

## Environment

Scope of reporting for FY2023 (unless otherwise indicated): NTT Communications Corporation and 18 group companies (NTT Com Engineering Corporation, NTT Com Online Marketing Solutions Corporation, NTT Com CHEO Corporation, NTT Com DD Corporation, NTT Smart Trade Inc., NTTPC Communications, Inc., NTT World Engineering Marine Corporation, COMWARE Financial Systems Corporation, DOCOMO Business Solutions, Inc., N. F. Laboratories, Inc., NTT BizLink, Inc., codeTakt Inc., DOCOMO gacco, Inc., Phone Appli Inc., NTT Com Asia Limited, NTT Communications China Co., Ltd., Mobile Innovation Co., Ltd., and Shanghai NTT Communications Engineering Co., Ltd.

### Material Flow

INPUT	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Telecommunications Facilities and Data Centers						
Power	hundred million kWh	4.6	4.2	4.4	5.0	4.3
Renewable energy derived power	hundred million kWh	0.0 <sup>*1</sup>	0.4	1.6	2.4	2.5
Heat	ten thousand MJ	185	207	210	165	260
Gas	ten thousand m <sup>3</sup>	30	19	13	16	11
Fuel	ten thousand liters	168	131	149	118	175
Water <sup>*2</sup>	ten thousand m <sup>3</sup>	17.1	13.9	12.8	23.6	31.3
Offices						
Power	hundred million kWh	0.3	0.3	0.3	0.3	0.3
Renewable energy derived power	hundred million kWh	0.0	0.0	0.0 <sup>*1</sup>	0.2	0.1
Heat	ten thousand MJ	4,277	3,974	3,730	3,492	3,393
Gas	ten thousand m <sup>3</sup>	8	9	11	5	1
Fuel (excluding automobile)	ten thousand liters	3.7	3.8	3.4	7.1	0.3
Fuel (automobile)	ten thousand liters	10.0	5.5	4.1	16.3	20.7
Water	ten thousand m <sup>3</sup>	9.6	5.9	10.2	8.8	10.9
Office paper	t	174	47	30	121	176
Recycled paper and eco-friendly pulp	t	164	41	28	118	173
Invoices	t	112	143	125	123	123
brochures	t	8	7	10	13	13

\*1 Less than 0.05

\*2 Only telecommunications facilities, excluding data centers, were covered upto FY2021. From FY2023, overseas group companies are included.

OUTPUT	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Telecommunications Facilities and Data Centers						
Greenhouse gas (CO <sub>2</sub> · power)	ten thousand t-CO <sub>2</sub>	21.3	17.2	11.7	11.7	7.2
Greenhouse gas (CO <sub>2</sub> · heat)	ten thousand t-CO <sub>2</sub>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>
Greenhouse gas (CO <sub>2</sub> · gas)	ten thousand t-CO <sub>2</sub>	0.1	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>
Greenhouse gas (CO <sub>2</sub> · fuel)	ten thousand t-CO <sub>2</sub>	0.5	0.4	0.4	0.3	0.5
Greenhouse gas (other than CO <sub>2</sub> )	ten thousand t-CO <sub>2</sub> e	0.1	0.2	0.2	0.2	0.5
Total wastewater volume <sup>*2</sup>	ten thousand m <sup>3</sup>	17.1	13.9	12.8	23.6	31.3
General waste generated <sup>*3</sup>	t	634	426	472	463	432
General waste recycled <sup>*3</sup>	t	624	414	459	449	421
Industrial waste generated <sup>*3</sup>	t	3,140	3,888	3,735	2,237	1,213
Industrial waste recycled <sup>*3</sup>	t	3,136	3,883	3,716	2,233	1,210
Offices						
Greenhouse gas (CO <sub>2</sub> · power)	ten thousand t-CO <sub>2</sub>	1.4	1.2	1.3	0.5	1.2
Greenhouse gas (CO <sub>2</sub> · heat)	ten thousand t-CO <sub>2</sub>	0.2	0.2	0.2	0.2	0.2
Greenhouse gas (CO <sub>2</sub> · gas)	ten thousand t-CO <sub>2</sub>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>
Greenhouse gas (CO <sub>2</sub> · fuel (excluding automobile) )	ten thousand t-CO <sub>2</sub>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>
Greenhouse gas (CO <sub>2</sub> · fuel (automobile) )	ten thousand t-CO <sub>2</sub>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>
Greenhouse gas (other than CO <sub>2</sub> )	ten thousand t-CO <sub>2</sub> e	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>	0.0 <sup>*1</sup>
Total wastewater volume	ten thousand m <sup>3</sup>	9.6	5.9	10.2	8.8	10.9
General waste generated <sup>*3</sup>	t	703	394	358	284	315
Plastic waste generated <sup>*3</sup>	t	41	21	14	22	19
General waste recycled <sup>*3</sup>	t	654	368	341	273	303
Industrial waste generated <sup>*3</sup>	t	433	62	118	451	297
Plastic waste generated <sup>*3</sup>	t	101	27	60	28	28
Industrial waste recycled <sup>*3</sup>	t	421	58	117	443	297

\*1 Less than 0.05

\*2 Only telecommunications facilities, excluding data centers, were covered up to FY2021

\*3 Note that waste volumes in this table do not include construction waste.

<b>Environmental Accounting: Environmental Conservation Costs (Categories and Investment Corresponding to Business Activities)</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
(1)Business Area Cost	Million yen	850	862	942	2,234	1,344
Pollution prevention costs • Oil tank facility for power generator use • Management of items using PCBs	Million yen	231	289	198	353	148
Global environmental conservation costs • Measures to reduce GHG Emissions resulting from electricity use	Million yen	618	573	744	1,881	1,196
Resource circulation costs • Waste disposal and reuse expense	Million yen	0	0	0	0	0
(2)Upstream/Downstream Costs • Measures to recover, recycle, and reuse telecommunications equipment	Million yen	73	42	32	39	209
(3)Administration Costs • Environmental conservation management activities	Million yen	0	0	0	0	0
(4)R&D Costs • Allocated portion of the NTT Group's environmental R&D costs	Million yen	0	0	0	0	0
(5)Social Activity Costs • Costs of supporting volunteer participation	Million yen	0	0	0	0	0
(6)Environmental Remediation Costs	Million yen	0	0	0	0	0
<b>Total</b>	<b>Million yen</b>	<b>924</b>	<b>904</b>	<b>974</b>	<b>2,272</b>	<b>1,553</b>

\*Figures are provided as reference values calculated based on the boundaries set by the organizational restructuring in FY2022.

<b>Environmental Accounting: Environmental Conservation Costs (Categories and Expenses Corresponding to Business Activities)</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
(1)Business Area Cost	Million yen	1,219	790	1,549	1,250	1,194
Pollution prevention costs • Oil tank facility for power generator use • Management of items using PCBs	Million yen	164	65	93	76	200
Global environmental conservation costs • Measures to reduce GHG Emissions resulting from electricity use	Million yen	526	180	600	467	312
Resource circulation costs • Waste disposal and reuse expenses	Million yen	529	545	856	707	682
(2)Upstream/Downstream Costs • Measures to recover, recycle, and reuse telecommunications equipment	Million yen	47	1	1	1	1
(3)Administrative Costs • Environmental conservation management activities	Million yen	73	117	70	79	94
(4)R&D Costs • Allocated portion of the NTT Group's environmental R&D costs	Million yen	1	23	0	23	8
(5)Social Activity Costs • Costs of supporting volunteer participation	Million yen	2	2	2	7	4
(6)Environmental Remediation Costs	Million yen	0	0	0	0	0
<b>Total</b>	<b>Million yen</b>	<b>1,342</b>	<b>931</b>	<b>1,622</b>	<b>1,360</b>	<b>1,302</b>

\*Figures for FY2020, FY2021, FY2022 and FY2023 do not include depreciation.

\*Figures are provided as reference values calculated based on the boundaries set by the organizational restructuring in FY2022.

<b>Economic Benefits Associated with Environmental Conservation Activities (Actual Benefits)</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
<b>Revenue</b>						
• Revenues from sales (cables, metal scrap, etc.)	Million yen	239	315	374	341	140
<b>Cost Reductions</b>						
• Reductions in expenses as a result of measures such as those related to reducing electricity use	Million yen	391	490	401	691	305
• Reductions in purchase cost as a result of reusing dismantled telecommunications equipment	Million yen	400	442	274	174	103
• Decrease in postal and paper costs due to use of Mypage (online account page)	Million yen	533	433	470	521	0
• Other	Million yen	0	0	1	4	0
<b>Total</b>	<b>Million yen</b>	<b>1,565</b>	<b>1,682</b>	<b>1,521</b>	<b>1,731</b>	<b>548</b>

\*Figures were tabulated in line with the Ministry of the Environment's Environmental Accounting Guidelines 2005 and the NTT Group Environmental Accounting Guidelines. Expenses include personnel expenses but exclude depreciation.

\*Figures are provided as reference values calculated based on the boundaries set by the organizational restructuring in FY2022.

<b>GHG Emissions by Scope and Category<sup>*1</sup></b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
<b>Total emissions</b>	ten thousand t-CO <sub>2</sub> e	368.3	400.3	222.5	216.1	230.9
<b>Scope 1</b> (direct emissions of greenhouse gases from our own sources, such as fuel combustion) <sup>*1</sup>	ten thousand t-CO <sub>2</sub> e	0.7	0.7	0.7	0.6	1.0
<b>Scope 2</b> (indirect emissions from the use of electricity, heat, and steam supplied by other companies) (market-based) <sup>*3</sup>	ten thousand t-CO <sub>2</sub> e	23.0	18.7	13.2	12.4	8.6(20.5) <sup>*13</sup>
<b>Scope 3</b> (indirect emissions other than Scopes 1 and 2, such as emissions by others related to activities of the NTT Communications Group)	ten thousand t-CO <sub>2</sub> e	344.7	380.9	208.6	203.1	221.2
Category 1 (purchased goods and services) <sup>*4,12</sup>	ten thousand t-CO <sub>2</sub> e	27.1	88.9	75.6	72.8	103.1
Category 2 (capital goods) <sup>*4,12</sup>	ten thousand t-CO <sub>2</sub> e	51.7	32.4	36.1	29.5	14.6
Category 3 (fuel and energy activities not included in Scopes 1 or 2)	ten thousand t-CO <sub>2</sub> e	3.8	3.7	6.9	3.8	2.7
Category 4 (upstream transportation and distribution)	ten thousand t-CO <sub>2</sub> e	0.3	0.8	0.8	1.1	1.2
Category 5 (waste generated through business activities)	ten thousand t-CO <sub>2</sub> e	0.0 <sup>*11</sup>	0.0 <sup>*11</sup>	0.0 <sup>*11</sup>	0.0 <sup>*11</sup>	0.0 <sup>*11</sup>
Category 6 (business travel) <sup>*12</sup>	ten thousand t-CO <sub>2</sub> e	0.8	0.8	0.2	0.5	0.9
Category 7 (employee commutations) <sup>*12</sup>	ten thousand t-CO <sub>2</sub> e	0.7	0.7	0.1	0.0 <sup>*11</sup>	0.0 <sup>*11</sup>
Category 8 (upstream leased assets) <sup>*5</sup>	ten thousand t-CO <sub>2</sub> e	-	-	-	-	-
Category 9 (downstream transportation and distribution) <sup>*6</sup>	ten thousand t-CO <sub>2</sub> e	-	-	-	-	-
Category 10 (processing of products sold) <sup>*7</sup>	ten thousand t-CO <sub>2</sub> e	-	-	-	-	-
Category 11 (use of products sold) <sup>*8,12</sup>	ten thousand t-CO <sub>2</sub> e	230.9	224.6	67.1	66.6	52.8
Category 12 (disposal of products sold) <sup>*8,12</sup>	ten thousand t-CO <sub>2</sub> e	8.6	8.4	0.2	0.3	0.2
Category 13 (downstream leased assets)	ten thousand t-CO <sub>2</sub> e	20.3	20.7	21.6	28.5	45.7
Category 14 (franchise) <sup>*9</sup>	ten thousand t-CO <sub>2</sub> e	0.5	-	-	-	-
Category 15 (investments) <sup>*10</sup>	ten thousand t-CO <sub>2</sub> e	-	-	-	-	-

\*1 Calculated based on standards and guidance provided by the GHG Protocol

\*2 Includes emissions of greenhouse gases other than CO<sub>2</sub>, such as CFC substitutes

\*3 Emissions associated with electricity are calculated using emission factors obtained from electric power companies.

\*4 Calculated by multiplying each supplier's transaction amount by their emissions intensity (calculated from their disclosed data) or by the emissions intensity according to the transaction details. Categorization methods for Categories 1 and 2 were reviewed to improve accuracy from FY2023 results, and the scope of calculation was expanded to include the entire NTT Communications Group.

\*5 Counted for calculation, but no results were available (fuel and electricity used by leased assets are calculated under Scope 1 or 2)

\*6 Counted for calculation, but no results were available (mostly outsourced transportation calculated under category 4)

\*7 Counted for calculation, but no results were available (no intermediate product processing in main businesses)

\*8 Updated the targeted services starting from FY2023 results, based on the organizational restructuring with NTT Docomo Group implemented in July 2022.

\*9 Counted for calculation, but no results were available (not applicable)

\*10 Counted for calculation, but no results were available (calculated in Scope 1 or 2)

\*11 Less than 0.05

\*12 We revised the calculation method for categories 1, 2, 6, 7, and 11 of Scope 3 to improve accuracy from FY2021 results.

\*13 Figures are calculated location-based method.

<b>GHG Emissions from Business Activities</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total emissions	ten thousand t-CO <sub>2</sub> e	23.6	19.5	13.9	13.0	9.7
Electricity consumption*	ten thousand t-CO <sub>2</sub> e	22.7	18.5	13.0	12.2	8.4
Fuel for corporate vehicles and consumption of heavy oil and gas	ten thousand t-CO <sub>2</sub> e	0.8	0.7	0.7	0.6	0.8
Other GHG emissions (converted to CO <sub>2</sub> equivalent)	ten thousand t-CO <sub>2</sub> e	0.1	0.3	0.2	0.2	0.5

\*Emissions associated with electricity are calculated using emission factors obtained from electric power companies

<b>Other GHG Emissions (Converted to CO<sub>2</sub> Equivalent)</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total emissions	t-CO <sub>2</sub> e	1,011	3,088	2,191	1,705	4,930
CH <sub>4</sub>	t-CO <sub>2</sub> e	83	63	74	57	81
N <sub>2</sub> O	t-CO <sub>2</sub> e	45	33	34	42	58
HFC	t-CO <sub>2</sub> e	883	2,992	2,083	1,606	4,792

<b>Power Consumption</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Power consumption (including electricity and renewable energy derived from GHG Protocol Scope 2 emissions from business activities)	hundred million kWh	4.9	4.5	4.7	5.3*	4.6

\*In FY2022, there was a temporary increase due to the adoption of a different calculation method at overseas group companies, which became consolidated entities starting from the third quarter. Using the current calculation method, the total is 4.8 hundred million kWh.

<b>Consumption of Electricity Derived from Renewable Energy Sources</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Consumption rate of electricity derived from renewable energy sources (including virtually renewable energy by using non-fossil fuel certificates)	hundred million kWh	0.0*	0.4	1.7	2.6	2.6
Consumption rate for electricity derived from renewable energy sources	%	0.0*	8.4	35.3	48.6	55.7

\*Targeted GHG Protocol: Scope 2 emissions from business activities

\*Less than 0.05

<b>Overall Amounts of Electricity Generated by Solar Panels at Data Centers</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Overall amounts of electricity generated by solar panels at data centers	ten thousand kWh	34.5	36.0	51.7	49.1	52.5

<b>Goods Transportation Volume under the Revised Energy Conservation Law</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total volume	ten thousand tonne-kilometers	31.7	25.4	24.5	18.6	17.0
Invoices	ten thousand tonne-kilometers	3.9	4.1	3.5	3.5	3.6
Connection notes	ten thousand tonne-kilometers	0.3	0.2	0.4	0.5	0.4
Sales promotion tools	ten thousand tonne-kilometers	0.0*	0.0*	0.0*	0.0*	0.0*
Telecommunications equipment dismantled	ten thousand tonne-kilometers	7.8	9.6	9.3	5.4	2.8
Waste	ten thousand tonne-kilometers	4.3	2.2	2.3	3.1	2.5
Others	ten thousand tonne-kilometers	15.5	9.2	9.0	6.1	7.6

Scope: NTT Communications Corporation

\*Less than 0.05

<b>Fuel Consumption by Company Vehicles</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total volume	ten thousand liters	10.1	5.7	4.1	16.3	20.7
Gasoline	ten thousand liters	9.3	5.0	3.5	15.7	20.0
Diesel	ten thousand liters	0.8	0.7	0.6	0.7	0.7

<b>Volume of Waste Generated and Recycling Rate</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Volume of waste generated	t	14,579	19,456	25,966	15,392	23,881
Dismantled telecommunications equipment	t	2,892	3,730	3,606	2,085	1,091
Construction waste	t	9,668	14,685	21,283	11,956	21,624
Office waste	t	2,018	1,041	1,077	1,351	1,166
Volume recycled	t	14,221	19,120	25,528	15,107	23,344
Recycling rate	%	97.5	98.3	98.3	98.1	97.8
Volume of final disposal	t	305	301	412	262	517

<b>Total Volume and Recycling Rate of Dismantled Telecommunications Equipment</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total volume	t	2,892	3,730	3,606	2,085	1,091
Concrete poles, etc.	t	4	2	0*	0*	0*
Switching equipment	t	1,051	1,165	1,219	575	406
Communication cables	t	444	748	483	398	119
Others	t	1,394	1,814	1,904	1,112	566
Volume recycled	t	2,892	3,726	3,590	2,083	1,091
Recycling rate	%	99.993	99.916	99.547	99.906	99.995

\*Less than 0.5

<b>Reuse of Dismantled Telecommunications Facilities, Equipment, and Packaging</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
In-house reuse of dismantled telecommunications facilities	Units	106	124	119	75	159
Equipment and packaging	Units	6,923	7,797	6,537	3,057	594

<b>Total Volume and Recycling Rate of Construction Waste</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total volume	t	9,668	14,685	21,283	11,956	21,624
Volume recycled	t	9,386	14,397	20,895	11,709	21,112
Recycling rate	%	97.5	98.0	98.2	97.9	97.6

<b>Total Office Waste and Recycling Rate</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total volume	t	2,018	1,041	1,077	1,351	1,166
Volume recycled	t	1,943	996	1,044	1,315	1,140
Recycling rate	%	96.3	95.6	96.9	97.3	97.8

<b>Volume of Confidential Documents Collected</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Volume of confidential documents collected	t	259.8	167.3	161.0	92.5	78.7

<b>Total and Per-employee Office Paper Use</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Total volume of paper use	t	174	47	30	121	176
Recycled paper	t	130	26	21	109	160
Environmentally sound, virgin wood pulp paper	t	35	15	7	8	13
Other virgin wood pulp paper	t	10	6	2	4	4
Number of sheets	Sheets	3,585	951	610	1,633	2,364

<b>Volume of Specified Halons Used in Fire-extinguishing Equipment</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Volume of specified halons used in fire-extinguishing equipment	t	143	143	143	143	143

<b>Volume of Specified CFCs Used in Air-conditioning Systems</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
CFC	t	0	0	0	0	0
HCFC	t	4	3	2	1	1
HFC	t	254	250	256	264	313

<b>Asbestos Emissions</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Asbestos emissions	t	0	0	0	0	0

<b>Number of Transformers Stored</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of transformers stored	Units	0	6	0	0	4

<b>Number of Capacitors Stored</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
High-voltage capacitors	Units	0	0	0	0	0
Low-voltage capacitors	Units	0	2	12	4	16

<b>Number of Electric Ballasts Stored</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Number of electric ballasts stored	Units	123	363	276	112	0

## Society

Scope (unless otherwise indicated): NTT Communications Corporation

Employee Composition, Diversity, and Mobility	Units	FY2019	FY2020	FY2021	FY2022	FY2023
Number of Employees <sup>*1</sup>						
Consolidated	Persons	11,494	11,602	11,846 <sup>*2</sup>	16,851 <sup>*2</sup>	17,175 <sup>*2</sup>
Non-consolidated	Persons	5,523	5,533	6,760	8,723	9,065
Male	Persons	4,590	4,552	5,550	6,974	7,147
Female	Persons	933	981	1,210	1,749	1,918
20s	Persons	-	-	1,024 (15.1%)	1,533 (17.6%)	1,659 (18.3%)
30s	Persons	-	-	1,310 (19.4%)	1,613 (18.5%)	1,753 (19.3%)
40s	Persons	-	-	2,109 (31.2%)	2,669 (30.6%)	2,543 (28.1%)
50s	Persons	-	-	2,291 (33.9%)	2,878 (33.0%)	3,073 (33.9%)
60s	Persons	-	-	26 (0.4%)	30 (0.3%)	37 (0.4%)
Average Age <sup>*1</sup>	Years old	-	-	43.5	42.8	42.6
Average Years of Service	Years	-	-	18.6	18.3	17.9
Average Total Working Hours	Hours	1,885	1,980	1,956	1,948	1,956
Average Overtime	Hours	-	-	24.9	24.7	26.09
Total Number of Employees in Managerial Positions	Persons	-	-	2,144	2,534	2,693
Male <sup>*3</sup>	Persons	-	-	1,967	2,315	2,409
Female <sup>*3</sup>	Persons	-	-	177	219	284
Percentage of women in managerial positions <sup>*3</sup>	%	6.7	7.2	8.3	9.5	10.5 <sup>*4</sup>
Turnover Rate <sup>*5</sup>	%	3.6	2.4	2.6	2.55	2.21
New Employees (Foreign Nationals) <sup>*6</sup>	Persons	203 (7)	203 (5)	257(8)	221(9)	229(3)
Male	Persons	137 (4)	137 (2)	176(4)	149(4)	147(2)
Female	Persons	66 (3)	66 (3)	81(4)	72(5)	82(1)
Ratio of female employees	%	32.5	32.5	31.5	34.1	35.8
Number of Experienced Personnel Hires	Persons	50	76	79	103	217
Percentage of experienced personnel hires among new hires	%	19.8	27.2	23.5	31.0	48.7%
Number of Rehires <sup>*6</sup>						
Non-consolidated and domestic group companies	%	2.27	2.23	2.34 <sup>*7</sup>	2.66 <sup>*7</sup>	2.75 <sup>*7</sup>
Non-consolidated	%	2.39	2.41	2.38	4.54	4.90

\*1 As of March 31 for each FY

\*2 NTT Communications and 19 group companies and affiliates

\*3 As of March 31 for each FY, scope: NTT Communications Corporation, including seconded employees

\*4 As of April 1, 2024. Scope: NTT Communications Corporation, including seconded employees

\*5 As of March 31 for each FY

\*6 As of June 1 of the following year for each FY

\*7 NTT Communications Corporation and 9 domestic Group companies (NTT Com Engineering Corporation, NTT Com Online Marketing Solutions Corporation, NTT Com CHEO Corporation, NTT Com DD, Corporation, NTTPC Communications, Inc., NTT World Engineering Marine Corporation, DOCOMO Business Solutions, Inc., NTT BizLink, Inc., Phone Appli Inc.)



Human Resource Development	Units	FY2019	FY2020	FY2021	FY2022	FY2023
Average training cost per employee	10,000 yen	12	8	20.2	20.5	21.7
Average training hours per employee	Hours	18	13	22	22	14
Number of employees dispatched to the global human resource development program	Persons	32	0	22	24	14
Number of assignments under the Internal Job posting system	Persons	-	-	57	94	144

Number of Employees Who Took Maternity, Childcare, or Nursing-care Leave* <sup>1</sup>	Units	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of male employees taking leave for childcare* <sup>2</sup>	%	-	-	67.8	132.8	116* <sup>3</sup>
Number of Employees Taking Nursing Care Leave	Persons	8	8	5	7	9
Female	Persons	5	4	3	5	5
Male	Persons	3	4	2	2	4
Number of Employees Registered for Re-employment (Number of Employees Re-employed for Reasons Related to Childcare, Transfer, or Nursing Care)* <sup>3</sup>	Persons	-	-	22(1)	27(2)	31(4)
Average Number of Paid Leave Days Taken	Days	16.2	14.0	16.4	17.9	16.3
Average Paid Leave Acquisition Rate	%	81	70	82	90	82
Number of Employees Who Resigned Without Becoming Reinstated						
Female	Persons	2	2	0	3	3
Male	Persons	0	0	0	0	1

\*1 Scope: NTT Communications Corporation, including seconded employees

\*2 Denominator: male employee whose partner gave birth during the , numerator: male employee with a pre-elementary school child who took childcare leave, etc. (including the Company's unique leave system for childcare) during the FY

\*3 As of April 1, 2024. Scope: NTT Communications Corporation, including seconded employees

\*4 As of March 31 for each FY

Health and Safety	Units	FY2019	FY2020	FY2021	FY2022	FY2023
Number of workplace accidents (occupational accidents)	Cases	2	1	1	0	1
Number of deaths due to occupational injuries and illnesses	Cases	0	0	0	0	0
Percentages of employees receiving special health guidance	%	-	-	22.0	20.5	19.2
Percentages of special health guidance completed	%	-	-	67.0	52.5	50.3

Compliance and Labor Practices	Units	FY2019	FY2020	FY2021	FY2022	FY2023
Attendance rate of human rights training	%	89	87	96	96	97

Social Contribution Activities	Units	FY2019	FY2020	FY2021	FY2022	FY2023
Preservation of the Natural Environment						
Number of projects	Projects	28	17	21	26	42
Number of participants	Persons	1,019	577	586	3,348	461
Activity expenditure	Yen	7,425,925	2,191,600	2,011,550	14,860,321	4,241,580
Social Welfare						
Number of projects	Projects	37	24	30	43	52
Number of participants	Persons	120	249	357	529	419
Activity expenditure	Yen	3,313,607	1,593,800	27,049,094	2,292,767	2,807,006
Promotion of Education and Culture						
Number of projects	Projects	16	11	11	14	14
Number of participants	Persons	413	142	1,141	81	25
Activity expenditure	Yen	9,419,971	1,141,356,800	10,283,574	3,551,750	526,500
Regional Development and Exchange						
Number of projects	Projects	9	4	5	25	35
Number of participants	Persons	298	22	88	176	2,049
Activity expenditure	Yen	5,144,900	1,003,300	432,200	20,163,212	16,045,851
International Exchange						
Number of projects	Projects	3	-	-	1	-
Number of participants	Persons	0	-	-	-	-
Activity expenditure	Yen	0	-	-	247,000	-
Promotion of Sports						
Number of projects	Projects	2	-	-	-	3
Number of participants	Persons	2	-	-	-	45
Activity expenditure	Yen	20,000	-	-	-	962,667
Others						
Number of projects	Projects	3	-	-	6	19
Number of participants	Persons	41	-	-	-	284
Activity expenditure	Yen	12,000	-	-	5,370,000	8,603,426
Total						
Number of projects	Projects	98	56	67	115	165
Number of participants	Persons	1,893	990	2,172	4,134	3,283
Activity expenditure	Yen	25,336,403	1,146,145,500	39,776,418	46,485,050	33,187,030

#### Japan Rugby Top League Fundraising Led by Shining Arcs (NTT Communications)

Season	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019
Money donated (yen)	About 2 million	2,306,040	2,270,170	2,252,561	805,643	1,390,002
Participating team(s)	All Top League teams	All Top League teams	All Top League teams	All Top League teams	All Top League teams	All Top League teams
Recipient and use of funds	Invited children from disaster-affected regions to a Japanese national rugby team game held in June 2014	Held charity event for children from the city of Kamaishi, Iwate Prefecture (October 24, 2015) and invited children from Kamaishi to the LIXIL CUP 2016 rugby game	Held rugby classes in areas affected by the Kumamoto earthquake	Provided career education and rugby classes in the Tohoku region	Donated to disasteraffected regions through the Central Community Chest of Japan (Red Feather)	Donated to disasteraffected regions through the Central Community Chest of Japan (Red Feather)

Season	2019-2020	2020-2021	2021-2022
Money donated (yen)	170,680	-	367,071
Participating team(s)	NTT Communications	-	NTT Communications
Recipient and use of funds	Donated to help resolve global hunger-related issues through the NPO TABLE FOR TWO International	-	Funds raised through the next-generation sports viewing app used to support those impacted by the volcanic eruption and tsunami in Tonga and seriously injured high school rugby players.

## Governance

Scope (unless otherwise indicated): NTT Communications Corporation

<b>Compliance</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Attendance at Companywide compliance seminars	%	-	93.1	98.8	99.1	99.4
Percentage of corporate ethics questionnaire implemented	%	-	83.8	94.1	95.2	97.2

Scope: NTT Communications Corporation and Group companies

<b>Information Security Training Attendance</b>	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Information security training (total)	Persons	11,641	16,449	19,783	22,994	23,611
Companywide security training/assessment of understanding	Persons	11,527	16,291	19,588	22,819	23,611
Training programs for managers and leaders in charge of implementing security management	Persons	114	158	195	175	- *

\*Jointly held in 2024