

# Human Resources – Main Achievements (FY2022)

Percentage of women in managerial positions

9.5%



As of March 31, 2023  
Scope: NTT Communications Corporation, including seconded employees

Ratio of employees with disabilities

4.54%



As of June 1, 2023

Percentage of male employees taking leave for childcare

132.8%



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)

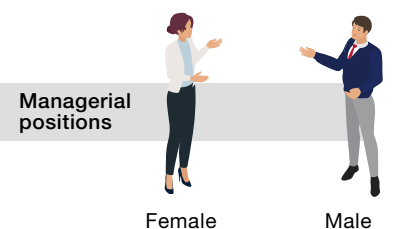
Percentage of experienced personnel hires among new hires

31.0%

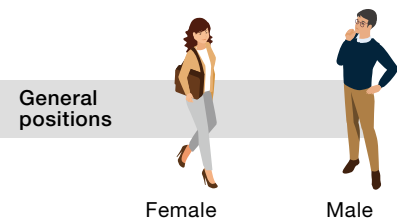


Experienced Worker

Ratio of basic salary and remuneration per employee by gender



Female Male  
Base salary 1 : 1.01  
Total remuneration 1 : 1.02



Female Male  
Base salary 1 : 1.18  
Total remuneration 1 : 1.17

Same salary structure applied to both male and female employees; differences are due to age structure, grade structure, etc., and the ratio is female to male

Average training cost & training hours per employee

0.2 million yen  
22 hours



Attendance rate of human rights training

96.1%



Scope: NTT Communications Corporation and its 17 Group companies

Number of Workplace Accidents (Occupational Accidents)

0

