences and professional development paths are shared.



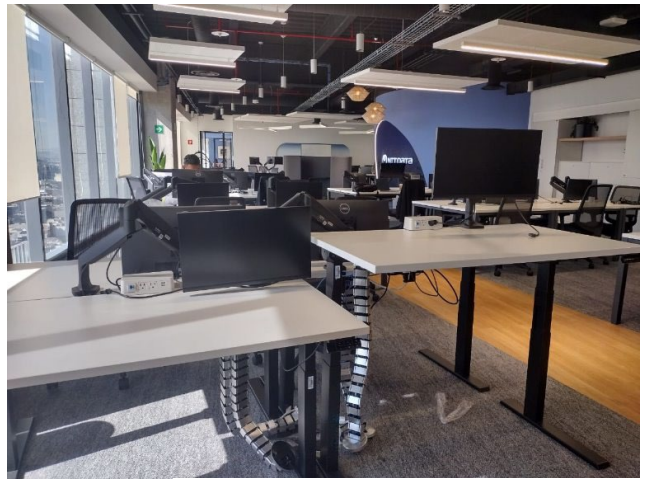
Breakfast with Pride

Accessibility

During FY25, NTT DATA Mexico continued to strengthen the accessibility of its physical and digital spaces, with the aim of facilitating autonomy, mobility, and participation for all people under appropriate conditions.

The Torre Reforma Latino offices in Mexico have:

- **Accessibility adapted for people with reduced mobility, ensuring comfortable circulation for wheelchair users.**
- Braille signage in different access areas, promoting the inclusion of people with visual disabilities.
- Availability of height-adjustable desks adapted to each user's needs to ensure an inclusive work environment.



Adjustable desks



Example of Braille signage

NTT DATA Mexico impact data

In FY25, NTT DATA Mexico continued to advance its commitment to positive impact on society, progressively promoting external initiatives.

The fiscal year reflects several relevant advances, including social impact initiatives in the form of donations.

IMPACT INITIATIVES

4 initiatives

64 volunteers

+1.580 people benefited

MONETARY DONATIONS

64.129 € donated

NON-MONETARY DONATIONS

11 devices donated

Social impact initiatives

Three Kings

NTT DATA Mexico promotes its social responsibility by fostering an organizational culture based on solidarity, empathy, and social commitment through its collaboration with the **Fundación Casa Hogar Ser Humano.**

In this case, the children at the foster home wrote letters to the Three Kings expressing their wishes, which were fulfilled by company professionals.
Each participant selected a letter and helped make the child's wish come true by sending the requested gift.

This action generated a positive impact in the community, strengthened corporate volunteering, and reinforced employees' sense of purpose and pride in belonging.

6 volunteers





Non-monetary donations





During FY25, NTT DATA Mexico donated 11 iPads to the organization **Construyendo México**.

This initiative is aimed at strengthening an educational program by facilitating access to digital tools that support learning and the development of technology skills.

Through this action, a positive impact is generated in the beneficiary community, promoting digital inclusion and reinforcing the organization's commitment to access to educational opportunities, in line with its values and social responsibility strategy.

11

Devices donated

NTT DATA Mexico Foundation

58 volunteers

NTT DATA eAwards

The eAwards are a global initiative of the NTT DATA Foundation that promotes technological innovation with social and environmental impact by identifying and supporting ventures with high transformation potential.

Through this call, innovative projects that use technology to address social and environmental challenges are identified, recognized, and accelerated.

The program connects entrepreneurs with a network of experts, mentors, and visibility opportunities, strengthening solutions with the capacity to generate a positive and scalable impact on society.

40 volunteers

168 volunteer hours

506 enrolled projects



The winning project, Hexa, consists of a bioconversion process that transforms plastic waste into protein and fat as a food supplement. It represented Mexico in the international final held in Lima, Peru.

International Technology Olympiad

Within the framework of the NTT DATA Foundation International Technology Olympiad and in partnership with AT&T, the AT&T Mobile Classroom was launched with the aim of fostering the development of digital skills among children between 7 and 11 years old.

In this edition, more than 500 participants from at least eight Mexican states registered for the program. Of these, 36 children had the opportunity to take part in this educational experience, designed to bring technology closer to young ages in contexts where access to digital resources is limited.

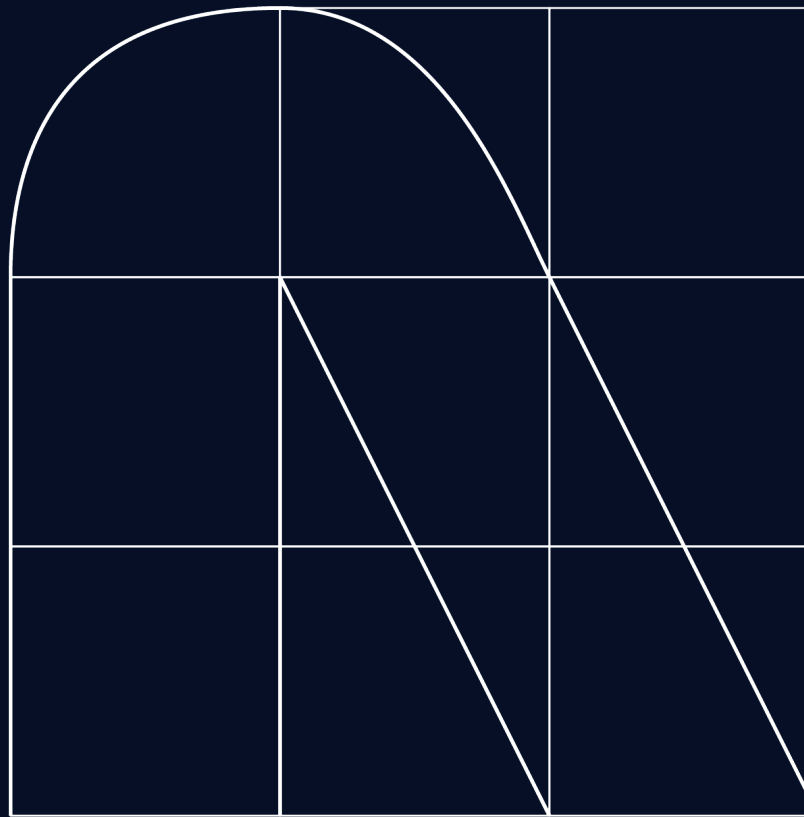
This initiative not only promotes technology learning but also highlights the key role of families and teachers, whose commitment is essential to enhancing the transformative impact of digital education.

To learn more about the experience and impact of the program, the following testimonial video is available: Driving Talent: NTT DATA Foundation International Technology Olympiad + @attmx - YouTube



18 volunteers **80** volunteer hours **1.580** enrolled children

Peru



NTT DATA Peru

With more than two decades of presence in the country, NTT DATA Peru has become a strategic partner for organizations seeking to accelerate their digital transformation and successfully address the challenges of a constantly evolving environment.

The company brings together a team of more than 5.000 professionals who combine local market knowledge with the global expertise and capabilities of NTT DATA Group to drive innovative and sustainable solutions.

Its track record in the Peruvian market has enabled it to participate in highly relevant projects for key sectors of the economy, contributing to process modernization, improved customer experience, and the adoption of new technologies that strengthen organizations' competitiveness. In addition, IDC (International Data Corporation) 2025 positions us as leaders in the IT Consulting and Custom Application Development segments, reflecting our clients' trust and our ability to drive digital transformation in the country.

Through a vision centered on people and innovation, NTT DATA Peru contributes to the development of the country's digital ecosystem and the generation of shared value for society.



#1

IT Consulting y Custom Application Development

5.740

professionals

4

Offices in Lima, Trujillo and Arequipa

+148 M€

In revenue

Key sustainability indicators for Peru

Planet Positive

	FY24	FY25 Target	FY25	FY26
Total carbon footprint (tCO2e)	4.667	4.467	**5.369**	5.264
Carbon footprint per professional (tCO2e)	0,9	0,86	**0,94**	0,92
% renewable energy	0	83%	**100%**	100%
Carbon footprint from business travel / professional (tCO2e)	0,11	0,10	**0,067**	0,065

Prosperity Positive

	FY24	FY25 Target	FY25	FY26
Approved suppliers assessed against sustainability criteria	32,53%	50%	**39%**	40%
of professionals who completed the compliance course	62%	90%	**97,8%**	98%
% of professionals who completed the security course	ND	90%	**80,3%**	90%

People Positive

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	29,94%	35%	**30,02%**	35%
% of female executives	34,93%	35%	**33,65%**	35%
% of women top executives	0	20%	**0**	20%
% of people with disabilities	0,1%	0,5%	**0,09%**	3%
% of professionals participating in social and/or environmental initiatives	3,08%	4%	**2,02%**	5%
% of professionals who think NTT DATA is a sustainable company	88%	90%	**97,81%**	99%
% of professionals trained in sustainability	-	40%	**47,8%**	50%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Planet Positive

Planet Positive is the environmental pillar of NTT DATA's sustainability strategy, through which the company reinforces its commitment to responsible environmental stewardship by integrating innovation and environmental criteria into decision-making to minimize the negative impacts of its activities.



Lead by example to transform industries in a positive way by innovating services and solutions that regenerate our planet.

- Climate change
- Circularity
- Water management

	FY24	FY25 Target	**FY25**	FY26
Total carbon footprint (tCO2e)	4.667	4.467	**5.369**	5.264
Carbon footprint per professional (tCO2e)	0,9	0,86	**0,94**	0,92
% renewable energy	0	83%	**100%**	100%
Carbon footprint from business travel / professional (tCO2e)	0,11	0,10	**0,067**	0,065

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Peru FY25 carbon footprint

The FY25 carbon footprint analysis identified the areas with the greatest emissions reduction potential, guiding Peru's decarbonization roadmap toward the sources with the highest impact. In line with this approach, the main initiatives will focus on managing emissions derived from professionals' business travel (Category 6) and employee commuting to workplaces and teleworking (Category 7), complemented by maintaining a renewable electricity procurement strategy and the progressive electrification of the corporate fleet. These actions will reinforce NTT DATA's progress toward achieving its Net Zero targets.

Scope 1: 1,30% tCO_2e
direct emissions

Main source of Scope 1 emissions: owned vehicle fleet

Scope 2: 0% tCO_2e
indirect emissions from purchased energy

Thanks to 100% renewable electricity consumption.

Scope 3: indirect emissions in the value chain 98,70% tCO_2e

Travel 95,71% tCO_2e

- Business travel
- Employee commuting to workplaces and teleworking

Fuel- and energy-related activities 1,58% tCO_2e

Supply chain 1,41% tCO_2e

- Goods and services
- Capital goods
- Transportation and distribution
- Use and end-of-life treatment of products sold

PERU	FY25 Market Based	FY25 Local Based	Units
Scope 1 GHG emissions	**70**	**70**	**tCO2e**
Stationary combustion	0	0	tCO2e
Mobile combustion	65	65	tCO2e
Refrigerant gas leaks	5	5	tCO2e
Scope 2 GHG emissions	**0**	**150**	**tCO2e**
GHG emissions from electricity consumption	0	150	tCO2e
GHG emissions from district heating/cooling	-	-	tCO2e
GHG emissions from electric mobility	-	-	tCO2e
Scope 3 GHG emissions	**5.300**	**5.300**	**tCO2e**
1. Purchase of Goods and Services	76	76	tCO2e
2. Capital Goods	0	0	tCO2e
3. Fuel and energy-related activities (not included in Scope 1 or Scope 2)	85	85	tCO2e
4. Upstream transportation and distribution	0	0	tCO2e
5. Waste generated in operations	-	-	tCO2e
6. Business travel	382	382	tCO2e
7. Employee travel to work and teleworking	4.757	4.757	tCO2e
8. Upstream leased assets	-	-	tCO2e
9. Downstream transportation and distribution	0	0	tCO2e
10. Processing of sold products	-	-	tCO2e
11. Use of sold products	0	0	tCO2e
12. End-of-life treatment of products sold	0	0	tCO2e
13. Downstream leased assets	0	0	tCO2e
14. Franchises	-	-	tCO2e
15. Investments	0	0	tCO2e
Total GHG emissions	**5.369**	**5.519**	**tCO2e**
Total GHG emissions avoided	**3.432**	**3.432**	**tCO2e**
Total GHG emissions offset	**0**	**0**	**tCO2e**
Total GHG emissions per professional	**0,94**	**0,96**	**tCO2e/ professional**

The location-based approach reflects emissions calculated using the average factors of the electricity grid, while the market-based approach incorporates the specific attributes of the contracted energy and acquired energy certificates.

GREENHOUSE GAS PROTOCOL

0,94 tCO2e/employee

150 tCO2e reduced

3.432 tCO2e avoided

Energy consumption

During FY25, Peru took measures to reduce its carbon footprint by purchasing 100% renewable electricity through Energy Attribute Certificates (EACs).

When an EAC is retired, the issuing registry permanently removes it from circulation. This retirement transfers the environmental benefits of renewable generation to the buyer, ensuring that the buyer can legitimately claim the associated attributes. Because the certificate is no longer tradable after retirement, no other party can use it to make the same claim; this prevents double counting and ensures the integrity of reported renewable energy consumption.

Under a market-based approach, this strategy helped reduce emissions by 150 tCO_2e, further lowering the carbon footprint associated with electricity consumption.

100%
Renewable electricity

150
tCO2e reduced

PERU	FY24	FY25	Units	% Change
Total energy consumption from fossil sources	**688**	**0**	**MWh**	**-100%**
Natural gas	-	-	MWh	-
Diesel	0	0	MWh	0%
Purchased electricity from fossil sources	687	0	MWh	-100%
District heating/cooling from non-renewable sources	-	-	MWh	-
Total energy consumption from renewable sources	**0**	**677**	**MWh**	**-**
Purchased electricity from renewable sources	0	677	MWh	-
Self-generated electricity consumption			MWh	-
Percentage of total electricity from renewable sources	**0**	**100**	**%**	**-**
Percentage of total energy from renewable sources	0	100	%	-
Total energy consumption	**688**	**677**	**MWh**	**-1%**
Total energy consumption KPI	**0,13**	**0,12**	**MWh/professional**	**-11%**
Total energy consumption KPI	**0,10**	**0,10**	**MWh/m2**	**-4%**

Water consumption

Given the nature of its business model, which is mainly focused on providing IT services, water consumption is not among the environmental vectors with the most significant impacts for NTT DATA. Nevertheless, the company maintains responsible management of this resource, promoting initiatives aimed at improving water efficiency in its operations.

In FY25, 100% of the water consumed in NTT DATA's offices in Peru came from local supply networks.

NTT DATA continues to assess opportunities to improve the environmental performance of its real estate portfolio by integrating efficiency and responsible resource consumption criteria into the management of its assets and workspaces. This approach enables progress toward an increasingly efficient operating model, aligned with corporate sustainability commitments and long-term value creation.

PERU	FY24	FY25	Units	% Change
Water consumption	4.402	4.412	m3	0,2%
Total water consumption per professional	**0,85**	**0,77**	**m3/ professional**	**-9%**

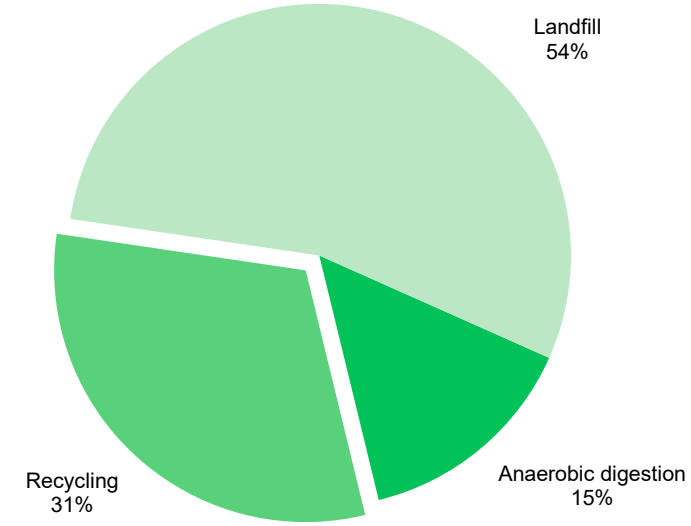


Waste management

As part of its circular economy strategy, NTT DATA in Peru began monitoring and managing the waste generated in its operations during FY25. The analysis was carried out based on the available information scope; in FY25, the company reported waste information for 1 of the 4 operational offices in the country, excluding certain locations due to limitations in data availability and consolidation for the reporting period. These results reflect different levels of maturity in waste management and highlight opportunities to continue promoting circularity and recovery practices in Peru.

Regarding treatment, 31% of the waste generated was recycled or reused, while 46% of waste was diverted from landfill through various recovery and management alternatives.

Peru FY25: % waste distribution by treatment



PERU	FY25	Unit
Non-hazardous waste	**2,52**	**t**
Reuse		t
Recycling	0,78	t
Composting		t
Incineration with energy recovery		t
Incineration without energy recovery		t
Anaerobic digestion	0,37	t
Landfill	1,37	t
Hazardous waste		**t**
Reuse		t
Recycling		t
Composting		t
Incineration with energy recovery		t
Incineration without energy recovery		t
Anaerobic digestion		t
Landfill		t
Total waste generated	**2,52**	**t**
Total waste generated/professional	0,0004	t/professional
% Waste diverted from landfill	46	%
% Waste recycled/reused	31	%

31%
Waste recycled/reused

46%
Waste diverted from landfill

Environmental and energy management initiatives

NTT DATA Peru continues to advance on its path toward Net Zero through initiatives focused on energy efficiency and good practices.

Efficient HVAC management

NTT DATA Peru implemented a system to block manual operation of air-conditioning equipment in its offices, with the aim of optimizing HVAC use and keeping the associated electricity consumption low. This measure contributes to more efficient energy management and the control of emissions linked to energy consumption in workspaces.

Environmental signage and good practices

During FY25, signage and communication materials were installed to promote good practices among professionals. These actions encourage the reduction of electricity, water, and paper consumption, fostering more responsible daily habits aligned with the company's sustainability objectives.



NTT DATA Peru promotes the circular economy through responsible, traceable, and environmentally safe waste management.

Improvement of the Waste Management System

During 2025, NTT DATA Peru strengthened its Environmental Management System by improving the process for classifying, controlling, and responsibly disposing of waste generated in its operations. The initiative is based on separating waste into two main groups: recyclable waste and waste electrical and electronic equipment (WEEE), with the aim of ensuring more orderly, traceable management aligned with circular economy principles.

As part of this system, waste is weighed and recorded, enabling more precise control over generation, identification of reduction opportunities, and data for environmental monitoring. WEEE is managed through an authorized supplier, ensuring that this waste receives appropriate treatment and is processed in accordance with current regulations, avoiding negative environmental impacts and promoting material recovery.



N° 000076-2026

Cía. Química Industrial del Pacífico S.A
COIPSA

CERTIFICADO DE MANEJO DE RESIDUOS SÓLIDOS

Generador: NTT DATA PERÚ S.A.C. **RUC**: 20521586134

Se suscribe el presente certificado garantizando el adecuado manejo de los residuos entregados, según las disposiciones del D.L.1278, que aprueba La Ley de Gestión Integral de Residuos Sólidos, D.L. N°1501 Decreto Legislativo que modifica el D.L. 1278, D.S. N°014-2017-MINAM Reglamento del Decreto Legislativo N°1278, D.S N°001-2022-MINAM Decreto Supremo que modifica el reglamento del D.L 1278.

Fecha de recepción	Descripción	Peso (Kg)
27/02/2026	Chatarra de Fierro	122.00

Lima, 27 de febrero del 2026

Pilar Salaverry
Gerente General

> 446,25 kg

of electrical and electronic waste managed

Prosperity Positive

Prosperity Positive represents our way of growing by building trust, creating value, and driving sustainable progress. As the second pillar of our sustainability strategy, it reflects NTT DATA's commitment to business management based on integrity, ethics, responsible innovation, and transparency.



	FY24	FY25 Target	FY25	FY26
Approved suppliers assessed against sustainability criteria	32,53%	50%	39%	40%
of professionals who completed the compliance course	62,99%	90%	97,8%	98%
% of professionals who completed the security course	ND	90%	80,3%	90%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Awards & recognition

During FY25, NTT DATA Peru was recognized for its commitment to the experience of its professionals, especially in key segments such as young technology talent and female talent.

Top Employer Peru

Recognition that certifies excellence in talent management and workplace practices.



EFY Tech Peru 2025

Recognition in the EFY Tech Peru 2025 ranking, an Employers for Youth initiative that assesses the experience of technology professionals under 35.

This recognition highlights companies that offer a distinctive value proposition for young tech talent, promoting their development, engagement, and experience within the organization.



EFY Female Talent Peru Ranking

Additional recognition in the 4th edition of the EFY Female Talent Peru Ranking, which assesses female employees' perceptions of their work experience.

This recognition highlights the company's commitment to equal opportunity, women's professional development, and the creation of more diverse, inclusive, and equitable workplaces.

Industry Partner of the Year – AWS

NTT DATA was recognized as Industry Partner of the Year in the Latin America Financial Services category. It highlighted the company's role in accelerating innovation and developing solutions on Amazon Web Services.

Partner of the Year – SAP MCLAC Awards

Recognition with four awards at the SAP MCLAC Awards for Partner of Excellence 2025:

- SAP Business Suite Success
- SAP Cloud ERP: Installed Base Transformation
- Special Award: Partner of the Year
- Supply Chain Management Sales Excellence

Certifications

The certifications obtained by NTT DATA demonstrate its commitment to recognized standards and continuous improvement in key areas such as sustainability and management systems.

LEED Platinum / LEED Gold

Recognitions linked to sustainable buildings, resource efficiency, and reduced energy and environmental consumption in facilities.

- **LEED Gold – Centro Empresarial Platinum Plaza**
- **LEED Gold – Bloom Tower**



CMMI DEV Level 3

Accredits the maturity and capability of software development processes.

CMMI SVC Level 3

Certifies maturity in service delivery.

ENS

Certifies compliance with the Spanish National Security Framework for Information Systems.

ISO 45001 – Occupational Health and Safety

Accredits occupational health and safety management.

ISO 20000 – IT Management and Support Services

Ensures that IT management and support services follow market best practices.



ISO 9001 – Quality Management System Certification

Ensures consistent service quality and continuous improvement processes.

ISO 14001 – Environmental Management System (Lima)

Certifies an environmental management system aimed at minimizing environmental impact.

15%

Area covered by ISO 14001

ISO 27001 – Information Security Management System Certification

Ensures the protection of information assets and cybersecurity best practices.

ISO 37001 – Anti-Bribery Management System

Endorses the implementation of an Anti-Bribery Management System, reinforcing the organization's commitment to ethics, transparency, compliance, and corruption risk prevention.

ISO 42001 – AI Management System

Certifies the responsible management of artificial intelligence systems, ensuring their ethical and safe use.

People Positive

At NTT DATA, people development is a key strategic pillar within our People Positive approach, which is focused on generating a positive impact on professionals, clients, and society.
Our strategy centers on creating an inclusive, flexible environment oriented toward continuous learning, supported by policies and practices that foster professional development, well-being, equity, and the attraction and retention of talent.



Shape a better world for all people by applying our digital capabilities to improve livelihoods and contribute to an inclusive society.

- People-centered company
- Diversity and inclusion
- Health and safety
- Human Rights
- Digital accessibility

	FY24	FY25 Target	FY25	FY26
% of women in the workforce	25,77%	35%	40%	40%
% of female executives	1%	35%	0	35%
% of women top executives	0	20%	0	20%
% of people with disabilities	0	0,5%	0	8%
% of professionals participating in social and/or environmental initiatives	0	1%	0	1%
% of professionals who think NTT DATA is a sustainable company	68,4%	75%	100%	100%
% professionals trained in sustainability	-	40%	11%	20%

The green traffic light (🟢) indicates that the FY25 target has been met.

Note: Details of the strategic indicators, including calculation formulas, definitions of terms, and interpretation criteria, are available in Appendix 3.

Professionals and their distribution

268 internal promotions

168 interns

29% interns moved into the workforce

Our teams are the engine that enables NTT DATA to continue growing and transforming. The table shows how the workforce evolved between FY23 and FY25, reflecting its diversity in terms of gender, age groups, and professional categories.

		FY25			FY24			FY23		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
EXECUTIVE	> 50	0	5	**5**	0	4	**4**	0	4	**4**
	30-50	0	1	**1**	0	1	**1**	0	1	**1**
SENIOR MANAGER	> 50	3	15	**18**	2	10	**12**	2	7	**9**
	30-50	11	14	**25**	8	14	**22**	7	11	**18**
MANAGER	> 50	11	34	**45**	8	25	**33**	6	20	**26**
	30 – 50	81	146	**227**	84	139	**223**	71	149	**220**
	< 30	0	0	**0**	0	2	**2**	1	1	**2**
PROFESSIONAL	> 50	24	83	**107**	17	60	**77**	12	42	**54**
	30-50	574	1.604	**2.178**	448	1.335	**1.783**	403	1.172	**1.575**
	< 30	208	667	**875**	208	640	**848**	193	571	**764**
JUNIOR	> 50	9	11	**20**	3	9	**12**	2	8	**10**
	30-50	411	576	**987**	312	494	**806**	260	423	**683**
	< 30	391	861	**1.252**	466	907	**1.373**	507	896	**1.403**
TOTAL PERU		**1.723**	**4.017**	**5.740**	**1.556**	**3.640**	**5.196**	**1.464**	**3.305**	**4.769**

Hires

New hires reflect NTT DATA's ability to attract diverse talent and continue strengthening its teams. The following table shows the distribution of hires in FY25 by gender, age group, and professional category.

120

professionals hired through internal referrals

		FY25		
CATEGORY	AGE GROUP	FEMALE	MALE	TOTAL
SENIOR	> 50		2	**2**
MANAGER	30 – 50	2	4	**6**
MANAGER	> 50		6	**6**
	30 – 50	10	36	**46**
PROFESSIONAL	> 50	6	20	**26**
	30-50	172	465	**637**
	< 30	110	426	**536**
JUNIOR	> 50	6	3	**9**
	30-50	146	165	**311**
	< 30	225	513	**738**
TOTAL PERU		**677**	**1.640**	**2.318**





Initiatives for professionals

NTT DATA Peru promotes a professional experience centered on holistic well-being, closeness, recognition, and a sense of belonging, with initiatives that support professionals and their families at different stages of their personal and working lives.

Health, well-being, and prevention

Through several programs, such as the Mental Health Program, Taking Care of Your Health, Wellness Week, Active Breaks, and Your Safe Workplace, the physical, mental, and emotional health of professionals is promoted. These initiatives include psychological support, medical surveillance, ergonomics, immunization campaigns, well-being education spaces, and preventive actions to foster healthy habits and safe work environments.

1.000

Attendees at the different mental health workshops



Active Break

Support for professionals and their families

Several initiatives are available to foster the personal and family well-being of NTT DATA Peru professionals. The Employee Support Platform (Kunan) enables each person to self-manage their well-being, accessing nutritional support, psychological support, general medicine, and financial education.
In addition, NTT DATA Family brings together initiatives to support professionals and families at key moments. It includes Digital Baby, with a gift for the birth of a child; the School Loan, which provides financial support for education; and Digital Kids, which promotes the educational, recreational, and vocational development of employees' children through a school fair with supplies at preferential prices, recreational activities, and guidance from universities and education providers.

4.551

Services provided through Kunan



Digital Kids

Financial well-being

NTT DATA Peru strengthens professionals' financial well-being through financial education programs, personal loans, bonus advances, and salary advances. These initiatives provide tools to improve income management, make informed financial decisions, and access financial support at relevant moments, contributing to greater personal and family peace of mind.

Community and sense of belonging

The Champions Cup, the Year-End Party, and NTT DATA Clubs promote integration among teams beyond the work environment. Through sports, celebrations, and spaces created by professionals themselves, the company promotes bonds, shared interests, family participation, and a closer, more collaborative, and vibrant culture.



Champions Cup

1.025

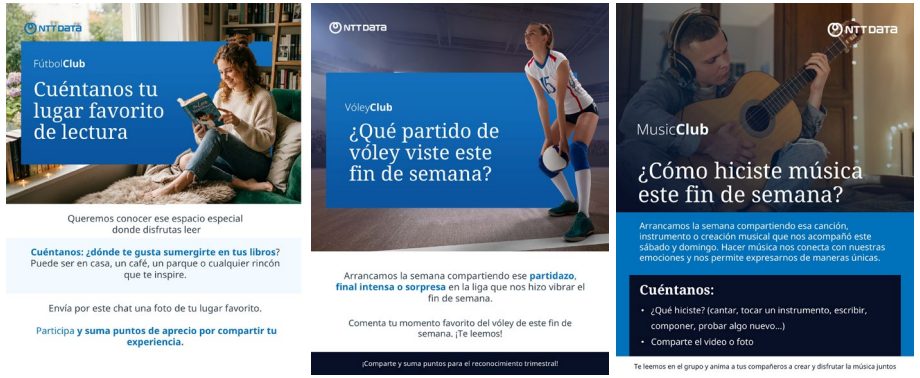
attendees

2.030

attendees



Year-End Party



16

clubs

Recognition and closeness

Initiatives that strengthen a culture based on recognition, trust, and connection. iLikeIT/iThinkIT are recognitions given by and for professionals; Closeness Meetings are held to welcome new members and highlight good practices, achievements, and goals reached. Finally, the Bright People ceremony annually honors professionals who meet goals and those who have been promoted to a new role.

2.213

iLikeIT/iThinkIT recognitions



Bright People



Closeness Meetings

Training

During FY25, NTT DATA Peru reinforced its commitment to continuous talent development, reaching 138.701 training hours versus 107.681 hours in FY24, representing a 29% increase, and a total investment of 3.829.635 €.

The average training time was 24 hours per professional, demonstrating a strong commitment to learning and strengthening skills.

138.701 h

of training

3.829.635 €

invested in training

24 h

of average training per professional

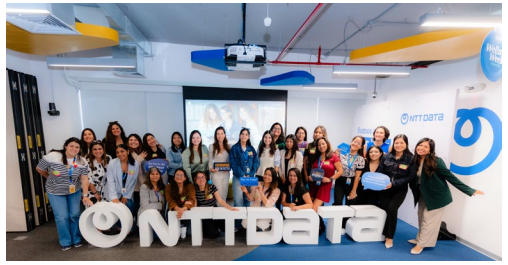


DEI initiatives

NTT DATA Peru promotes diversity, equity, and inclusion initiatives aimed at building safer, more participatory, and representative work environments, promoting female leadership, internal awareness, and professionals' sense of belonging.

Women's Circle

A conversation and learning space for women at NTT DATA Peru. Through sessions facilitated by specialists, topics such as impostor syndrome, the value of one's own voice, and work-life balance are addressed, generating support networks and shared reflection.



50
participants

Women in Tech

An initiative aimed at women leaders to enhance their professional skills and support their career development. Through sessions on hard skills, leadership, and professional growth, the program seeks to strengthen female talent in technology, with the participation of industry role models such as Yuriko Huayana.



30
beneficiaries

Women in Community

A group that connects women at NTT DATA Peru to foster interaction, networking, and a sense of community. This space promotes collaboration, the exchange of experiences, and the creation of bonds among professionals inside and outside the work environment.



184
Women registered



30
attendees

LGBTIQ+ Pride March

During FY25, NTT DATA Peru reinforced its commitment to diversity and inclusion through its participation in Pride Connection, a business community focused on learning and exchanging good practices on LGBTQ+ inclusion. In addition, the company participated for the first time in the 2025 LGBTIQ+ Pride March, promoting safer, more respectful, and more representative workplaces.

NTT DATA Peru
Impact data

In FY25, NTT DATA Peru reinforced its commitment to positive impact on society through a diverse agenda of external initiatives, combining social investment, corporate volunteering, pro bono projects, and non-monetary donations.

The fiscal year stands out for the following milestones:



IMPACT INITIATIVES

4 initiatives

116 volunteers

> 1.200 people benefited

359 people benefited from digital accessibility initiatives

MONETARY DONATIONS

3 donations

22.678,8 € donated

NON-MONETARY DONATIONS AND SOCIAL INVESTMENT

608 items donated

8.756,3 € in social investment

Social impact initiatives

FeliciDar

NTT DATA Peru carried out three FeliciDar volunteering days in Lima, Trujillo, and Arequipa, aimed at supporting vulnerable public educational institutions. The initiative combined the collection of new toys donated by professionals with visits to educational centers to bag and deliver the gifts. The company also donated panettones and toys, reinforcing its social commitment to children and local communities.





89
volunteers

300
panettones

400
People benefited

278
toys

Aulas Tech

Aulas Tech is an NTT DATA Peru program that installs technology classrooms in schools to reduce the digital divide and provide more educational opportunities. It promotes the use of technology as a tool for personal and social transformation. During 2024, two classrooms were implemented, and in FY25, in collaboration with the Peruvian Ministry of Education, NTT DATA Peru implemented a new Aula Tech at School No. 5173 Gustavo Mohme in Lima, which has more than 800 students. The initiative included the donation and installation of 30 laptops, three hexagonal collaborative stations, one television, and whiteboards, helping reduce the digital divide and improve the learning environment for vulnerable students.





30
computers

9
volunteers

Monetary donations

NTT DATA Peru donated **22.678,8 €** to several nonprofit organizations

Endeavor
To support programs that strengthen and develop high-impact entrepreneurs in Peru.

Peruvian Cancer Foundation
Construction of the new Hogar Ponle Corazón.

Children's Orchestra Association
Social and educational programs implemented by Sinfonía por el Perú.



FPC FUNDACIÓN PERUANA DE CÁNCER



NTT DATA Peru Foundation

18 volunteers

NTT DATA eAwards

Recognition aimed at entrepreneurs with innovative, scalable, and sustainable projects that use technology to generate social and environmental impact.

In this year's edition, the **global ceremony was held in Lima (Peru),** bringing together **more than 150 attendees**, including clients, media outlets, foundations, and representatives of the innovation ecosystem. The event featured the 9 international finalists, winners of each national edition. The global winner was Portugal, with an artificial intelligence-based project aimed at improving the capacity and efficiency of medical diagnoses, especially in pediatrics.

35 volunteer hours

At the local level, the winner of the Peruvian edition received US$ 10.000 and represented the country in the international final, where it competed for a €100.000 prize and specialized mentoring. In addition, finalists gain access to training, networking, and support initiatives with experts from the innovation and entrepreneurship ecosystem.

59 people registered

The winning project in Peru was **Jadish**, an electrolysis system that generates green hydrogen (H_2) in real time from water as vehicle fuel. This project participated in the international final held in Lima (Peru).



International Technology Olympiad

An initiative that brings children closer to the field of technology, encouraging them to become creators, not just users. Through an initial training phase, participants develop digital skills and strengthen their soft skills. They then take part in a competition in which they address challenges in their environment through programming, developing projects such as video games or animations designed to raise awareness of social and environmental issues.

359 children registered



06 Annex

06

Annex

Annex 1.
Countries and legal entities

Countries and legal entities

Argentina
- NTT DATA Argentina S.A.
- NTT Argentina S.A.

Belgium
- NTT DATA Belgique SRL
- NTT DATA Spain, S.L.U., Succursale en Belgique

Brazil
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda.
- NTT DATA Brasil Operações Ltda.
- NTT DATA Brasil Operações Ltda. (Sucursal Rio de Janeiro)
- NTT DATA Brasil Operações Ltda (Sucursal Uberlândia)
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda. (Sucursal Uberlândia)
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda. (Sucursal Rio de Janeiro)
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda. (Sucursal Recife)
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda. (Sucursal CENESP)
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda. (Sucursal Florianópolis)
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda. (Sucursal Barueri)
- NTT Brasil Comercio e Servicios de Tecnologia Ltda.
- NTT Comunicacoes do rasil Participacoes Ltda.
- NTT DATA Brasil Consultoria de Negócios e Tecnologia da Informação Ltda.
- NTT do Brasil Telecomunicaciones Ltda.

Chile
- NTT DATA Chile S.A.
- NTT DATA Chile BPO Servicios Profesionales, Técnicos y Tecnológicos Ltda
- NTT DATA Chile Centers Ltda
- Inversiones NTT Chile SpA
- NTT CHILE Sp.A

Colombia
- NTT DATA Colombia S.A.S.
- NTT DATA Spain, S.L. Sucursal en Colombia

Costa Rica*
- NTT DATA Costa Rica Consultoría Tecnológica

Ecuador
- NTT DATA Ecuador S.A.
- NTT DATA Perú, S.A.C., Sucursal en Ecuador

Spain
- NTT DATA Spain S.L.U.
- NTT DATA Spain Soluciones Tecnológicas S.L.U.
- NTT DATA Spain Infrastructures Operations S.L.U.
- NTT DATA Spain Infrastructures Engineering S.L.U.
- Fit Inversión en Talento S.A.U.
- NTT DATA Spain BPO S.L.U.
- ARILION S.L.U.
- NTT DATA Europe & Latam Centers S.L.U.
- NTT DATA Spain Centers S.L.U.
- NTT DATA Europe & Latam Green Engineering S.L.U.
- NTT DATA Spain Sistemas de Seguridad S.L.U.
- NTT Spain Intelligent Technologies and Services SLU

France
- NTT DATA Spain, S.L., Succursale Française

Greece
- NTT DATA Belgique, SRL Greek Branch

Luxembourg
- NTT DATA Spain, S.L.U., Succursale Luxembourgeoise

Morocco*
- NTT DATA Morocco Centers

Mexico
- NTT DATA México S. de R.L. de C.V
- NTT DATA México BPO S. de R.L. de C.V
- NTT DATA México Commerce Centre S.A de C.V

Netherlands
- NTT DATA Spain, S.L.U., Branch in the Netherlands

Peru
- NTT DATA Perú S.A.C.
- NTT DATA Perú BPO S.A.C.
- NTT DATA Spain BPO, S.L.U. Sucursal del Perú

Portugal
- NTT DATA Portugal Centers Unipessoal, Ltda.
- NTT DATA Portugal S.A.
- NTT DATA Portugal Outsourcing de Processos Ltda

Switzerland
- NTT DATA Spain, S.L. Madrid, Succusale de Gèneve.

Uruguay
- NTT DATA Uruguay S.A.

United States
- NTT DATA EUROPE & LATAM, Branch in USA, Inc.

*Complete information will not be found in this report from Costa Rica, as it is a recently created entity without professionals, nor from Morocco, as it is outside the current management perimeter of NTT DATA Iberia, International Organizations, LATAM and Consulting in Benelux and France.

06

Annex

Annex 2.
Benchmark Index

Benchmark Index

These tables show the relationship between the contents of the report, the Global Reporting Initiative (GRI) and the Ecovadis modules.

Scope	GRI	Ecovadis	Report Section
Basis for the preparation of the report	2-2; 2-4	SUP6100, GEN600	About the report
Company Description	2-1		General Information
Business model	2-2; 2-6		General Information
Products and services	2-6	ENV300	Products and services
Alliances	2-6; 2-28	GEN300	Alliances and certifications
Certifications		GEN703	Alliances and certifications • Global Sustainability Certifications
Awards and Recognition			Awards and Recognition
Stakeholders	2-23; 2-29	GEN4001	Sustainability Strategy
Key Performance Indicators	2-7	LAB61, LAB6012, ENV630	Sustainability Strategy
Climate change	302-1; 303-5; 305-1, 305-2, 305-3	CAR110; CAR111; CAR118; CAR116; ENV300; ENV640	Climate change
Circular economy	306	ENV3551	Circular economy
Risk Management			Risk Management Ethical and sustainable AI • AI Risk Analysis
Business conduct	2-24	FB3102	Corporate culture Ethical and sustainable AI
Anti-corruption	2-27; 3-3 205-1-a, -3	FB100 FB610	Corporate culture • Commitments against corruption and bribery
Data protection		FB3301	Ethical and sustainable AI

Benchmark Index

Scope	GRI	Ecovadis	Report Section
People	2-7; 401-1; 405-1-b	LAB561	Professionals Diversity, Equity and Inclusion
Gender pay gap	405-2	LAB 561; LAB 601	Diversity, Equity and Inclusion • Gender pay gap
Work-life balance and well-being	401-3; 403-4, -5, -6	LAB312	Initiatives for professionals DEI Initiatives
Training	404-1, -2	LAB343, LAB 6012	Corporate culture • Global Compliance Training • Security Training Ethical and sustainable AI • AI Training Training Diversity, Equity, and Inclusion • Diversity, equity and inclusion trainings
Communication and engagement of professionals	3-3	LAB3201	Professionals • Open and permanent communication
Diversity, Equity, and Inclusion	2-7	LAB100; LAB3601	Diversity, Equity and Inclusion
Human rights	2-23; 2-25; 408-1; 2-27; 2-29	LAB4503	Human Rights Corporate culture • Whistleblowing channel
Social commitment	3-3; 413-1		Community Impact
Education and digital accessibility	413-1		Community Impact
Suppliers	3-3; 308-2 a	SUP100; SUP304; SUP6100	Sustainable supply chain

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Annex

Annex 3.
KPIs Dictionary

Planet Positive

Total carbon footprint. Total greenhouse gas emissions generated by the organization as a result of its activity, expressed in tons of CO_2 equivalent (tCO_2e), including all emission sources relevant to the company under the GHG Protocol.
Carbon footprint per professional. Total greenhouse gas emissions expressed in tons of CO_2 equivalent (tCO_2e) attributable to each professional, calculated as total emissions over the total number of employees at the end of the fiscal year, which allows the carbon intensity of the activity to be assessed per professional.
Percentage of renewable electricity. Proportion of the electricity consumed by the organization that comes from renewable energy sources, reflecting progress in the transition to a more sustainable energy model.
Carbon footprint of business travel by professional. Total greenhouse gas emissions expressed in tons of CO_2 equivalent (tCO_2e) generated by business travel by employee, divided by employee, including travel by plane, train or other means of transport used in the work activity.

Prosperity Positive

Suppliers approved with sustainability criteria. Percentage of approved or re-approved suppliers according to the sustainability questionnaire out of the total number of approved suppliers plus re-approved in the fiscal year.
Percentage of professionals who have completed the Compliance course. Percentage of employees who have completed mandatory annual compliance training with respect to the total workforce at the end of the fiscal year. The program covers key aspects such as the Code of Ethics, conflicts of interest, and the prevention of bribery and corruption, and includes a final assessment necessary to certify the knowledge acquired.
Percentage of professionals who have completed the Security course. Percentage of employees who have completed mandatory information security training out of the total workforce at the end of the fiscal year. It includes good practice content and is reinforced with regular awareness-raising initiatives and risk simulations (such as phishing).

People Positive

4KPI Engagement of professionals. It is obtained as a unique value from the results report of the annual One Voice Work Environment Survey and includes four key dimensions of employee engagement: the feeling of personal achievement, the recommendation of the company as a place to work, the willingness to go above and beyond what is required and the pride of belonging.

Women in the workforce. Percentage of women over the total number of employees in the workforce at fiscal year-end.
Women in executive positions. Percentage of women in executive positions, Manager and Senior Manager categories, over the total number of employees at those levels at fiscal year-end.
Women in top executive positions. Percentage of women in top management, Executive category, over the total number of employees at that level at fiscal year-end.
People with disabilities. Percentage of employees with disabilities over the total workforce at fiscal year-end.
Professionals participating in social and/or environmental initiatives. Percentage of employees who participate as volunteers in social and environmental impact initiatives over the total workforce at fiscal year-end.
Professionals who consider NTT DATA to be a sustainable company. This is obtained as a single value from the results report of the annual sustainability survey and is calculated as the percentage of professionals who perceive NTT DATA as a sustainable company over the total number of professionals who participated in the survey.
Professionals trained in sustainability. Percentage of employees who have completed at least one sustainability training course over the total workforce at fiscal year-end. This includes content on environmental sustainability, human rights, and sustainable technology, among others.
Gender pay gap. The gender pay gap is defined as the difference in salaries between groups of professionals at the same level; that is, it is calculated by comparing the compensation of equivalent talent segments, same category, same region/country, and business unit. However, our data is presented on an aggregated basis. For this reason, the calculation does not include talent segments that do not contain at least one male professional and one female professional in similar roles or with similar characteristics.
To calculate the gap, we used professionals' hourly cost, taking into account each person's and country's working time. The formula used was:
Gender pay gap = (Average Hourly Cost for Men - Average Hourly Cost for Women) / Average Hourly Cost for Men
Average Hourly Cost = 100% Salary * Working Time Percentage * 7 / 365,25 / Hours per Week
For the Hourly Cost, the 100% Salary was used, including the Mission Supplement and the Chile Bonus, but excluding variable compensation, long-term incentives, or mission-based compensation linked to geographic location.

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Annex

Annex 4.
Verification report

AENOR

Assurance Statement on Sustainability Reporting

Assurance Statement for

NTT DATA Iberia, Organismos Internacionales, LATAM y Consultoría en Benelux y Francia

for the reporting period

April 1, 2025 to March 31, 2026

In Madrid, July 17, 2026

Rafael García Meiro
Consejero Delegado/CEO


NTT DATA