



NTT Communications Corporation Sustainability Report 2023

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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.

FY2022				
Main Initiatives	KPIs	Review	Assessment	Targets

Priority Activity | Development of human resources

Strengthen measures that help employees promote their autonomous learning behavior and open learning among them	<p>Quantitative</p> <p>Training costs per person: 228,000 yen per year</p>	205,000 yen	△	<ul style="list-style-type: none"> Classify the skill improvement support scheme into the DOCOMO Group's common measures and those specific to the corporate segment, continue to provide training required by the corporate segment, and strengthen the DX Human Resources 100 Measures and study session actions for branch offices and branches Review systems for personnel and human resources development and integrate and strengthen support measures that encourage skill development and qualification acquisition based on expertise as common efforts for the DOCOMO Group

Priority Activity | Promotion of diversity and inclusion

Promote hiring, development, assignment, and equal opportunities for diverse human resources	<p>Quantitative</p> <p>Percentage of female employees in managerial positions: 15% in FY2025</p>	Percentage of female employees appointed as new managers: 30.2%	○	<ul style="list-style-type: none"> Implement additional activities to promote the active participation of women in collaboration with the DOCOMO Group Provide career support through mentoring Promote internal and external diver exchanges including cross-industrial exchange meetings Foster awareness among young employees
	<p>Quantitative</p> <p>Percentage of female employees appointed as new managers: 30%</p>			
	<p>Quantitative</p> <p>Percentage of male employees taking childcare leave: 100%</p>	<p>Percentage of male employees taking childcare leave: 132.8%</p> <p>*Denominator: Number of employees whose partner gave birth during the fiscal year Numerator: Parental leave + LP leave for employees with children under 6 years old</p>	○	<ul style="list-style-type: none"> Disseminate information on the "Ikupapa Leave" (male childcare leave) initiative and raise awareness among young employees during training sessions Disseminate information on male employees who have taken childcare leave Provide support for interviews by supervisors regarding childcare leave



FY2023	
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)	<p>Quantitative</p> <p>Training costs per person: 220,000 yen per year</p>	<p>Quantitative New</p> <p>DX manpower: 100% by the end of FY2030</p>

Promote hiring, development, assignment, and equal opportunities for diverse human resources	<p>Quantitative</p> <p>Percentage of female employees in managerial positions: 15% in FY2025</p>	○	<p>Quantitative</p> <p>Percentage of female employees appointed as new managers: 30%</p>
	<p>Quantitative</p> <p>Percentage of male employees taking childcare leave: 100%</p>		

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

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Human Resources



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FY2022				
Main Initiatives	KPIs	Review	Assessment	Targets
Promote hiring, development, assignment, and equal opportunities for diverse human resources	Quantitative Percentage of employees with disabilities: 2.3%	2.38% *As of June 1, 2022	○	Integrate employment/support for retention of employees within the DOCOMO Group in preparation for the new legally mandated employment rate (2.5% from FY2024)
	—	—	—	—
Promote work-life balance	Quantitative Engagement score (positive percentage of engagement categories) year-on-year increase	NTT Communications Group: 61% NTT Communications on a non-consolidated basis: 63%	△	Promote career autonomy and organizational development based on our HRM strategy to address the priority issues of strategy penetration, corporate culture/climate, diversity/CSR, career, and compensation/performance management
	Quantitative Percentage of digital signature use: 80% Percentage of e-contracts: 50%	<ul style="list-style-type: none"> ● Digitized common operations: 87.5% ● Digital signature: 55% ● e-contracts: 22% ● Established electronic awareness 	△	Complete more than a certain role in creating a system for supporting new workstyles (digitizing analog processes that rely on paper)
	Quantitative Percentage of remote work implemented: 70%	Over 70%	○	Promote a balance between office and remote work (hybrid work) that incorporates face-to-face communication

FY2023	
Main Initiatives	KPIs
Promote hiring, development, assignment, and equal opportunities for diverse human resources	Quantitative Percentage of employees with disabilities: 2.3%
	Quantitative New Hire external personnel: 30%
Promote work-life balance	Quantitative Improve the engagement score compared to the previous year (mid-term target: 65%)
	—
	Quantitative Percentage of remote work implemented Remote standard organizations: 60% Office-based organizations: 40% *Work from outside the home such as satellite offices will also be included.

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Main Initiatives	KPIs	Review	Assessment	Targets
Thoroughly implement occupational safety and health and health management for employees	Quantitative Percentages of employees receiving special health guidance: 18.8% in FY2022, 14.5% in FY2023	20.5%	×	To ensure that each employee remains healthy, we set targets for both physical and mental health, implement various initiatives, and discuss these at the Wellness Promotion Committee with mutual cooperation between labor and management
	Quantitative Percentages of special health guidance completed: 70% in FY2022, 75% in FY2023	31.7%	×	

FY2023	
Main Initiatives	KPIs
Thoroughly implement occupational safety and health and health management for employees	Quantitative New Work-related accidents: 0

Priority Activity | Respect for human rights

Proactively promote activities for human rights education	Quantitative Attendance of human rights training: 100%	NTT Communications Group: 96.1% NTT Communications Corporation: 97.1%	△	Increase participation in various human rights-related face-to-face events and training, with a focus on strengthening human rights training and implementing internal human rights due diligence
	Quantitative Human rights due diligence: more than once a year	Once 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: 100%
	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 ×: Unachieved