

Human Resources – Main Achievements (FY2023)

Percentage of women in managerial positions

10.5%



As of March 31, 2024
Scope: NTT Communications Corporation, including seconded employees

Ratio of employees with disabilities

4.90%



As of June 1, 2024

Percentage of male employees taking leave for childcare

11.6%



Male employee whose partner gave birth during the fiscal year÷male employee with a pre-elementary school child who took childcare leave, etc. (including the Company's unique leave system for childcare)

Percentage of experienced personnel hires among new hires

48.7%



Experienced Worker

Employee engagement rate*

59%



*The average positive response rate for the four employee engagement questions regarding willingness to make voluntary contributions, attachment to and pride in the company, and job satisfaction
Scope: NTT Communications Corporation, NTT Com Engineering Corporation, NTT Com CHEO Corporation, DOCOMO Business Solutions, Inc.

Average training cost & training hours per employee

0.2 million yen
14 hours



Attendance rate of human rights training

97.3%



Scope: NTT Communications Corporation and its 18 Group companies

Number of Workplace Accidents (Occupational Accidents)

1

