

# 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÷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

Managerial positions



Base salary

1 : 1.01

Total remuneration

1 : 1.01

General positions



Base salary

1 : 1.16

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

96.3%



Scope: NTT Communications Corporation and its 13 Group companies

Number of Workplace Accidents (Occupational Accidents)

1

