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ESG-Related Policies

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
ESG	NTT DOCOMO Group Sustainability Policy	10	https://www.docomo.ne.jp/english/corporate/csr/about/message/index.html
	Stakeholder Engagement	19	

Environment

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Environment (overall)	Green Action Plan	21-22	https://www.docomo.ne.jp/english/corporate/csr/about/message/index.html
	Commitment to Carbon Neutrality by 2030	22, 29, 30, 31	https://www.nttdocomo.co.jp/english/info/media_center/pr/2021/0928_00.html
Decarbonized Society	Realizing a Decarbonized Society—Basic Policy	22	
	NTT Group Energy Efficiency Guidelines	24	https://group.ntt/en/environment/management/guideline/pdf/energy/guidelinever9_e.pdf
	DOCOMO Environmental Accounting Guidelines	28	
	Formation of a Sustainable Society—Basic Philosophy	35	
	Green Design Guidelines (NTT DOCOMO Interpretation)	36	https://www.docomo.ne.jp/binary/pdf/corporate/csr/ecology/environ_management/guideline/guideline.pdf (in Japanese only)
Biodiversity	Preservation of Biodiversity—Basic Philosophy	37	
Green Procurement	NTT DOCOMO Guidelines for Green Procurement Standards	25	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/green.pdf

Society

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Innovation	Promoting R&D and Innovation—Basic Philosophy	39	https://www.docomo.ne.jp/english/corporate/technology/rd/index.html
Network	Provision of Network Services—Basic Policies and Philosophy	63	https://www.docomo.ne.jp/area/effort.html (in Japanese only)
	Basic Policy on Area Expansion	64	
	DOCOMO's Disaster Preparedness	66	https://www.docomo.ne.jp/corporate/csr/disaster/ (in Japanese only)
	NTT Group Disaster Preparedness Plan	67-69	https://group.ntt.jp/disaster/plan/pdf/NTTbousai.pdf (in Japanese only)
	Radio Wave Safety—Basic Philosophy	69	https://www.docomo.ne.jp/english/product/sar/index.html
Customer	Corporate Responsibility for Products and Services—Basic Policies and Philosophy	50	
	Customer Satisfaction—Basic Policies and Philosophy	54-55	https://www.docomo.ne.jp/support/cs_promotion/ (in Japanese only)
Human Resources/ Labor Practice	Employment and Compensation—Basic Policies and Philosophy	76	https://www.docomo.ne.jp/corporate/csr/about/management/employee/index.html#p01 (in Japanese only)
	Human Resource Development—Basic Policies and Philosophy	78	
	DOCOMO Workstyle Reform—Basic Policies and Philosophy	81	
	Promoting Diversity Management—Basic Policies and Philosophy	83	https://www.docomo.ne.jp/english/corporate/csr/about/diversity/?icid=CRP_en_CORP_csr_to_CRP_en_CORP_csr_about_diversity



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Society

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Human Resources/ Labor Practice	Workstyle Choices—Basic Policies and Philosophy	85	
	Health and Productivity Management—Philosophy and Basic Policies	88	
	Health and Safety in the Workplace—Basic Policies and Philosophy	90	
Human Rights	NTT Group Human Rights Policy	95	https://group.ntt/en/newsrelease/2021/11/10/pdf/211110ca.pdf
	NTT DOCOMO Group's Basic Policies on Human Rights	96	
Supply Chain	NTT DOCOMO's Basic Procurement Policies	103	https://www.docomo.ne.jp/english/corporate/procure/
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	103	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf
	NTT DOCOMO Green Procurement Standards	103	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/green.pdf
	Relationship with Telecom Construction Firms—Basic Policies and Philosophy	104-105	
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Governance

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Corporate Governance	Corporate Governance—Basic Policies and Philosophy	107	
Risk Management	Risk Management—Basic Policies and Philosophy	109	
	Basic Policy on Fortifying Internal Control Systems	109	
Information Security/ Privacy	Information Security Policy	70-71	https://www.docomo.ne.jp/english/utility/personal_data/security/
	Privacy Policy	72	https://www.docomo.ne.jp/english/utility/privacy/
	NTT DOCOMO Personal Data Charter	73	https://www.docomo.ne.jp/english/utility/personal_data/charter/
Compliance	NTT DOCOMO Group Code of Ethics	98	https://www.docomo.ne.jp/english/corporate/about/group_ethic/index.html
	Compliance—Basic Policies and Philosophy	98	
	Policy on Refusing All Connections to Anti-Social Groups	102	
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	101	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf
	Guidelines on the Prevention of Bribery of Foreign Public Officials	101	
Brand Management	NTT DOCOMO Group's Social Media Policy	—	https://www.docomo.ne.jp/english/utility/personal_data/social_media/



Disclosure in Line with TCFD Recommendations

Overview of the TCFD Recommendations		Contents Disclosed	Page Number
Governance	Disclose the organization's governance around climate-related risks and opportunities.		
a	Describe the board's oversight of climate-related risks and opportunities.	· Governance	31
b	Describe management's role in assessing and managing climate-related risks and opportunities.	· Governance	31
Strategy	Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.		
a	Climate-related risks and opportunities the organization has identified over the short, medium, and long term.	· Risk Management · Strategy — Scenario Analysis	31-34
b	Impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	· Strategy — Scenario Analysis	32-34
c	Resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	· Commitment to Carbon Neutrality by 2030 · Strategy — Scenario Analysis	29-30, 32-34
Risk Management	Disclose how the organization identifies, assesses, and manages climate-related risks.		
a	Organization's processes for identifying and assessing climate-related risks.	· Risk Management	31-32
b	Organization's processes for managing climate-related risks.	· Risk Management	31-32
c	How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	· Risk Management	31-32, 109-110
Metrics and Targets	Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.		
a	Metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	· Commitment to Carbon Neutrality by 2030 · Metrics and Targets	29-30, 34-35
b	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	· Environmental Data	26
c	Targets used by the organization to manage climate-related risks and opportunities and performance against target.	· DOCOMO Group's Environmental Targets — Green Action Plan · Action Plans and Results for Subcommittees (FY2021) · Environmental Data · Commitment to Carbon Neutrality by 2030 · Metrics and Targets	22, 24, 26, 29-30, 34-35



GRI Content Index / SASB Sustainability Disclosure Topics and Accounting Metrics

The NTT DOCOMO Group Sustainability Report 2022 is prepared in accordance with the core section of the GRI Sustainability Reporting Standards 2016/2018/2019/2020. Click the page numbers in the below list to see the related information available in this report.

GRI 102: General Disclosures 2016

● : Items that are required to disclose in the core option

	Category	Page Number
1. Organizational profile		
●	102-1 Name of the organization	2
●	102-2 Activities, brands, products, and services	2
●	102-3 Location of headquarters	2
●	102-4 Location of operations	Web: Branches (in Japanese only)
●	102-5 Ownership and legal form	2
●	102-6 Markets served	2
●	102-7 Scale of the organization	Web: Overview
●	102-8 Information on employees and other workers	93
●	102-9 Supply chain	102-106
●	102-10 Significant changes to the organization and its supply chain	Web: Announcement of Nippon Telegraph and Telephone Corporation's Decision to Make a Demand for a Share Cash-Out of Our Shares, Approval of the Demand for a Share Cash-Out by the Company and Delisting of Our Shares
●	102-11 Precautionary principle or approach	109-110
●	102-12 External initiatives	Web: Sustainability Evaluations by Third Parties
●	102-13 Membership of associations	—
2. Strategy		
●	102-14 Statement from senior decision-maker	5
	102-15 Key impacts, risks, and opportunities	5, 6-8, 10-11, 109-110
3. Ethics and integrity		
●	102-16 Values, principles, standards, and norms of behavior	6, 19, 95-96
	102-17 Mechanisms for advice and concerns about ethics	98-100
4. Governance		
●	102-18 Governance structure	17, 22-23, 97, 107
	102-19 Delegating authority	17, 107-108

	Category	Page Number
	102-20 Executive-level responsibility for economic, environmental, and social topics	17, 21, 70-71, 97, 107
	102-21 Consulting stakeholders on economic, environmental, and social topics	19, 108
	102-22 Composition of the highest governance body and its committees	107-109
	102-23 Chair of the highest governance body	107-108
	102-24 Nominating and selecting the highest governance body	108-109
	102-25 Conflicts of interest	102
	102-26 Role of highest governance body in setting purpose, values, and strategy	17, 107-109
	102-27 Collective knowledge of highest governance body	17, 108-109
	102-28 Evaluating the highest governance body's performance	15-16, 99
	102-29 Identifying and managing economic, environmental, and social impacts	12-13, 17
	102-30 Effectiveness of risk management processes	109-110
	102-31 Review of economic, environmental, and social topics	17, 109-110
	102-32 Highest governance body's role in sustainability reporting	17, 107
	102-33 Communicating critical concerns	17, 107-109
	102-34 Nature and total number of critical concerns	—
	102-35 Remuneration policies	—
	102-36 Process for determining remuneration	—
	102-37 Stakeholders' involvement in remuneration	—
	102-38 Annual total compensation ratio	—
	102-39 Percentage increase in annual total compensation ratio	—
5. Stakeholder engagement		
●	102-40 List of stakeholder groups	19
●	102-41 Collective bargaining agreements	92
●	102-42 Identifying and selecting stakeholders	19
●	102-43 Approach to stakeholder engagement	11, 15-16, 19, 57-61
●	102-44 Key topics and concerns raised	11, 15-16, 19
6. Reporting practice		
●	102-45 Entities included in the consolidated financial statements	2
●	102-46 Defining report content and topic Boundarie	2



ESG-Related Policies

Disclosure in Line with TCFD Recommendations

GRI Content Index/SASB Sustainability Disclosure Topics and Accounting Metrics

Independent Assurance Statement

	Category	Page Number
●	102-47 List of material topics	11
●	102-48 Restatements of information	Not applicable
●	102-49 Changes in reporting	Not applicable
●	102-50 Reporting period	2
●	102-51 Date of most recent report	2
●	102-52 Reporting cycle	2
●	102-53 Contact point for questions regarding the report	2
●	102-54 Claims of reporting in accordance with the GRI Standards	2, 115
●	102-55 GRI content index	115-118
●	102-56 External assurance	119

GRI 103: Management Approach 2016

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GRI103: Management Approach		
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	103-2 The management approach and its components	15-16, 17, 21-24, 39, 50, 54, 57-58, 63, 66-67, 70-71, 76, 78, 81-83, 85, 88, 90-91, 95-102, 104-105, 107-110
	103-3 Evaluation of the management approach	15-16, 17

GRI200: Economic Topics

○: The material issues identified by the company

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GRI-201: Economic Performance 2016		
	201-1 Direct economic value generated and distributed	8, 58, 93
	201-2 Financial implications and other risks and opportunities due to climate change	31-34
	201-3 Defined benefit plan obligations and other retirement plans	88
	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	93
	202-2 Proportion of senior management hired from the local community	—
GRI-203: Indirect Economic Impacts 2016		
	203-1 Infrastructure investments and services supported	57-59

	Category	Page Number
	203-2 Significant indirect economic impacts	46-47
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	101
	205-2 Communication and training about anti-corruption policies and procedures	16, 100
	205-3 Confirmed incidents of corruption and actions taken	16, 101
○	GRI-206: Anti-competitive Behavior 2016	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16, 101-102
GRI-207: Tax 2019		
	207-1 Approach to tax	—
	207-2 Tax governance, control and risk management	—
	207-3 Stakeholder engagement and management concerns related to tax	—
	207-4 Country-by-country reporting	—

GRI300: Environmental Topics

○: The material issues identified by the company

	Category	Page Number
GRI-301: Materials 2016		
	301-1 Materials used by weight or volume	—
	301-2 Recycled input materials used	35-37
	301-3 Reclaimed products and their packaging materials	15, 24, 35-37
○	GRI-302: Energy 2016	
	302-1 Energy consumption within the organization	26-27
	302-2 Energy consumption outside of the organization	26
	302-3 Energy intensity	—
	302-4 Reduction of energy consumption	26
	302-5 Reductions in energy requirements of products and services	15, 24
GRI-303: Water and Effluents 2018		
	303-1 Interactions with water as a shared resource	—
	303-2 Management of water discharge related impact	—
	303-3 Water withdrawal	27
	303-4 Water discharge	—
	303-5 Water consumption	27



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	Category	Page Number
○	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	—
	304-2 Significant impacts of activities, products, and services on biodiversity	—
	304-3 Habitats protected or restored	37
	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	26, 35
	305-2 Energy indirect (Scope 2) GHG emissions	26, 35
	305-3 Other indirect (Scope 3) GHG emissions	26
	305-4 GHG emissions intensity	—
	305-5 Reduction of GHG emissions	15, 26, 35
	305-6 Emissions of ozone-depleting substances (ODS)	—
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	—
○	GRI-306: Waste 2020	
	306-1 Waste generation and significant waste-related impacts	35-37
	306-2 Management of significant waste-related impacts	24-25, 35-37
	306-3 Waste generated	27
	306-4 Waste diverted from disposal	24, 35-37
	306-5 Waste directed to disposal	27
○	GRI-307: Environmental Compliance 2016	
	307-1 Non-compliance with environmental laws and regulations	25
○	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	102-104

GRI400: Social Topics

○ : The material issues identified by the company

	Category	Page Number
○	GRI-401: Employment 2016	
	401-1 New employee hires and employee turnover	93
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	87-88
	401-3 Parental leave	85, 87-88

	Category	Page Number
	GRI-402: Labor/Management Relations 2016	
	402-1 Labor/Management Relations	—
○	GRI-403: Occupational Health and Safety 2018	
	403-1 Occupational health and safety management system	88-89, 90-91
	403-2 Hazard identification, risk assessment, and incident investigation	88-90, 90-92
	403-3 Occupational health services	88-92
	403-4 Worker participation, consultation, and communication on occupational health and safety	81-83, 89-90
	403-5 Worker training on occupational health and safety	88-90, 91-92
	403-6 Promotion of worker health	88-90
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	90-92
	403-8 Workers covered by an occupational health and safety management system	90-91
	403-9 Work-related injuries	92
	403-10 Work-related ill health	90
○	GRI-404: Training and Education 2016	
	404-1 Average hours of training per year per employee	80
	404-2 Programs for upgrading employee skills and transition assistance programs	78-81
	404-3 Percentage of employees receiving regular performance and career development reviews	76-77
○	GRI-405: Diversity and Equal Opportunity 2016	
	405-1 Diversity of governance bodies and employees	16, 76, 83-84, 93, 107, 108-109
	405-2 Ratio of basic salary and remuneration of women to men	93
○	GRI-406: Non-discrimination 2016	
	406-1 Incidents of discrimination and corrective actions taken	16, 95-98
	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	95-98, 102-104, 92
	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



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	Category	Page Number
	GRI-411: Rights of Indigenous Peoples 2016	
	411-1 Incidents of violations involving rights of indigenous peoples	Not applicable
○	GRI-412: Human Rights Assessment 2016	
	412-1 Operations that have been subject to human rights reviews or impact assessments	95-96
	412-2 Employee training on human rights policies or procedures	16, 98
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not applicable
○	GRI-413: Local Communities 2016	
	413-1 Operations with local community engagement, impact assessments, and development programs	15-16, 19, 57-61
	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	102-105
	414-2 Negative social impacts in the supply chain and actions taken	—
	GRI-415: Public Policy 2016	
	415-1 Political contributions	101
○	GRI-416: Customer Health and Safety 2016	
	416-1 Assessment of the health and safety impacts of product and service categories	50-51
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable
	GRI-417: Marketing and Labeling 2016	
	417-1 Requirements for product and service information and labeling	50-51, 56-57
	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	15, 71-72
	GRI-419: Socioeconomic Compliance 2016	
	419-1 Non-compliance with laws and regulations in the social and economic area	Not applicable



The NTT DOCOMO Group refers to the Sustainability Accounting Standard of Technology and Communications Sector prepared by Sustainable Accounting Standards Board (SASB).

SASB Sustainability Disclosure Topics and Accounting Metrics

Topic	Accounting Metric	Category	Unit of Measure	Code	Page Number
Environmental Footprint of Operations	(1)Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	TC-TL-130a.1	26
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	Discussion and Analysis	n/a	TC-TL-220a.1	71-74
	Number of customers whose information is used for secondary purposes	Quantitative	Number	TC-TL-220a.2	—
	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	Quantitative	Reporting currency	TC-TL-220a.3	—
	(1)Number of law enforcement requests for customer information, (2) number of customers whose information was requested (3) percentage resulting in disclosure	Quantitative	Number, Percentage (%)	TC-TL-220a.4	—
Data Security	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	TC-TL-230a.1	72
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	n/a	TC-TL-230a.2	70-71
Product End-of-life Management	(1) Materials recovered through take back programs, percentage of recovered materials that were (2) reused, (3) recycled, and (4) landfilled	Quantitative	Metric tons (t), Percentage (%)	TC-TL-440a.1	35-37
Competitive Behavior & Open Internet	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting currency	TC-TL-520a.1	—
	Average actual sustained download speed of (1) owned and commercially associated content and (2) non-associated content	Quantitative	Megabits per second (Mbps)	TC-TL-520a.2	64-65, 67-68
	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices	Discussion and Analysis	n/a	TC-TL-520a.3	—
Managing Systemic Risks from Technology Disruption	(1) System average interruption frequency and (2) customer average interruption duration	Quantitative	Disruptions per customer, hours per customer	TC-TL-550a.1	—
	Discussion of systems to provide unimpeded service during service interruptions	Discussion and Analysis	n/a	TC-TL-550a.2	66

Independent Assurance Statement



Sustainability Accounting Co.,Ltd.

Independent Assurance Statement

September 16, 2022

Mr. Motoyuki Ii
President and Chief Executive Officer, NTT DOCOMO, INC.

1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by NTT DOCOMO, INC., ("the Company") to provide limited assurance on the Company's performance indicators during the fiscal year 2021 reported in NTT DOCOMO Group Sustainability Report 2022, which indicate 10.7% for the ratio of female managers (as of March 31, 2022), 11.1% for the ratio of female directors (as of March 31, 2022), 115% for the ratio of male employees taking leave for childcare purpose, 2.63% for the employment ratio of people with disabilities (as of June 1, 2022), greenhouse gas emissions: 48 thousand t-CO₂ for Scope1, 1,147 thousand t-CO₂ for Scope2 and 3,256 thousand t-CO₂ for Scope3 (Category 1,2,3,4,5,6,7,11,12,14), 595 GWh for the renewable energy consumption and 17.5% for the ratio of renewable energy consumption, 23 thousand tonnes for the amount of waste and 963 thousand m³ for the water consumption (collectively, "the Performance Indicators"). The purpose of this process is to express our conclusion on whether the Performance Indicators were calculated in accordance with the Company's standards. The Company's management is responsible for calculating the Performance Indicators. Our responsibility is to independently carry out a limited assurance engagement and to express our assurance conclusion.

2. Procedures Performed

We conducted our assurance engagement in accordance with International Standard on Assurance Engagement 3000 (ISAE 3000) and International Standard on Assurance Engagement 3410 (ISAE 3410). The key procedures we carried out included:

- Interviewing the Company's responsible personnel to understand the Company's standards
- Reviewing the Company's standards
- Performing cross-checks on a sample basis and performing a recalculation to determine whether the Performance Indicators were calculated in accordance with the Company's standards.

3. Conclusion

Based on the procedures performed, nothing has come to our attention that causes us to believe that the Performance Indicators have not been calculated in all material respects in accordance with the Company's standards.

We have no conflict of interest relationships with the Company.

Takashi Fukushima
Representative Director, Sustainability Accounting Co., Ltd.