

Environment

Scope of reporting for FY2022 (unless otherwise indicated): NTT Communications Corporation and 17 Group companies (NTT Com Engineering Corporation, NTT Com Online Marketing Solutions Corporation, NTT Com CHEO Corporation, NTT Com DD Corporation, NTT Smart Trade Inc., NTTTPC Communications, Inc., NTT World Engineering Marine Corporation, DOCOMO Business Solutions, Inc., N. F. Laboratories, Inc., NTT BizLink, Inc., NTT Resonant Inc., X-LISTING Co., Ltd., codeTakt Inc., Phone Appli Inc., NTT Com Asia Limited, NTT Communications China Co., Ltd., and Shanghai NTT Communications Engineering Co., Ltd.

Material Flow

INPUT	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Telecommunications Facilities and Data Centers						
Power	hundred million kWh	4.5	4.6	4.2	4.4	5.0
Green power	hundred million kWh	0.0*	0.0*	0.4	1.6	2.4
Fuel	ten thousand ℓ	148	168	131	149	118
Gas	ten thousand m ³	29	30	19	13	16
Heat	ten thousand MJ	253	185	207	210	165
Water (only telecommunications facilities, excluding data centers, were covered up to FY2021)	ten thousand m ³	16.8	17.1	13.9	12.8	23.6
Offices						
Power	hundred million kWh	0.4	0.3	0.3	0.3	0.3
Green power	hundred million kWh	0	0	0	0.03	0.16
Heat	ten thousand MJ	3,904	4,277	3,974	3,730	3,492
Water	ten thousand m ³	15.7	9.6	5.9	10.2	8.8
Paper	t	218	174	47	30	121
Recycled paper and eco-friendly pulp	t	209	164	41	28	118
Sales						
Fuel (automobile)	ten thousand ℓ	12.9	10.0	5.5	4.1	16.3
Paper (brochures)	t	2,235	8	7	10	13
Invoices	t	138	112	143	125	123

* Less than 0.05

OUTPUT	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Telecommunications Facilities and Data Centers						
Power	ten thousand tons-CO ₂ e	23.9	21.3	17.2	11.7	11.7
Fuel	ten thousand tons-CO ₂ e	0.40	0.45	0.35	0.40	0.32
Gas	ten thousand tons-CO ₂ e	0.07	0.07	0.04	0.03	0.03
Heat	ten thousand tons-CO ₂ e	0.01	0.01	0.01	0.01	0.01
General waste generated	t	666	634	426	472	463
General waste recycled	t	616	624	414	459	449
Industrial waste generated	t	4,770	3,140	3,888	3,735	2,237
Industrial waste recycled	t	4,756	3,136	3,883	3,716	2,233
Total wastewater volume(only telecommunications facilities, excluding data centers, were covered up to FY2021)	ten thousand m ³	16.8	17.1	13.9	12.8	23.6
Offices						
Greenhouse gases (electricity)	ten thousand tons-CO ₂ e	1.9	1.4	1.2	1.3	0.5
Greenhouse gases (heat)	ten thousand tons-CO ₂ e	0.2	0.2	0.2	0.2	0.2
General waste generated	t	914	703	394	358	284
Plastic waste generated	t	54	41	21	14	22
General waste recycled	t	838	654	368	341	273
Industrial waste generated	t	366	433	62	118	451
Plastic waste generated	t	90	101	27	60	28
Industrial waste recycled	t	351	421	58	117	443
Total wastewater volume	ten thousand m ³	15.7	9.6	5.9	10.2	8.8
Sales						
Fuel (greenhouse gases)	ten thousand tons-CO ₂ e	0.03	0.02	0.01	0.01	0.04

*We separate waste insofar as possible to improve the recycling rate. Note that waste volumes in this table do not include construction waste.

Environmental Accounting: Environmental Conservation Costs (Categories and Investment Corresponding to Business Activities)	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
(1) Business area cost	Million yen	593	850	862	942	2,234
Pollution prevention costs	Million yen	142	231	289	198	353
· Oil tank facility for power generator use						
· Management of items using PCBs						
Global environmental conservation costs	Million yen	450	618	573	744	1,881
· Measures to reduce GHG Emissions resulting from electricity use						
Resource circulation costs	Million yen	0	0	0	0	0
· Waste disposal and reuse expense						
(2)Upstream/downstream costs	Million yen	14	73	42	32	39
· Measures to recover, recycle, and reuse telecommunications equipment						
(3)Administration costs	Million yen	0	0	0	0	0
· Environmental conservation management activities						
(4)R&D costs	Million yen	0	0	0	0	0
· Allocated portion of the NTT Group's environmental R&D costs						
(5)Social activity costs	Million yen	0	0	0	0	0
· Costs of supporting volunteer participation						
(6)Environmental remediation costs	Million yen	0	0	0	0	0
Total	Million yen	607	924	904	974	2,272

Environmental Accounting: Environmental Conservation Costs (Categories and Expenses Corresponding to Business Activities)	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
(1) Business area cost	Million yen	993	1,219	790	1,549	1,250
Pollution prevention costs	Million yen	80	164	65	93	76
· Oil tank facility for power generator use						
· Management of items using PCBs						
Global environmental conservation costs	Million yen	577	526	180	600	467
· Measures to reduce GHG Emissions resulting from electricity use						
Resource circulation costs	Million yen	336	529	545	856	707
· Waste disposal and reuse expenses						
(2)Upstream/downstream costs	Million yen	338	47	1	1	1
· Measures to recover, recycle, and reuse telecommunications equipment						
(3)Administrative costs	Million yen	69	73	117	70	79
· Environmental conservation management activities						
(4)R&D costs	Million yen	10	1	23	0	23
· Allocated portion of the NTT Group's environmental R&D costs						
(5)Social activity costs	Million yen	4	2	2	2	7
· Costs of supporting volunteer participation						
(6)Environmental remediation costs	Million yen	0	0	0	0	0
Total	Million yen	1,414	1,342	931	1,622	1,360

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

Economic Benefits Associated with Environmental Conservation Activities (Real Financial Impact)	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Revenue						
· Revenues from sales (cables, metal scrap, etc.)	Million yen	433	239	315	374	341
Cost Reductions						
· Reductions in expenses as a result of measures such as those related to reducing electricity use	Million yen	517	391	490	401	691
· Reductions in purchase cost as a result of reusing dismantled telecommunications equipment	Million yen	380	400	442	274	174
· Decrease in postal and paper costs due to use of Mypage (online account page)	Million yen	422	533	433	470	521
· Other	Million yen	0	0	0	1	4
Total	Million yen	1,753	1,565	1,682	1,521	1,731

*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.

GHG Emissions by Scope and Category	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total emissions	ten thousand tons-CO ₂ e	535.7	368.3	400.3	222.5	216.1
Scope 1 (direct emissions of greenhouse gases from our own sources, such as fuel combustion) ^{*1}	ten thousand tons-CO ₂ e	0.6	0.7	0.7	0.7	0.6
Scope 2 (indirect emissions from the use of electricity, heat, and steam supplied by other companies) (market-based)) ^{*2}	ten thousand tons-CO ₂ e	23.7	23.0	18.7	13.2	12.4
Scope 3 (indirect emissions other than Scopes 1 and 2, such as emissions by others related to activities of the NTT Communications Group)	ten thousand tons-CO ₂ e	511.4	344.7	380.9	208.6	203.1
Category 1 (purchased goods and services) ^{*3,4}	ten thousand tons-CO ₂ e	152.1	27.1	88.9	75.6	72.8
Category 2 (capital goods) ^{*3,4}	ten thousand tons-CO ₂ e	72.6	51.7	32.4	36.1	29.5
Category 3 (fuel and energy activities not included in Scopes 1 or 2)	ten thousand tons-CO ₂ e	9.5	3.8	3.7	6.9	3.8
Category 4 (upstream transportation and distribution)	ten thousand tons-CO ₂ e	1.4	0.3	0.8	0.8	1.1
Category 5 (waste generated through business activities)	ten thousand tons-CO ₂ e	0.1	0.0 ^{**}	0.0 ^{**}	0.0 ^{**}	0.0 ^{**}
Category 6 (business travel) ^{*3}	ten thousand tons-CO ₂ e	1.6	0.8	0.8	0.2	0.5
Category 7 (employee commutations) ^{*3}	ten thousand tons-CO ₂ e	1.3	0.7	0.7	0.1	0.0 ^{**}
Category 8 (upstream leased assets) ^{*5}	ten thousand tons-CO ₂ e	-	-	-	-	-
Category 9 (downstream transportation and distribution) ^{*6}	ten thousand tons-CO ₂ e	-	-	-	-	-
Category 10 (processing of products sold) ^{*7}	ten thousand tons-CO ₂ e	-	-	-	-	-
Category 11 (use of products sold) ^{*3}	ten thousand tons-CO ₂ e	241.4	230.9	224.6	67.1	66.6
Category 12 (disposal of products sold)	ten thousand tons-CO ₂ e	9.0	8.6	8.4	0.2	0.3
Category 13 (downstream leased assets)	ten thousand tons-CO ₂ e	21.4	20.3	20.7	21.6	28.5
Category 14 (franchise) ^{*9}	ten thousand tons-CO ₂ e	1.0	0.5	-	-	-
Category 15 (investments) ^{*10}	ten thousand tons-CO ₂ e	-	-	-	-	-

*1 Includes emissions of greenhouse gases other than CO₂, such as CFC substitutes

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

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

*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.

*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 Less than 0.05

*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)

GHG Emissions from Business Activities	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total emissions	ten thousand tons-CO ₂ e	24.2	23.6	19.5	13.9	13.0
Electricity consumption*	ten thousand tons-CO ₂ e	23.4	22.7	18.5	13.0	12.2
Fuel for corporate vehicles and consumption of heavy oil and gas	ten thousand tons-CO ₂ e	0.8	0.8	0.7	0.7	0.6
Other greenhouse gas emissions (converted to CO ₂ e equivalents)	ten thousand tons-CO ₂ e	0.1	0.1	0.3	0.2	0.2

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

Other GHG Emissions (Converted to CO ₂ e Equivalents)	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total emissions	t-CO ₂ e	928	1,011	3,088	2,191	1,705
CH ₄	t-CO ₂ e	77	83	63	74	57
N ₂ O	t-CO ₂ e	47	45	33	34	42
HFC	t-CO ₂ e	804	883	2,992	2,083	1,606

Power Consumption	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Power Consumption (including electricity and renewable energy derived from GHG Protocol Scope 2 emissions from business activities)	hundred million kWh	4.9	4.9	4.5	4.7	5.3

Consumption of Electricity Derived from Renewable Energy Sources	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Consumption rate of electricity derived from renewable energy sources (including virtually renewable energy by using non-fossil fuel certificates)	hundred million kWh	0.0*	0.0*	0.4	1.7	2.6
Consumption rate for electricity derived from renewable energy sources	%	0.0*	0.0*	8.4	35.3	48.6

Targeted GHG Protocol: Scope 2 emissions from business activities

* Less than 0.05

Overall Amounts of Electricity Generated by Solar Panels at Data Centers	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Overall amounts of electricity generated by solar panels at data centers	kWh	367,108	344,848	359,542	516,888	491,285

Goods Transportation Volume under the Revised Energy Conservation Law	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total volume	ten thousand ton-kilometers	38.6	31.7	25.4	24.5	18.6
Invoices	ten thousand ton-kilometers	4.5	3.9	4.1	3.5	3.5
Connection notes	ten thousand ton-kilometers	0.4	0.3	0.2	0.4	0.5
Sales promotion tools	ten thousand ton-kilometers	0.1	0.0*	0.0*	0.0*	0.0*
Telecommunications equipment dismantled	ten thousand ton-kilometers	11.7	7.8	9.6	9.3	5.4
Waste	ten thousand ton-kilometers	4.4	4.3	2.2	2.3	3.1
Others	ten thousand ton-kilometers	17.5	15.5	9.2	9.0	6.1

Scope: NTT Communications Corporation

* Less than 0.05

Fuel Consumption by Company Vehicles	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total volume	ten thousand ℓ	12.9	10.1	5.7	4.1	16.3
Gasoline	ten thousand ℓ	12.1	9.3	5.0	3.5	15.7
Diesel	ten thousand ℓ	0.8	0.8	0.7	0.6	0.7

Volume of Waste Generated and Recycling Rate	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Volume of waste generated	t	11,150	14,579	19,456	25,966	15,392
Dismantled telecommunications equipment	t	4,513	2,892	3,730	3,606	2,085
Construction waste	t	4,434	9,668	14,685	21,283	11,956
Office waste	t	2,203	2,018	1,041	1,077	1,351
Volume recycled	t	10,809	14,221	19,120	25,528	15,107
Recycling Rate	%	96.9	97.5	98.3	98.3	98.1
Volume of final disposal	t	219	305	301	412	262

Total Volume and Recycling Rate of Dismantled Telecommunications Equipment	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total volume	t	4,513	2,892	3,730	3,606	2,085
Concrete poles, etc.	t	0*	4	2	0*	0*
Switching equipment	t	1,585	1,051	1,165	1,219	575
Communication cables	t	617	444	748	483	398
Others	t	2,310	1,394	1,814	1,904	1,112
Volume recycled	t	4,513	2,892	3,726	3,590	2,083
Recycling Rate	%	99.99	99.99	99.9	99.5	99.9

* Less than 0.5

Volume of Reused Fiber-optic Cable	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Volume of reused fiber-optic cable	km	2.2	1.3	1.2	0	0.1

Reuse of Dismantled Telecommunications Facilities, Equipment, and Packaging	Units	FY2018	FY2019	FY2020	FY2021	FY2022
In-house reuse of dismantled telecommunications facilities	Units	112	106	124	119	75
Equipment and packaging	Units	8,794	6,923	7,797	6,537	3,057

Total Volume and Recycling Rate of Construction Waste	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total volume	t	4,434	9,668	14,685	21,283	11,956
Volume recycled	t	4,247	9,386	14,397	20,895	11,709
Recycling Rate	%	96.9	97.5	98.0	98.2	97.9

Total Office Waste and Recycling Rate	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total volume	t	2,203	2,018	1,041	1,077	1,351
Volume recycled	t	2,049	1,943	996	1,044	1,315
Recycling Rate	%	93.0	96.3	95.6	96.9	97.3

Volume of Confidential Documents Collected	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Volume of confidential documents collected	t	305.2	259.8	167.3	161.0	92.5

Total and Per-employee Office Paper Use	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total volume of paper use	t	218	174	47	30	121
Recycled paper	t	150	130	26	21	109
Environmentally sound, virgin wood pulp paper	t	59	35	15	7	8
Other virgin wood pulp paper	t	9	10	6	2	4
Number of sheets	Sheets	4,224	3,585	951	610	1,633

NOx Emissions	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total emissions	t	225	194	156	128	317
Electricity consumption	t	68	65	67	67	110
Gas consumption	t	1	0	0	0	0
Heavy oil consumption	t	2	2	2	2	2
Gasoline and diesel consumption	t	155	125	86	59	205

SOx Emissions	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Total emissions	t	26	25	25	25	39
Electricity consumption	t	23	22	22	22	37
Gas consumption	t	0	0	0	0	0
Heavy oil consumption	t	2	2	2	2	2
Gasoline and diesel consumption	t	1	1	1	1	1

Volume of Specified Halons Used in Fire-extinguishing Equipment	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Volume of specified halons used in fire-extinguishing equipment	t	143	143	143	143	143

Volume of Specified CFCs Used in Air-conditioning Systems	Units	FY2018	FY2019	FY2020	FY2021	FY2022
CFC	t	0	0	0	0	0
HCFC	t	13	4	3	2	1
HFC	t	270	254	250	256	264

Asbestos Emissions	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Asbestos emissions	t	0	0	0	0	0

Number of Transformers Stored	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Number of transformers stored	Units	0	0	6	0	0

Number of Capacitors Stored	Units	FY2018	FY2019	FY2020	FY2021	FY2022
High-voltage capacitors	Units	0	0	0	0	0
Low-voltage capacitors	Units	0	0	2	12	4

Number of Electric Ballasts Stored	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Number of electric ballasts stored	Units	1,488	123	363	276	112

Society

Scope (unless otherwise indicated): NTT Communications Corporation

Employee Composition, Diversity, and Mobility	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Number of employees ^{*1}						
Consolidated	Persons	23,337	11,494	11,602	11,846 ^{*2}	16,851 ^{*2}
Non-consolidated	Persons	6,142	5,523	5,533	6,760	8,723
Male	Persons	5,122	4,590	4,552	5,550	6,974
Female	Persons	1,020	933	981	1,210	1,749
20s	Persons	-	-	-	1,024(15.1%)	1,533(17.6%)
30s	Persons	-	-	-	1,310(19.4%)	1,613(18.5%)
40s	Persons	-	-	-	2,109(31.2%)	2,669(30.6%)
50s	Persons	-	-	-	2,291(33.9%)	2,878(33.0%)
60s	Persons	-	-	-	26(0.4%)	30(0.3%)
Average age ^{*1}	Years old	-	-	-	43.5	42.8
Average years of service	Years	-	-	-	18.6	18.3
Average total working hours	Hours	1,904	1,885	1,980	1,956	1,948
Average overtime	Hours	-	-	-	24.9	24.7
Average annual salary ^{*3}	Yen	-	-	-	8,669,000	8,490,000
Ratio of basic salary and remuneration per employee by gender ^{*4}						
Managerial positions						
Base salary		-	-	1:1.02	1:1.01	1:1.01
Total remuneration		-	-	1:1.03	1:1.01	1:1.02
General positions						
Base salary		-	-	1:1.17	1:1.16	1:1.18
Total remuneration		-	-	1:1.17	1:1.17	1:1.17
Total number of employees in managerial positions	Persons	-	-	-	2,144	2,534
Male ^{*5}	Persons	-	-	-	1,967	2,315
Female ^{*5}	Persons	-	-	-	177	219
Percentage of women in managerial positions ^{*5}	%	6.1	6.7	7.2	8.3	9.5
Turnover rate ^{*6}	%	4.1	3.6	2.4	2.6	2.55
New employees (foreign nationals) ^{*7}	Persons	237(10)	203(7)	203(5)	257(8)	221(9)
Male	Persons	163(7)	137(4)	137(2)	176(4)	149(4)
Female	Persons	74(3)	66(3)	66(3)	81(4)	72(5)
Ratio of female employees	%	31.2	32.5	32.5	31.5	34.1
Number of experienced personnel hires	Persons	60	50	76	79	103
Percentage of experienced personnel hires among new hires	%	20.2	19.8	27.2	23.5	31
Number of rehires ^{*7}	Persons	57	57	47	113	127
Ratio of employees with disabilities ^{*8}						
Non-consolidated and domestic Group companies	%	2.11	2.27	2.23	2.34 ^{*9}	2.66 ^{*9}
Non-consolidated	%	2.19	2.39	2.41	2.38	4.54

*1 As of March 31 for each fiscal year

*2 NTT Communications Corporation and its 13 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, NTT Com Marketing Corporation, N. F. Laboratories, Inc., NTT BizLink, Inc., codeTakt Inc., Phone Appli Inc., NTT Resonant Inc.)

*3 Employees in managerial positions and regular employees to whom employee work regulations apply

*4 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

*5 As of March 31 for each fiscal year, scope: NTT Communications Corporation, including seconded employees

*6 As of March 31 for each fiscal year

*7 As of April 1 for each fiscal year

*8 As of June 1 of the following year for each fiscal year

*9 NTT Communications Corporation and its 9 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, NTT Com Marketing Corporation, NTT BizLink, Inc., Phone Appli Inc.)

Human Resource Development	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Average training cost per employee	10,000 yen	6.3	12	8	20.2	20.5
Average training hours per employee	Hours	22	18	13	22	22
Number of employees dispatched to the Global Human Resource Development Program	Persons	30	32	0	22	24
Number of assignments under the Internal Job Posting System	Persons	-	-	-	57	94

Number of Employees Who Took Maternity, Childcare, or Nursing-care Leave ^{*1}	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Maternity leave	Persons	63	55	54	34	67
Childcare leave	Persons	173	121	98	84	187
Female	Persons	161	111	92	46	138
Male	Persons	12	11	6	38	49
Percentage of male employees taking leave for childcare ^{*2}	%	-	-	-	67.8	132.8
Total number of reinstated employees from childcare leave	Persons	82	70	77	76	114
Female	Persons	72	61	60	48	71
Male	Persons	10	9	17	28	43
Total number of employees who were still with the Company as of 12 months after reinstatement from childcare leave	Persons	78	67	74	70 ^{*3}	71 ^{*3}
Female	Persons	68	59	58	54	43
Male	Persons	10	8	16	16	28
Reinstatement rate of employees after childcare leave						
Female	%	96.0	96.8	96.8	100.0 ^{*4}	97.3 ^{*4}
Male	%	90.9	100.0	100.0	100.0 ^{*4}	100.0 ^{*4}
Retention rate of employees after childcare leave						
Female	%	94.4	96.7	96.7	90.0 ^{*5}	89.6 ^{*5}
Male	%	100.0	88.9	94.1	94.1 ^{*5}	100.0 ^{*5}
Number of employees using the shorter working hour system for childcare	Persons	-	-	-	111	222
Nursing care leave	Persons	4	8	8	5	7
Female	Persons	3	5	4	3	5
Male	Persons	1	3	4	2	2
Number of employees registered for re-employment (Number of employees re-employed for reasons related to childcare, transfer, or nursing care) ^{*6}	Persons	-	-	-	22(1)	27(2)
Average number of paid leave days taken	Days	17.7	16.2	14.0	16.4	17.9
Average paid leave acquisition rate	%	89	81	70	82	90
Resignation without reinstatement						
Female	Persons	3	2	2	0	3
Male	Persons	1	0	0	0	0

*1 Scope: NTT Communications Corporation, including seconded employees

*2 Denominator: male employee whose partner gave birth during the fiscal year, 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 fiscal year

*3 Number of reinstated employees after childcare leave in fiscal 2020 that were still with the Company 12 months later

*4 (Number of reinstated employees in fiscal 2022 ÷ (Number of reinstated employees in fiscal 2022 + Number of employees who resigned without reinstatement from childcare leave in fiscal 2022))

*5 (Number of employees who were still with the Company as of 12 months after reinstatement from childcare leave in fiscal 2021 ÷ Number of reinstated employees from childcare leave in fiscal 2021)

*6 as of March 31 for each fiscal year

Health and Safety	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Number of workplace accidents (occupational accidents)	Cases	5	2	1	1	0
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
Percentages of special health guidance completed	%	-	-	-	67.0	52.5

Compliance and Labor Practices	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Attendance rate of human rights training	%	88	89	87	96	96

Social Contribution Activities	Units	FY2018	FY2019	FY2020	FY2021	FY2022
Preservation of the Natural Environment						
Number of projects	Projects	21	28	17	21	26
Number of participants	Persons	1,095	1,019	577	586	3,348
Activity expenditure	Yen	7,523,153	7,425,925	2,191,600	2,011,550	14,860,321
Social Welfare						
Number of projects	Projects	23	37	24	30	43
Number of participants	Persons	7	120	249	357	529
Activity expenditure	Yen	28,065,924	3,313,607	1,593,800	27,049,094	2,292,767
Promotion of Education and Culture						
Number of projects	Projects	11	16	11	11	14
Number of participants	Persons	163	413	142	1,141	81
Activity expenditure	Yen	3,438,860	9,419,971	1,141,356,800	10,283,574	3,551,750
Regional Development and Exchange						
Number of projects	Projects	7	9	4	5	25
Number of participants	Persons	147	298	22	88	176
Activity expenditure	Yen	11,760,000	5,144,900	1,003,300	432,200	20,163,212
International Exchange						
Number of projects	Projects	3	3	-	-	1
Number of participants	Persons	0	0	-	-	-
Activity expenditure	Yen	5,006,000	0	-	-	247,000
Promotion of Sports						
Number of projects	Projects	4	2	-	-	-
Number of participants	Persons	378	2	-	-	-
Activity expenditure	Yen	11,760,000	20,000	-	-	-
Others						
Number of projects	Projects	2	3	-	-	6
Number of participants	Persons	1	41	-	-	-
Activity expenditure	Yen	33,200	12,000	-	-	5,370,000
Total						
Number of projects	Projects	71	98	56	67	115
Number of participants	Persons	1,791	1,893	990	2,172	4,134
Activity expenditure	Yen	67,587,137	25,336,403	1,146,145,500	39,776,418	46,485,050

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 disaster-affected regions through the Central Community Chest of Japan (Red Feather)	Donated to disaster-affected 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

Compliance	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Attendance at Companywide compliance seminars	%	-	-	93.1	98.8	99.1
Percentage of corporate ethics questionnaire implemented	%	-	-	83.8	94.1	95.2

Scope: NTT Communications Group

Information Security Training Attendance	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Information security training (total)	Persons	15,055	11,641	16,449	19,783	22,994
Companywide security training/assessment of understanding	Persons	14,941	11,527	16,291	19,588	22,819
Training programs for managers and leaders in charge of implementing security management	Persons	114	114	158	195	175