

GRI Content Index

The NTT DOCOMO BUSINESS Group has reported the information cited in this GRI content index for the period from April 1, 2024 to March31, 2025 with reference to the GRI Standards.(including ESG Data, information published on official websites, etc.)

GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Disclosure		Location
1. The organization and its reporting practices		
2-1	Organizational details	132
2-2	Entities included in the organization's sustainability reporting	132 Overseas Offices
2-3	Reporting period, frequency and contact point	132
2-4	Restatements of information	064, ESG Data (pp.4,7)
2-5	External assurance	130
2. Activities and workers		
2-6	Activities, value chain and other business relationships	007, 131 Services, Solutions and Products
2-7	Employees	092, 131, ESG Data (p.7)
2-8	Workers who are not employees	ESG Data (p.7)
3. Governance		
2-9	Governance structure and composition	012, 114-115
2-10	Nomination and selection of the highest governance body	—
2-11	Chair of the highest governance body	114
2-12	Role of the highest governance body in overseeing the management of impacts	012-014, 024
2-13	Delegation of responsibility for managing impacts	012-014
2-14	Role of the highest governance body in sustainability reporting	012-014
2-15	Conflicts of interest	—
2-16	Communication of critical concerns	012-014, 114-115
2-17	Collective knowledge of the highest governance body	024
2-18	Evaluation of the performance of the highest governance body	115
2-19	Remuneration policies	—
2-20	Process to determine remuneration	—
2-21	Annual total compensation ratio	—
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	002
2-23	Policy commitments	004, 045, 049, 071, 095, 106, 108, 121, 125, 127
2-24	Embedding policy commitments	004-005, 015-023, 045, 049, 071, 085, 095, 106, 121, 129
2-25	Processes to remediate negative impacts	107-109, 115, 117-118, 121-124 NTT Group Guidelines for Sustainability in Supply Chain (p.7)
2-26	Mechanisms for seeking advice and raising concerns	098-099, 105, 110, 117-118
2-27	Compliance with laws and regulations	049
2-28	Membership associations	024

Disclosure		Location
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	024, 124-125
2-30	Collective bargaining agreements	—

GRI 3: Material Topics 2021

Disclosure		Location
2. Disclosures on material topics		
3-1	Process to determine material topics	014
3-2	List of material topics	014
3-3	Management of material topics	015-023, 029, 034, 036, 041, 052, 068, 085-086, 095-096, 106, 112, 121-122, 126

GRI 200: Economic topics

Disclosure		Location
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	131 Financial Information
201-2	Financial implications and other risks and opportunities due to climate change	054-056 Climate Scenario Analysis and Initiatives
201-3	Defined benefit plan obligations and other retirement plans	Financial Information
201-4	Financial assistance received from government	—
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—
202-2	Proportion of senior management hired from the local community	—
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	008-011, 029-033, 036-037, 041-043
203-2	Significant indirect economic impacts	—
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	—
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	—
205-2	Communication and training about anti-corruption policies and procedures	112, 115-118, ESG Data (p.10)
205-3	Confirmed incidents of corruption and actions taken	—
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	—
GRI 207: Tax 2019		
207-1	Approach to tax	—
207-2	Tax governance, control, and risk management	—
207-3	Stakeholder engagement and management of concerns related to tax	—
207-4	Country-by-country reporting	—

GRI 300: Environmental topics

Disclosure		Location
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	—
301-2	Recycled input materials used	—
301-3	Reclaimed products and their packaging materials	—

Disclosure		Location
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	048, 058-059, ESG Data (p.4)
302-2	Energy consumption outside of the organization	—
302-3	Energy intensity	—
302-4	Reduction of energy consumption	058-064
302-5	Reductions in energy requirements of products and services	060-062, 066
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	071-072
303-2	Management of water discharge-related impacts	074
303-3	Water withdrawal	048, 069, ESG Data (p.1)
303-4	Water discharge	048, ESG Data (p.2)
303-5	Water consumption	—
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	074-075
304-2	Significant impacts of activities, products, and services on biodiversity	071-076
304-3	Habitats protected or restored	074-076
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	048, 057-059, ESG Data (pp.2,3)
305-2	Energy indirect (Scope 2) GHG emissions	048, 057-059, ESG Data (pp.2,3)
305-3	Other indirect (Scope 3) GHG emissions	057, ESG Data (pp.2,3)
305-4	GHG emissions intensity	058
305-5	Reduction of GHG emissions	058-064
305-6	Emissions of ozone-depleting substances (ODS)	078, ESG Data (p.6)
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	068
306-2	Management of significant waste-related impacts	068
306-3	Waste generated	048, 068-070, ESG Data (p.5)
306-4	Waste diverted from disposal	068-069
306-5	Waste directed to disposal	ESG Data (p.5)
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	—
308-2	Negative environmental impacts in the supply chain and actions taken	123-124

GRI 400: Social topics

Disclosure		Location
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	092, ESG Data (p.7)
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	099-103
401-3	Parental leave	—
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	—

Disclosure		Location
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	—
403-2	Hazard identification, risk assessment, and incident investigation	103
403-3	Occupational health services	103
403-4	Worker participation, consultation, and communication on occupational health and safety	103
403-5	Worker training on occupational health and safety	—
403-6	Promotion of worker health	104-105
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	103
403-8	Workers covered by an occupational health and safety management system	—
403-9	Work-related injuries	095-096,103, ESG Data (p.7)
403-10	Work-related ill health	103-104, ESG Data (p.8)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	087-088, ESG Data (p.8)
404-2	Programs for upgrading employee skills and transition assistance programs	087-091, 123
404-3	Percentage of employees receiving regular performance and career development reviews	087-092
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	092, ESG Data (p.7)
405-2	Ratio of basic salary and remuneration of women to men	—
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	106, 117-118
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	094, 106-110, 121-124
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Not Applicable
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not Applicable
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Not Applicable
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Not Applicable
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	041-043
413-2	Operations with significant actual and potential negative impacts on local communities	Not Applicable
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	123
414-2	Negative social impacts in the supply chain and actions taken	109, 121-124
GRI 415: Public Policy 2016		
415-1	Political contributions	—
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	—
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	—
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	065-067
417-2	Incidents of non-compliance concerning product and service information and labeling	Not Applicable
417-3	Incidents of non-compliance concerning marketing communications	Not Applicable
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	023, 126