

Environment

Scope of reporting for FY2024 (unless otherwise indicated): NTT DOCOMO BUSINESS, Inc. and 19 group companies (NTT AQUA Inc., NTT DOCOMO BUSINESS ENGINEERING, Inc., NTTCom Online Marketing Solutions Corporation, NTT DOCOMO BUSINESS CHEO, Inc., NTT Com DD Corporation, NTT Smart Trade Inc., NTTPC Communications, Inc., NTT WORLD ENGINEERING MARINE, Inc., COMWARE Financial Systems Corporation, NTT 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., Shanghai NTT Telecommunications Engineering Co., Ltd.

Material Flow

INPUT	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Telecommunications Facilities and Data Centers						
Electricity	Hundred million kWh	4.2	4.4	5.0	4.3	4.1
Renewable energy derived electricity	Hundred million kWh	0.4	1.6	2.4	2.5	2.3
Heat	Ten thousand MJ	207	210	165	260	268
Gas	Ten thousand m ³	19	13	16	11	7
Fuel	Ten thousand liters	131	149	118	175	271
Water* ¹	Ten thousand m ³	13.9	12.8	23.6	31.3	70.8* ²
Offices						
Electricity	Hundred million kWh	0.3	0.3	0.3	0.3	0.3
Renewable energy derived electricity	Hundred million kWh	0.0	0.0* ³	0.2	0.1	0.2
Heat	Ten thousand MJ	3,974	3,730	3,492	3,393	3,192
Gas	Ten thousand m ³	9	11	5	1	2
Fuel (excluding automobiles)	Ten thousand liters	4	3	7	0* ⁴	0* ⁴
Fuel (automobiles)	Ten thousand liters	6	4	16	21	21
Water	Ten thousand m ³	5.9	10.2	8.8	10.9	7.4
Office paper	t	47	30	121	176	162
Recycled paper and eco-friendly pulp	t	41	28	118	173	144
Invoices	t	143	125	123	123	110
Brochures	t	7	10	13	13	12

*1 Only telecommunications facilities, excluding data centers, were covered upto FY2021. From FY2023, overseas Group companies are included.

*2 Value increased due to a refinement in the calculation method for overseas data centers, starting with the FY2024 results.

*3 Less than 0.05.

*4 Less than 0.5.

OUTPUT	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Telecommunications Facilities and Data Centers						
Greenhouse gas(CO ₂ , electricity)	Ten thousand t-CO ₂	17.2	11.7	11.7	7.2	7.3
Greenhouse gas(CO ₂ , heat)	Ten thousand t-CO ₂	0.0* ¹				
Greenhouse gas(CO ₂ , gas)	Ten thousand t-CO ₂	0.0* ¹				
Greenhouse gas(CO ₂ , fuel)	Ten thousand t-CO ₂	0.4	0.4	0.3	0.5	0.7
Greenhouse gas(other than CO ₂)	Ten thousand t-CO ₂ e	0.2	0.2	0.2	0.5	0.2
Total wastewater volume* ²	Ten thousand m ³	13.9	12.8	23.6	31.3	70.8* ³
General waste generated* ⁴	t	426	472	463	432	384
General waste recycled* ⁴	t	414	459	449	421	373
Industrial waste generated* ⁴	t	3,888	3,735	2,237	1,213	1,244
Industrial waste recycled* ⁴	t	3,883	3,716	2,233	1,210	1,242
Offices						
Greenhouse gas(CO ₂ , electricity)	Ten thousand t-CO ₂	1.2	1.3	0.5	1.2	0.8
Greenhouse gas (CO ₂ , heat)	Ten thousand t-CO ₂	0.2	0.2	0.2	0.2	0.2
Greenhouse gas (CO ₂ , gas)	Ten thousand t-CO ₂	0.0* ¹				
Greenhouse gas (CO ₂ , fuel (excluding automobiles))	Ten thousand t-CO ₂	0.0* ¹				
Greenhouse gas(CO ₂ , fuel (automobile))	Ten thousand t-CO ₂	0.0* ¹				
Greenhouse gas (other than CO ₂)	Ten thousand t-CO ₂ e	0.0* ¹				
Total wastewater volume	Ten thousand m ³	5.9	10.2	8.8	10.9	7.4
General waste generated* ⁴	t	394	358	284	315	337
Plastic waste generated* ⁴	t	21	14	22	19	25
General waste recycled* ⁴	t	368	341	273	303	321
Industrial waste generated* ⁴	t	62	118	451	297	382
Plastic waste generated* ⁴	t	27	60	28	28	37
Industrial waste recycled* ⁴	t	58	117	443	297	381

*1 Less than 0.05.

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

*3 Value increased due to a refinement in the calculation method for overseas data centers, starting with the FY2024 results.

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

GHG Emissions by Scope and Category ^{*1}	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total emissions (Scope 2 : Market-Based Method)	Ten thousand t-CO ₂ e	400.3	222.5	216.1	230.9	223.2
Scope 1 (direct emissions of greenhouse gases from our own sources, such as fuel combustion) ^{*2}	Ten thousand t-CO ₂ e	0.7	0.7	0.6	1.0	1.0
Scope 2 (market-based indirect emissions from the use of electricity, heat, and steam supplied by other companies)	Ten thousand t-CO ₂ e	18.7	13.2	12.4	8.6	8.3
Scope 2 (location-based indirect emissions from the use of electricity, heat, and steam supplied by other companies)	Ten thousand t-CO ₂ e	—	—	—	20.5	19.2
Scope 3 (indirect emissions other than Scopes 1 and 2, such as emissions by others related to activities of the NTT DOCOMO BUSINESS Group) ^{*2}	Ten thousand t-CO ₂ e	380.9	208.6	203.1	221.2	213.8
Category 1 (purchased goods and services) ^{*3,4}	Ten thousand t-CO ₂ e	88.9	75.6	72.8	103.1	94.9
Category 2 (capital goods) ^{*3,4}	Ten thousand t-CO ₂ e	32.4	36.1	29.5	14.6	16.5
Category 3 (fuel- and energy-related activities not included in Scope 1 or 2)	Ten thousand t-CO ₂ e	3.7	6.9	3.8	2.7	2.6
Category 4 (upstream transportation and distribution)	Ten thousand t-CO ₂ e	0.8	0.8	1.1	1.2	0.2
Category 5 (waste generated in operations)	Ten thousand t-CO ₂ e	0.0 ^{*11}				
Category 6 (business travel) ^{*4}	Ten thousand t-CO ₂ e	0.8	0.2	0.5	0.9	2.4
Category 7 (employee commuting) ^{*4}	Ten thousand t-CO ₂ e	0.7	0.1	0.0 ^{*11}	0.0 ^{*11}	0.1
Category 8 (upstream leased assets) ^{*5}	Ten thousand t-CO ₂ e	—	—	—	—	—
Category 9 (downstream transportation and distribution) ^{*6}	Ten thousand t-CO ₂ e	—	—	—	—	—
Category 10 (processing of sold products) ^{*7}	Ten thousand t-CO ₂ e	—	—	—	—	—
Category 11 (use of sold products) ^{*4,8}	Ten thousand t-CO ₂ e	224.6	67.1	66.6	52.8	50.5
Category 12 (end-of-life treatment of sold products) ^{*4,8}	Ten thousand t-CO ₂ e	8.4	0.2	0.3	0.2	0.2
Category 13 (downstream leased assets)	Ten thousand t-CO ₂ e	20.7	21.6	28.5	45.7	46.4
Category 14 (franchises) ^{*9}	Ten thousand t-CO ₂ e	—	—	—	—	—
Category 15 (investments) ^{*10}	Ten thousand t-CO ₂ e	—	—	—	—	—

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

*2 Includes CO₂ equivalent emissions from GHGs other than CO₂.

*3 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 the FY2023 results, and the scope of calculation was expanded to include the entire NTT DOCOMO BUSINESS Group.

*4 The calculation methods for Scope 3 Categories 1, 2, 6, 7, 11, and 12 were revised from the FY2021 results.

*5 Fuel and electricity used by leased assets are calculated under Scope 1 or 2.

*6 Outsourced transportation is calculated under Category 4.

*7 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 Not applicable.

*10 Calculated in Scope 1 or 2.

*11 Less than 0.05.

GHG Emissions from Business Activities	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total Emissions	Ten thousand t-CO ₂ e	19.5	13.9	13.0	9.7	9.4
Electricity consumption*	Ten thousand t-CO ₂ e	18.5	13.0	12.2	8.4	8.1
Fuel (including corporate vehicles), gas, and heat* consumption	Ten thousand t-CO ₂ e	0.7	0.7	0.6	0.8	1.0
Other GHG emissions (converted to CO ₂ equivalent)	Ten thousand t-CO ₂ e	0.3	0.2	0.2	0.5	0.2

*Emissions associated with electricity and heat are calculated using emission factors obtained from power supply companies.

Other GHG Emissions (Converted to CO ₂ Equivalent)	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total Emissions	t-CO ₂ e	3,088	2,191	1,705	4,930	2,412
CH ₄	t-CO ₂ e	63	74	57	81	144
N ₂ O	t-CO ₂ e	33	34	42	58	71
HFC	t-CO ₂ e	2,992	2,083	1,606	4,792	2,197

Energy Consumption	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total energy consumption	Hundred million kWh	—	—	—	4.7	4.6
Electricity consumption (including electricity and renewable energy derived from GHG Protocol Scope 2 emissions from business activities)	Hundred million kWh	4.5	4.7	5.3*	4.6	4.5
Power efficiency of the telecommunications business (compared with FY2013)	Times	4.1	4.7	4.3	4.7	5.4

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

Renewable Energy-Derived Electricity Consumption	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Consumption rate of electricity derived from renewable energy sources (including virtually renewable energy by using non-fossil fuel certificates)	Hundred million kWh	0.4	1.7	2.6	2.6	2.5
Consumption rate for electricity derived from renewable energy sources	%	8.4	35.3	48.6	55.7	56.1

Note: Targeted GHG Protocol: Scope 2 emissions from business activities.

Total Solar Panel Power Generation at Data Centers	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total solar panel power generation at data centers	Ten thousand kWh	36.0	51.7	49.1	52.5	50.9

Goods Transportation Volume under the Revised Energy Conservation Law	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total Volume	Ten thousand tonne-kilometers	25.4	24.5	18.6	17.1	13.4
Invoices	Ten thousand tonne-kilometers	4.1	3.5	3.5	3.6	3.0
Connection notes	Ten thousand tonne-kilometers	0.2	0.4	0.5	0.4	0.0
Sales promotion tools	Ten thousand tonne-kilometers	0.0 *1	0.0 *1	0.0 *1	0.2*2	0.4
Telecommunications equipment dismantled	Ten thousand tonne-kilometers	9.6	9.3	5.4	2.8	2.8
Waste	Ten thousand tonne-kilometers	2.2	2.3	3.1	2.5	2.5
Others	Ten thousand tonne-kilometers	9.2	9.0	6.1	7.6	4.5

Scope: NTT DOCOMO BUSINESS, Inc.

*1 Less than 0.05.

*2 Past record revised due to reassessment of calculations.

Fuel Consumption by Company Vehicles	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total Volume	Ten thousand liters	5.7	4.1	16.3	20.7	20.6
Gasoline	Ten thousand liters	5.0	3.5	15.7	20.0	20.1
Diesel	Ten thousand liters	0.7	0.6	0.7	0.7	0.4

Number of EVs and EV Conversion Rate of Company Vehicles (General Fleet)	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total number of vehicles	Vehicles	197	175	574	500	476
Number of EVs	Vehicles	32	40	160	206	272
EV conversion rate	%	16	23	28	41	57

Note: The increase in FY2022 reflects the acceptance of vehicles following the organizational restructuring with the NTT DOCOMO Group (as of July 2022).

Volume of Waste Generated and Recycling Rate	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Volume of Waste Generated	Thousand t	19.5	26.0	15.4	23.9	5.7
Dismantled telecommunications equipment	Thousand t	3.7	3.6	2.1	1.1	1.5
Construction waste	Thousand t	14.7	21.3	12.0	21.6	3.0
Office waste	Thousand t	1.0	1.1	1.4	1.2	1.3
Volume recycled	Thousand t	19.1	25.5	15.1	23.3	5.5
Recycling rate	%	98.3	98.3	98.1	97.8	96.7
Volume of final disposal	Thousand t	0.3	0.4	0.3	0.5	0.2

Note: Construction waste decreased in FY2024 due to a significant reduction in dismantling work.

Total Volume and Recycling Rate of Dismantled Telecommunications Equipment	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total Volume	Thousand t	3.7	3.6	2.1	1.1	1.5
Concrete poles, etc.	Thousand t	0.0*1	0.0*1	0.0*1	0.0*1	0.0*1
Switching equipment	Thousand t	1.2	1.2	0.6	0.4	0.7
Communication cables	Thousand t	0.7	0.5	0.4	0.1	0.2
Others	Thousand t	1.8	1.9	1.1	0.6	0.6
Volume recycled	Thousand t	3.7	3.6	2.1	1.1	1.5
Recycling rate *2	%	99.9	99.5	99.9	99.9	99.9

*1 Less than 0.05.

*2 Values between 99.9% and 100% were rounded to one decimal place.

Reuse of Dismantled Telecommunications Facilities, Equipment, and Packaging	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
In-house reuse of dismantled telecommunications facilities	Units	124	119	75	159	133
Equipment and packaging	Units	7,797	6,537	3,057	594	589

Total Volume and Recycling Rate of Construction Waste	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total volume	Thousand t	14.7	21.3	12.0	21.6	3.0
Volume recycled	Thousand t	14.4	20.9	11.7	21.1	2.8
Recycling rate	%	98.0	98.2	97.9	97.6	94.7

Total Office Waste and Recycling Rate	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total volume	Thousand t	1.0	1.1	1.4	1.2	1.3
Volume recycled	Thousand t	1.0	1.0	1.3	1.1	1.2
Recycling rate	%	95.6	96.9	97.3	97.8	97.6

Volume of Confidential Documents Collected	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Volume of confidential documents collected	t	167	161	92	79	99

Total and Per-employee Office Paper Use	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Total volume of office paper use	t	47	30	121	176	162
Recycled paper	t	26	21	109	160	144
Environmentally sound, virgin wood pulp paper	t	15	7	8	13	4
Other virgin wood pulp paper	t	6	2	4	4	14
Per-employee office paper use	Sheets	951	610	1,633	2,364	2,174

Volume of Specified Halons Used in Fire Extinguishing Equipment	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Volume of specified halons used in fire extinguishing equipment	t	143	143	143	143	143

Volume of Specified Fluorocarbons Used in Air-conditioning Systems	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
CFC	t	0	0	0	0	0
HCFC	t	3	2	1	1	0*
HFC	t	250	256	264	313	292

*Less than 0.5.

Asbestos Emissions	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Asbestos emissions	t	0	0	37*	75*	53

*Figures were revised due to a calculation error.

Number of Transformers Stored	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of transformers stored	Units	6	0	0	4	0

Number of Capacitors Stored	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
High-voltage capacitors	Units	0	0	0	0	0
Low-voltage capacitors	Units	2	12	4	16	0

Number of Electric Ballasts Stored	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of electric ballasts stored	Units	363	276	112	0	5

Note: Regarding the equipment found on our premises that contained high concentrations of PCBs, we immediately took the necessary administrative steps upon its discovery and arranged for its proper disposal.

Scope (unless otherwise indicated): NTT DOCOMO BUSINESS, Inc.

Employee Composition, Diversity, and Mobility	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of Employees* ¹						
Consolidated	Persons	12,376	12,622	18,151	18,551	19,188
Regular employees	Persons	11,602	11,846	16,851	17,175	17,533
Non-regular employees	Persons	774	776	1,300	1,376	1,655
Non-consolidated (regular employees)	Persons	5,533	6,760	8,723	9,065	9,353
Male	Persons	4,552	5,550	6,974	7,147	7,275
Female	Persons	981	1,210	1,749	1,918	2,078
20s	Persons	—	1,024(15.1%)	1,533(17.6%)	1,659(18.3%)	1,756(18.8%)
30s	Persons	—	1,310(19.4%)	1,613(18.5%)	1,753(19.3%)	1,950(20.8%)
40s	Persons	—	2,109(31.2%)	2,669(30.6%)	2,543(28.1%)	2,343(25.1%)
50s	Persons	—	2,291(33.9%)	2,878(33.0%)	3,073(33.9%)	3,246(34.7%)
60s	Persons	—	26(0.4%)	30(0.3%)	37(0.4%)	58(0.6%)
Average Age* ¹	Years old	—	43.5	42.8	42.6	42.4
Average Years of Service	Years	—	18.6	18.3	17.9	17.3
Average Total Working Hours	Hours	1,980	1,956	1,948	1,956	1,954
Average Overtime	Hours	—	24.9	24.7	26.1	25.9
Total Number of Employees in Managerial Positions* ^{3,4}	Persons	—	2,144	2074* ⁹	2,693	2,628
Male* ^{3,4}	Persons	—	1,967	1876* ⁹	2,409	2,303
Female* ^{3,4}	Persons	—	177	198* ⁹	284	325
Percentage of women in managerial positions* ^{3,4}	%	7.2	8.3	9.5	10.5* ⁵	12.4* ⁵
Turnover Rate* ¹	%	2.4	2.6	2.6	2.2	1.8
New Employees (Foreign Nationals)* ⁶	Persons	203(5)	257(8)	221(9)	229(3)	271(3)
Male	Persons	137(2)	176(4)	149(4)	147(2)	193(2)
Female	Persons	66(3)	81(4)	72(5)	82(1)	78(1)
Ratio of female employees	%	32.5	31.5	32.6	35.8	28.8
Number of Experienced Personnel Hires	Persons	76	79	103	217	289
Percentage of experienced personnel hires among new hires	%	27.2	23.5	31.8	48.7	51.6
Number of Rehired Employees* ⁶	Persons	47	113	127	161	161
Ratio of employees with disabilities* ⁷						
Non-consolidated and domestic Group companies* ⁸	%	2.23	2.34	2.66	2.75	2.95
Non-consolidated	%	2.41	2.38	4.54	4.90	4.76

*1 As of March 31 for each fiscal year.

*2 NTT DOCOMO BUSINESS, Inc. and 19 Group companies and affiliates.

*3 As of March 31 for each fiscal year, scope: NTT DOCOMO BUSINESS, Inc., including employees seconded to other companies.

*4 Employees (managerial and non-managerial) to whom the Company's Rules of Employment apply.

*5 As of April 1 of the following fiscal year, scope: NTT DOCOMO BUSINESS, Inc., including seconded employees.

*6 As of April 1 for each fiscal year.

*7 As of June 1 of the following fiscal year.

*8 NTT DOCOMO BUSINESS, Inc. and 9 domestic Group companies (NTT DOCOMO BUSINESS ENGINEERING, Inc., NTT Com Online Marketing Solutions Corporation, NTT DOCOMO BUSINESS CHEO, Inc., NTT Com DD Corporation, NTTPC Communications, Inc., NTT WORLD ENGINEERING MARINE, Inc., NTT DOCOMO BUSINESS SOLUTIONS, Inc., NTT BizLink, Inc., Phone Appli Inc.)

*9 Past record revised due to reassessment of calculations.

Human Resource Development	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Average training cost per employee	Ten thousand yen	8	20.2	20.5	21.7	26.4
Average training hours per employee	Hours	13	22	22	14	16
Number of employees dispatched to the global human resource development program	Persons	0	22	24	14	38
Number of assignments under the Internal Job posting system	Persons	—	57	94	144	148

Number of Employees Who Took Maternity, Childcare, or Nursing-care Leave*¹	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Maternity Leave	Persons	54	34	67	64	77
Childcare Leave	Persons	98	84	187	204	193
Female	Persons	92	46	138	135	115
Male	Persons	6	38	49	69	78
Percentage of male employees taking childcare leave* ² * ³	%	—	67.8	132.8	116	105
Number of Employees Using the System of Shortened Working Hours for Childcare	Persons	—	111	222	27	126
Employees Taking Nursing Care Leave	Persons	8	5	7	9	14
Female	Persons	4	3	5	5	9
Male	Persons	4	2	2	4	5
Number of Employees Registered for Re-employment (Number of Employees Re-employed for Reasons Related to Childcare, Transfer, or Nursing Care)* ⁴	Persons	—	22(1)	27(2)	31(4)	20(3)
Average Number of Paid Leave Days Taken	Days	14.0	16.4	17.9	16.3	15.7
Average Paid Leave Acquisition Rate	%	70	82	90	82	78
Number of Employees Who Resigned Without Becoming Reinstated						
Female	Persons	2	0	3	3	0
Male	Persons	0	0	0	1	0

*1 Scope: NTT DOCOMO BUSINESS, Inc., including employees seconded to other companies.

*2 Calculation based on the acquisition rate of childcare leave, as specified in Article 71-4, Item 2 of the Ordinance for Enforcement of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Ordinance of the Ministry of Labor No. 25 of 1991), in accordance with the provisions of the Act on Childcare Leave, Caregiver Leave, and Other Measures for the Welfare of Workers Caring for Children or Other Family Members (Act No. 76 of 1991).

Denominator: male employees whose partner gave birth during the fiscal year

Numerator: male employees with a child below school age who took childcare leave, etc. (including the Company's childcare leave system for childcare) during the fiscal year

*3 Scope: NTT DOCOMO BUSINESS, Inc., including seconded employees

*4 As of March 31 for each fiscal year.

Health and Safety	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Number of workplace accidents (occupational accidents)	Cases	1	1	0	1	0
Number of deaths due to occupational injuries and illnesses	Cases	0	0	0	0	0
Percentage of employees receiving special health guidance	%	—	22.0	20.5	19.2	21.1
Percentage of employees who completed the special health guidance program	%	—	67.0	52.5	50.3	47.6

Compliance and Labor Practices	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Attendance rate of human rights training	%	87	96	96	97	98

*Scope: NTT DOCOMO BUSINESS Group.

Social Contribution Activities	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Preservation of the Natural Environment						
Number of projects	Projects	17	21	26	42	49
Number of participants	Persons	577	586	3,348	461	1,635
Activity expenditure	Yen	2,191,600	2,011,550	14,860,321	4,241,580	21,700,069
Social Welfare						
Number of projects	Projects	24	30	43	52	30
Number of participants	Persons	249	357	529	419	602
Activity expenditure	Yen	1,593,800	27,049,094	2,292,767	2,807,006	3,162,871
Promotion of Education and Culture						
Number of projects	Projects	11	11	14	14	12
Number of participants	Persons	142	1,141	81	25	13
Activity expenditure	Yen	1,141,356,800	10,283,574	3,551,750	526,500	342,474
Regional Development and Exchange						
Number of projects	Projects	4	5	25	35	49
Number of participants	Persons	22	88	176	2,049	569
Activity expenditure	Yen	1,003,300	432,200	20,163,212	16,045,851	84,812,064
International Exchange						
Number of projects	Projects	—	—	1	—	5
Number of participants	Persons	—	—	—	—	13
Activity expenditure	Yen	—	—	247,000	—	846,510
Promotion of Sports						
Number of projects	Projects	—	—	—	3	7
Number of participants	Persons	—	—	—	45	61
Activity expenditure	Yen	—	—	—	962,667	2,546,807
Others						
Number of projects	Projects	—	—	6	19	—
Number of participants	Persons	—	—	—	284	—
Activity expenditure	Yen	—	—	5,370,000	8,603,426	—
Total						
Number of projects	Projects	56	67	115	165	152
Number of participants	Persons	990	2,172	4,134	3,283	2,893
Activity expenditure	Yen	1,146,145,500	39,776,418	46,485,050	33,187,030	113,410,795

Governance

Scope (unless otherwise indicated): NTT DOCOMO BUSINESS, Inc.

Compliance	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Attendance at Companywide compliance seminars* ¹	%	93.1	98.8	99.1	99.4	99.6
Percentage of corporate ethics questionnaire implemented* ²	%	83.8	94.1	95.2	97.2	97.4

*1 Scope: NTT DOCOMO BUSINESS, Inc. and Group companies in Japan (eligible participants vary by fiscal year for Group companies).

*2 Scope: NTT DOCOMO BUSINESS and Group companies.

Information Security Training Attendance	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Information Security Training (Total)	Persons	16,449	19,783	22,994	23,611	25,185
Companywide security training/assessment of understanding	Persons	16,291	19,588	22,819	23,611	24,899
Training programs for managers and leaders in charge of implementing security management	Persons	158	195	175	—*	286

*Jointly held in 2024.