

NCR Limited

2025-2026 Gender
Pay Gap Report



1. Main gender pay gap figures

In this organisation:

- women earned £2.25 for every £1 that men earned (comparing median hourly pay)
- women made up 27.3% of employees in the highest paid quarter, and 1.8% of employees in the lowest paid quarter
- 75.9% of women received bonus pay, compared with 85.6% of men
- women’s bonus pay was 542.7% higher than men’s (comparing median bonus pay)

2. Hourly pay

In this organisation:

- women’s median hourly pay was 124.6% higher than men’s – this means they earned £2.25 for every £1 that men earn when comparing median hourly pay

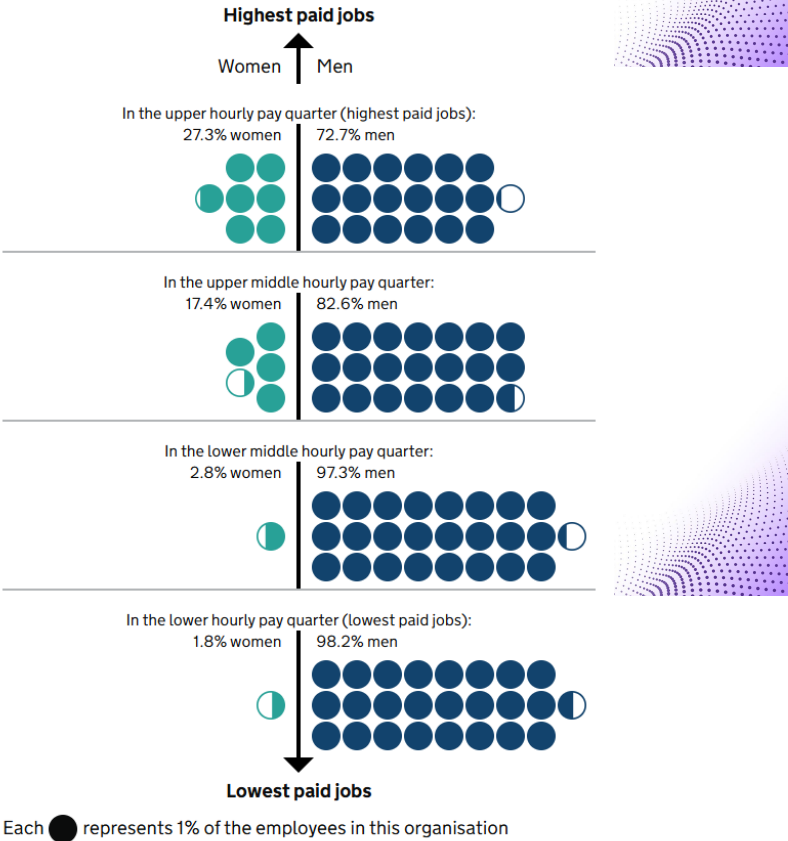


- women’s mean (average) hourly pay was 69.9% higher than men’s

3. Pay quarters

In this organisation, women made up:

- 27.3% of employees in the upper hourly pay quarter (highest paid jobs)
- 17.4% of employees in the upper middle hourly pay quarter
- 2.8% of employees in the lower middle hourly pay quarter
- 1.8% of employees in the lower hourly pay quarter (lowest paid jobs)



4. Bonus pay

In this organisation:

- women’s median bonus pay was 542.65% higher than men’s – this means they earned £6.43 for every £1 that men earn when comparing median bonus pay



- women’s mean (average) bonus pay was 272.71% higher than men’s
- 75.9% of women and 85.6% of men received bonus pay

5. About NCR Limited

Registered address

4th Floor Capital House, 25 Chapel Street, London, England, NW1 5DS

Sector

Information and communication

Snapshot date

5 April 2025

Employee headcount

250 to 499 employees

Person responsible

Richard McKenzie, Corporate Vice President - Corporate Tax and UK Statutory Director

Narrative

The main driver of our pay gap statistics continues to be different levels of gender representation in different job types. We are committed to fair and equal pay for all employees and the statistics indicated do not arise as a result of pay inequality. The mean and median female statistics are greater than equivalent statistics for males due to different levels of representations of gender in different job categories. We will continue to monitor our pay gap statistics as part of an ongoing focus on this topic.

UK Gender Pay Gap reporting is a statutory requirement for employers with 250 or more employees on the annual snapshot date. I can confirm that the information contained within is true and accurate.

Signed:

