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Human Resources

Our Vision of the Future

We envision a future rich in diversity based on mutual respect and enhancement, where everyone can shine in their own way and play a role in society.



FY2023			
Main Initiatives	KPIs	Review	Assessment
Priority Activity Development of human resource			
Promote measures that enable employees to learn and grow autonomously to realize their careers (a growth cycle in which employees and the business grow together)	Quantitative Training costs per person: 220,000 yen per year	● Training costs: 217,000 yen	△
	Quantitative DX human resources fill ratio (by end of FY2023): 100%	● DX human resources: 94.6% (actual result)	
Priority Activity Promotion of diversity, equity and inclusion			
Promote hiring, development, assignment, and equal opportunities for diverse human resources	Quantitative Percentage of female employees in managerial positions: 15% in FY2025	● Percentage of female employees in managerial positions: 10.5% (as of April 2024)	○
	Quantitative Percentage of female employees appointed as new managers: 30%	● Percentage of female employees appointed as new managers: 30%	
	Quantitative Percentage of male employees taking leave for childcare: 100%	116%*1	○
	Quantitative Percentage of employees with disabilities: 2.3%	4.5% (as of June 1, 2023, percentage of employees directly employed by NTT Communications) (2.5% for the DOCOMO Group as a whole)	○
	Quantitative Hire external personnel: 30%	Hire external personnel: 43.1%*2	○

FY2024	
Main Initiatives	KPIs
Promote measures that enable employees to learn and grow autonomously to realize their careers (a growth cycle in which employees and the business grow together)	Quantitative Training costs per person: 220,000 yen per year
	Quantitative Percentage of female employees in managerial positions: 15% in FY2025
Promote hiring, development, assignment, and equal opportunities for diverse human resources	Quantitative Percentage of female employees appointed as new managers: 30%
	Quantitative New Ratio of female directors: 25–30% in 2025
	Quantitative Percentage of male employees taking leave for childcare: 100%
	Quantitative Percentage of employees with disabilities: 2.5%
	Quantitative Hire external personnel: 30%

*1 As of April 1, 2024. Scope: NTT Communications Corporation, including seconded employees

*2 Denominator includes new graduates hired by DOCOMO and those seconded to NTT Communications.

Achievement levels based on self-assessment ○: Achieved △: Partially achieved ×: Unachieved

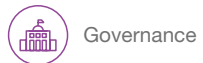


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FY2023

Main Initiatives	KPIs	Review	Assessment
Promote work-life balance	Quantitative Improve the engagement score compared to the previous year (mid-term target: 65%)	<ul style="list-style-type: none"> ● NTT Communications Group: 59%, down 2 points year-on-year ● NTT Communications Corporation: 62%, down 1 point year-on-year Note: The average rate for the quarterly survey was either little changed or trending upward at 61% for the NTT Communications Group and 65% for NTT Communications Corporation.	△
	Quantitative Percentage of remote work implemented Remote standard organizations: 60% Office-based organizations: 40%	<ul style="list-style-type: none"> ● Remote standard organizations: 79% ● Office-based organizations: 61% (from April 2023 to March 2024) Note: the Companywide average rate was 76%.	○
Thoroughly implement occupational safety and health and health management for employees	Quantitative Work-related accidents: 0	1 accident	△

FY2024

Main Initiatives	KPIs
Promote work-life balance	Quantitative Improve the engagement score compared to the previous year
	Quantitative New Positive response rate on autonomous workstyles
Thoroughly implement occupational safety and health and health management for employees	Quantitative Work-related accidents: 0
	Quantitative New Presenteeism loss ratio

Priority Activity | Respect for human rights

Proactively promote activities for human rights education	Quantitative Attendance of human rights training: 100%	<ul style="list-style-type: none"> ● NTT Communications Group: 97.3% ● NTT Communications Corporation: 97.7% 	△
	Quantitative Human rights due diligence: more than once a year	Re-assessments conducted by external organizations for projects in areas with high country risk	○
	Quantitative Human rights violations: 0 cases	1 case	△

Proactively promote activities for human rights education	Quantitative Attendance of human rights training: Higher than the previous fiscal year
	Quantitative Human rights due diligence: more than once a year
	Quantitative Human rights violations: 0 cases

Achievement levels based on self-assessment ○: Achieved △: Partially achieved x: Unachieved