### Human Resources – Main Achievements (FY2021)

#### Percentage of women in managerial positions
8.3%  
As of March 31, 2022  
Scope: NTT Communications Corporation, including seconded employees

#### Ratio of employees with disabilities
2.38%  
As of June 1, 2022

#### Percentage of male employees taking leave for childcare
67.8%  
Male employee whose partner gave birth during the fiscal year or male employee with a pre-elementary school child who took childcare leave, etc. (including the Company’s unique leave system for childcare)

#### Percentage of employees working from home
Over 80%  
Scope: NTT Communications Corporation and its 13 Group companies

#### Ratio of basic salary and remuneration per employee by gender

<table>
<thead>
<tr>
<th>Category</th>
<th>Managerial positions</th>
<th>General positions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Base salary</td>
<td>1 : 1.01</td>
<td>1 : 1.16</td>
</tr>
<tr>
<td>Total remuneration</td>
<td>1 : 1.01</td>
<td>1 : 1.17</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Training Cost</th>
<th>0.2 million yen</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training Hours</td>
<td>22 hours</td>
</tr>
</tbody>
</table>

#### Attendance rate of human rights training
96.3%  
Scope: NTT Communications Corporation and its 13 Group companies

#### Number of Workplace Accidents (Occupational Accidents)
1  
Scope (unless otherwise indicated): NTT Communications Corporation