

Personnel and Labor Data

Employment in the NTT Group

			Boundary	Unit	2017	2018	2019
Total number of employees			C	Employees	284,544	307,894	319,039
Employees by region	Domestic	166,173			179,902	183,824	
	Overseas	118,371			127,992	135,215	
	Percentage of overseas employees	41.6		41.6	42.4		
Number of employees by gender			E	Employees	109,200	106,997	110,207
	Male	92,000			88,756	88,724	
	Female	17,200			18,241	21,483	
	Percentage of female employees	15.8		17.0	19.5		
NTT			NTT	Employees	2,644	2,562	2,494
	Male	2,371			2,273	2,200	
	Female	273			289	294	
	Number of temporary employees included in the above	55			68	65	
Total managers*1			E	Employees	26,110	25,736	25,616
	Male	24,770			24,268	23,991	
	Female	1,340			1,468	1,625	
	Percentage of female managers	5.1		5.7	6.3		
Average age			NTT	Years	41.3	41.3	41.1
	Male	41.7			41.7	41.7	
	Female	37.4			37.6	37.1	
Average years of employment			NTT	Years	16.8	16.8	16.7
	Male	17.2			17.2	17.1	
	Female	13.4			13.5	13.3	
Average annual compensation			NTT	Yen	5,846,977	5,913,532	5,954,975
			A		6,390,108	6,449,078	6,520,047
Ratio of basic salary per employee and remuneration of women to men*2	Managers	Basic salary	D	—	—	—	1:1.02
		Remuneration			—	—	1:1.03
	Non-managerial employees	Basic salary			—	—	1:1.17
		Remuneration			—	—	1:1.17
Number of new graduate hires			A	Employees	1,550	1,721	1,877
	Male	1,022			1,170	1,270	
	Female	528			551	607	
	Percentage of female employees	34.1		32.0	32.3		
Number of foreign national hires			D	Employees	58	75	55
	Male	35			44	31	
	Female	23			31	24	
Percentage of employees with disabilities*3			NTT	%	2.6	2.7	2.7
			A		2.5	2.6	2.6
			B		2.3	2.4	2.4
Number of re-employed members			D	Employees	18	16	14
	Male	1			0	2	
	Female	17			13	12	
Turnover rate (including mandatory retirement)	Turnover rate among all employees	D	%	6.4	6.1	9.9	
	Turnover rate due to personal reasons			3.0	3.7	3.7	
Continuous employment of employees at retirement age			D	Employees	18,000	14,000	10,000
Percentage of NWJ membership			B	%	86.0	84.8	79.4
Enhancing employee satisfaction			B	Points	3.79	3.8	3.79

*1 Section manager level or higher

*2 We have a single pay scale for men and women. Differences are due to age and job grade.

*3 As of June 1, 2020

Number of Employees Using Company Systems, Working Hours, etc.

		Boundary	Unit	2017	2018	2019	
Special leave (childbirth)		D	Employees	1,147	1,081	1,164	
Childcare-related		D	Employees	2,199	2,370	2,394	
Childcare leave	Male			120	169	257	
	Female		2,079	2,201	2,137		
Ratio that returned to work			%	97.1	98.1	99.2	
Shortened working hours for childcare	Male		Employees	27	39	36	
	Female	2,391		2,491	2,006		
Nursing care-related		D	Employees	116	94	58	
Nursing care leave	Male			65	42	28	
	Female		51	52	30		
Shortened working hours for nursing care	Male	D	Employees	25	36	31	
	Female			29	50	36	
Leave programs		D	Days	19.7	19.3	17.7	
Paid vacation days	Male		%	—	97.0	89.3	
	Female			—	93.8	85.8	
	Percentage of total entitled leave			98.4	96.4	88.7	
Working hours	Total hours actually worked		NTT	Hours	1,911	1,933	1,906
	Average annual overtime hours				23.0	22.2	23.0
	Overtime hours		D	Hours	—	—	17.5
	Overtime pay		D	Yen	—	—	48,180
Number of employees working from home* ¹		D	Employees	15,046	26,719	38,962	
Male				10,498	18,171	29,442	
Female				3,500	5,626	9,520	
Number of employees taking leave for mental health		A	Employees	1,648	1,550	1,815	
Male				1,293	1,202	1,323	
Female				355	348	492	
Number of industrial accidents		A	—	44	36	71	
Operational accidents				9	8	7	
Commuting accidents				35	28	64	
Frequency rate			—	0.10	0.09	0.11	

*¹ Including the DOCOMO Group**Status of Human Rights Initiatives**

	Boundary	Unit	2017	2018	2019
Number of confirmed cases of human rights violations	B	—	27	24	29
Human rights training and attendance	B	%	93.6	96.6	97.3

Status of Human Resources Development

		Boundary	Unit	2017	2018	2019
Average annual training	Hours per employee	B	Hours	34.0	28.0	26.0
	Cost per employee		Yen	10.4	10.9	8.6
Job challenge and job offering	Use	B	Employees	477	297	296
	Transfer			188	113	107
Number of qualified employees (cumulative total)		B	Employees	26,963	38,437	48,564

Status of Supply Chain Initiatives

		Unit	2017	2018	2019
Percentage of critical suppliers that we sent CSR surveys (SAQ) to, and percentage that were responded to	Sent	%	100	100	100
	Responded	%	99	98	100
Number of recognized high-risk suppliers		—	0	0	0
Percentage of issues recognized as actual risks that were corrected at suppliers		%	100	100	100
Percentage of employees in procurement trained on ESG		%	100	100	100

Employee Volunteering

		Boundary	Unit	2017	2018	2019
Employee participation rate			%	70.7	69.0	54.9
Results of Citizenship Activities*	Number of activities		—	4,204	3,977	3,713
	Number of participants		—	117,491	123,734	100,834
	Expenditures		Million yen	6,414	8,030	6,632
Environmental conservation	Number of activities	B	—	1,106	1,106	894
	Number of participants		—	75,706	76,889	60,714
	Expenditures		Million yen	875	796	1,408
Social welfare	Number of activities		—	497	513	534
	Number of participants		—	6,399	9,559	7,516
	Expenditures		Million yen	1,079	1,860	439
Education and cultural promotion	Number of activities		—	423	388	341
	Number of participants		—	2,940	2,845	2,544
	Expenditures		Million yen	1,841	2,423	2,656
Local community development and dialogue	Number of activities		—	1,740	1,507	1,609
	Number of participants		—	23,068	26,868	25,396
	Expenditures		Million yen	937	1,126	1,606
International exchange activities	Number of activities		—	43	55	13
	Number of participants		—	445	320	411
	Expenditures		Million yen	69	72	202
Sports promotion	Number of activities		—	268	224	161
	Number of participants		—	5,853	3,752	234
	Expenditures		Million yen	1,499	1,579	118
Other (e.g., activities that combine multiple categories)	Number of activities	—	127	184	161	
	Number of participants	—	3,080	3,502	4,019	
	Expenditures	Million yen	113	174	203	
Breakdown of activities by type						
	Community Investments	B	%	65.8	60.0	67.1
	Charitable Donations			8.2	15.6	13.7
	Commercial initiatives			26.0	24.5	19.2

* Expenses related to corporate citizenship include monetary donations, donation of goods, effective costs of opening facilities to the public, personnel costs of employee participation, and costs for implementing corporate citizenship programs (work outsourcing fees, transportation costs, etc.).