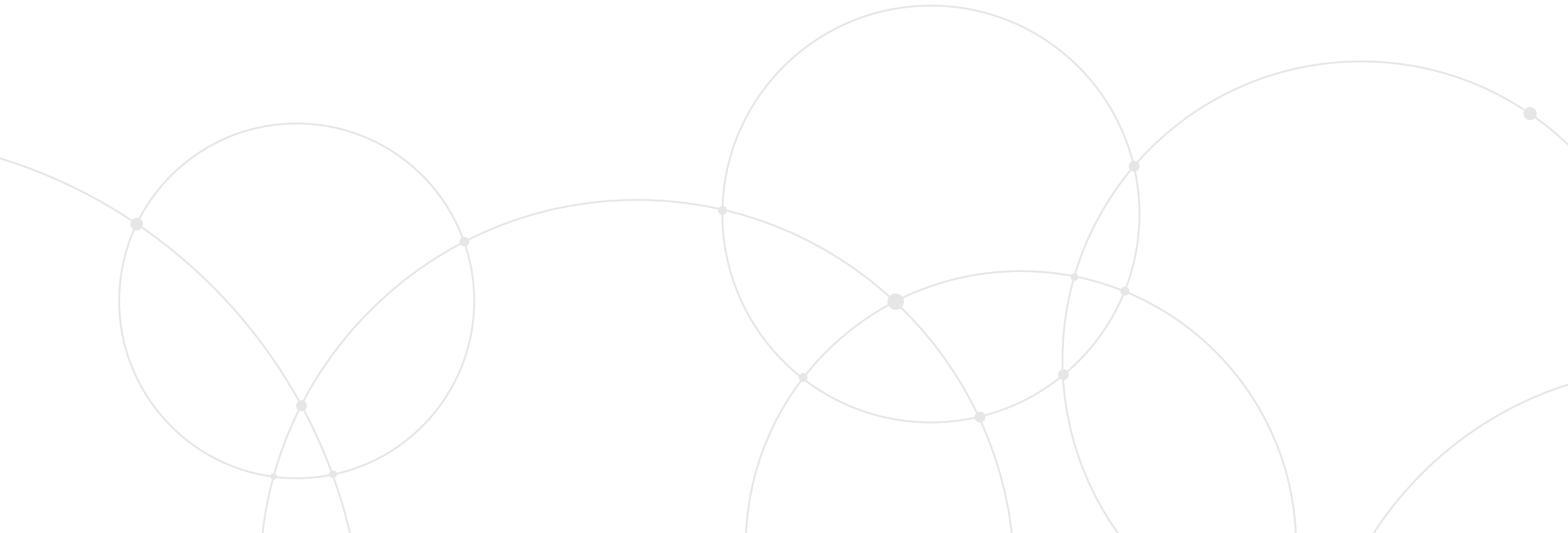




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ESG-Related Policies

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ESG-Related Policies

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
ESG	NTT Group Global Sustainability Charter	19	https://group.ntt/en/sustainability/management/charter/
	Sustainability Policy	19	https://www.docomo.ne.jp/english/corporate/csr/about/
	Stakeholder Engagement	22	

Environment

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Environment (overall)	NTT Group Environment and Energy Vision	27	https://group.ntt/en/environment/management/vision/
	Green Action Plan	28	https://www.docomo.ne.jp/english/corporate/csr/about/message/index.html
	DOCOMO Group Net-Zero by 2040	28, 35–39	https://www.docomo.ne.jp/english/info/media_center/pr/2023/1106_00.html
	Commitment to Carbon Neutrality by 2030	28, 35–39	https://www.docomo.ne.jp/english/info/media_center/pr/2021/0928_00.html
Response to Climate Change	Response to Climate Change—Basic Policy	35	
	NTT Group Energy Efficiency Guidelines	—	https://group.ntt/en/environment/management/guideline/pdf/energy/guidelinever9_e.pdf
	Creation of Circular Economy—Basic Policy	45	
Biodiversity	NTT Group Sustainability Design Guidelines for Buildings	45, 48	https://group.ntt/en/design/pdf/sustainability_design_e.pdf
	Preservation of Biodiversity—Basic Policy	48	
Green Procurement	NTT DOCOMO Guidelines for Sustainability in Supply Chain	51	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf
	NTT DOCOMO Guidelines for Green Procurement Standards	31	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/green.pdf
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	31	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf

Society

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Innovation	Promoting R&D and Innovation—Basic Policy	61	https://www.docomo.ne.jp/english/corporate/technology/rd/index.html
Network	Provision of Network Services—Basic Philosophy	90	
	Basic Policy on Area Expansion	91	
	DOCOMO's Disaster Preparedness	93	https://www.docomo.ne.jp/corporate/csr/disaster/ (in Japanese only)
	NTT Group Disaster Preparedness Plan	94	https://group.ntt.jp/disaster/plan/pdf/nttg_bousai_2024.pdf (in Japanese only)
	Radio Wave Safety—Basic Philosophy	96	https://www.docomo.ne.jp/corporate/csr/network/radio/index.html (in Japanese only)
Customer	Responsibility for Products and Services—Basic Philosophy	76	
	Customer Satisfaction—Basic Philosophy	81	https://www.docomo.ne.jp/support/cs_promotion/ (in Japanese only)
Human Resources/ Labor Practice	Human Capital Management—Basic Philosophy	109	https://www.docomo.ne.jp/english/corporate/csr/human_capital_management/
	Employment and Recruitment—Basic Philosophy	113	



ESG-Related Policies

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Society

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Human Resources/ Labor Practice	Autonomous Career Development - Basic Philosophy	115	
	Promoting Diversity Management—Basic Philosophy	120	https://www.docomo.ne.jp/english/corporate/csr/human_capital_management/
	Workstyle Reform and Workstyle Choices—Basic Philosophy	123	
	Health and Productivity Management—Basic Philosophy	127	
	Health and Safety in the Workplace—Basic Philosophy	128	
Human Rights	NTT Group Human Rights Policy	136	https://group.ntt/en/newsrelease/2021/11/10/pdf/211110ca.pdf
	NTT DOCOMO Group's Basic Policies on Human Rights	137	https://www.docomo.ne.jp/corporate/csr/management/humanrights/ (in Japanese only)
	NTT DOCOMO Group Basic Policy on Harassment by Customers	137	https://www.docomo.ne.jp/english/binary/pdf/corporate/csr/basic_policy_on_harassment.pdf
Supply Chain	NTT DOCOMO's Basic Procurement Policies	144	https://www.docomo.ne.jp/english/corporate/procure/
	NTT Group Guidelines for Sustainability in Supply Chain	144	https://group.ntt/en/procurement/supplier/pdf/NTT_Group_Guidelines_for_Sustainability_in_Supply_Chain.pdf
	NTT Group Green Procurement Standards	145	https://group.ntt/en/newsrelease/2022/02/16/pdf/220216ac.pdf
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	145	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf
	NTT DOCOMO Green Procurement Standards	145	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/green.pdf
	Declaration of Partnership Building	146	https://www.docomo.ne.jp/corporate/disclosure/procure/policy/ (in Japanese only)
	Relationship with Telecom Construction Firms—Basic Policies and Philosophy	146	
Community	Community Investments—Basic Philosophy	84	

Governance

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Corporate Governance	Corporate Governance—Basic Philosophy	148	
Risk Management	Risk Management—Basic Philosophy	151	
Information Security/Privacy	Information Security Policy	97	https://www.docomo.ne.jp/english/utility/personal_data/security/
	NTT DOCOMO Privacy Policy	97, 102–104	https://www.docomo.ne.jp/english/utility/privacy/
	NTT DOCOMO Personal Data Charter	102–103	https://www.docomo.ne.jp/english/utility/personal_data/charter/
	NTT Group's AI Governance	105	https://group.ntt/en/group/ai/governance.html
	DOCOMO Generative AI Guidelines	105–106	
Compliance	NTT DOCOMO Group Code of Ethics	140, 142	https://www.docomo.ne.jp/english/corporate/about/group_ethic/index.html
	Guidelines on the Prevention of Bribery of Foreign Public Officials	142	
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	142, 145	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf?ver=1757308931
	Measures against Money Laundering, Terrorist Financing, and Proliferation Financing	143	https://www.docomo.ne.jp/corporate/csr/management/anti-money-laundering/ (in Japanese only)
	DOCOMO Group's Basic Policy on Anti-Social Forces	143	https://www.docomo.ne.jp/corporate/csr/management/antisocial/ (in Japanese only)
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	40
b	Describe management's role in assessing and managing climate-related risks and opportunities.	· Governance	40
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	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	· Strategy — Scenario Analysis	41–44
b	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	· Strategy — Scenario Analysis	42–44
c	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	· Net-Zero by 2040 · Commitment to Carbon Neutrality by 2030 · Strategy — Scenario Analysis	35–44
Strategy	Disclose how the organization identifies, assesses, and manage climate-related risks.		
a	Describe the organization's processes for identifying and assessing climate-related risks.	· Risk Management	40
b	Describe the organization's processes for managing climate-related risks.	· Risk Management	40
c	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	· Risk Management	40, 151–152
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	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	· Net-Zero by 2040 · Commitment to Carbon Neutrality by 2030 · Metrics and Targets	23, 35–39, 44
b	Disclose Scopes 1 and 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and related risks.	· Net-Zero by 2040	35
c	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	· DOCOMO Group's Environmental Targets — Green Action Plan · Net-Zero by 2040 · Commitment to Carbon Neutrality by 2030 · Metrics and Targets · Action Plans and Results for Subcommittees (FY2024) · Environmental Data	27–28, 30, 32–34, 35–39, 44–45



GRI Content Index

Statement of use	NTT DOCOMO Group has reported the information cited in this GRI content index for the period from April 1, 2024 to March 31, 2025 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Disclosure		Location
1. The organization and its reporting practices		
2-1	Organizational details	2
2-2	Entities included in the organization's sustainability reporting	2
2-3	Reporting period, frequency, and contact point	2
2-4	Restatements of information	—
2-5	External assurance	161
2. Activities and workers		
2-6	Activities, value chain, and other business relationships	2, 144–148
2-7	Employees	132–133
2-8	Workers who are not employees	132–133
3. Governance		
2-9	Governance structure and composition	16–18, 28–29, 138, 148–151
2-10	Nomination and selection of the highest governance body	148–151
2-11	Chair of the highest governance body	148–151
2-12	Role of the highest governance body in overseeing the management of impacts	16–18, 28–29, 138, 148–151
2-13	Delegation of responsibility for managing impacts	16–18, 28–29, 138, 151–152
2-14	Role of the highest governance body in sustainability reporting	16–18, 148–151
2-15	Conflicts of interest	143
2-16	Communication of critical concerns	16–18, 97, 100, 140–141
2-17	Collective knowledge of the highest governance body	—
2-18	Evaluation of the performance of the highest governance body	149–150
2-19	Remuneration policies	150
2-20	Process to determine remuneration	150
2-21	Annual total compensation ratio	—

Disclosure		Location
4. Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	4, 15
2-23	Policy commitments	19, 27, 136–137, 139–140
2-24	Embedding policy commitments	136–139, 144–146
2-25	Processes to remediate negative impacts	99–103, 139–141, 151–152
2-26	Mechanisms for seeking advice and raising concerns	139–140
2-27	Compliance with laws and regulations	31, 97, 143
2-28	Membership associations	—
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	22, 27
2-30	Collective bargaining agreements	130

GRI 3: Material Topics 2021

Disclosure		Location
2. Disclosures on material topics		
3-1	Process to determine material topics	20
3-2	List of material topics	20
3-3	Management of material topics	20, 23–24, 26–29, 50–54, 60–61, 75–76, 84, 89, 93–94, 96–97, 108–109, 111, 115, 119, 126, 127, 135–136, 138, 144, 147, 151–152

GRI 200: Economic topics

Disclosure		Location
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	5, 13, 86, 132–133
201-2	Financial implications and other risks and opportunities due to climate change	40–44



ESG-Related Policies

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Disclosure		Location
201-3	Defined benefit plan obligations and other retirement plans	126
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	132–133
202-2	Proportion of senior management hired from the local community	—
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	84–87
203-2	Significant indirect economic impacts	67–73
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	141–142
205-2	Communication and training about anti-corruption policies and procedures	141–142
205-3	Confirmed incidents of corruption and actions taken	143
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	143
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	45–47
301-3	Reclaimed products and their packaging materials	30, 34, 45–47
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	33
302-2	Energy consumption outside of the organization	33
302-3	Energy intensity	—
302-4	Reduction of energy consumption	33
302-5	Reductions in energy requirements of products and services	23, 30
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	—

Disclosure		Location
303-2	Management of water discharge-related impacts	—
303-3	Water withdrawal	34
303-4	Water discharge	—
303-5	Water consumption	34
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	53–56
304-2	Significant impacts of activities, products, and services on biodiversity	53–56
304-3	Habitats protected or restored	51–56
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	32, 44–45
305-2	Energy indirect (Scope 2) GHG emissions	32, 44–45
305-3	Other indirect (Scope 3) GHG emissions	32
305-4	GHG emissions intensity	—
305-5	Reduction of GHG emissions	23, 32, 45
305-6	Emissions of ozone-depleting substances (ODS)	—
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	45–48
306-2	Management of significant waste-related impacts	30, 45–48
306-3	Waste generated	34
306-4	Waste diverted from disposal	30, 45–48
306-5	Waste directed to disposal	34
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	144–146

GRI 400: Social topics

Disclosure		Location
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	132–133
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	—
401-3	Parental leave	123–126



ESG-Related Policies

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SASB Sustainability Disclosure Topics and Accounting Metrics

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Disclosure		Location
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	—
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	127–130
403-2	Hazard identification, risk assessment, and incident investigation	127–130
403-3	Occupational health services	127–130
403-4	Worker participation, consultation, and communication on occupational health and safety	127–130
403-5	Worker training on occupational health and safety	127–130
403-6	Promotion of worker health	127–130
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	128–130
403-8	Workers covered by an occupational health and safety management system	128–130
403-9	Work-related injuries	129–130
403-10	Work-related ill health	129–130
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	116
404-2	Programs for upgrading employee skills and transition assistance programs	115–119
404-3	Percentage of employees receiving regular performance and career development reviews	115
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	24, 120–122, 132–133, 148–151
405-2	Ratio of basic salary and remuneration of women to men	132–133
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	24, 136–139
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	130, 136–139, 144–146
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

Disclosure		Location
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	22, 84–86, 96–97
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	144–146
414-2	Negative social impacts in the supply chain and actions taken	—
GRI 415: Public Policy 2016		
415-1	Political contributions	142
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	76–78
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	76–78
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	23, 102–103



SASB Sustainability Disclosure Topics and Accounting Metrics

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

Sustainability Disclosure Topics and 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	32–34
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	Discussion and Analysis	Not applicable	TC-TL-220a.1	102–104
	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	97
	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	Discussion and Analysis	Not applicable	TC-TL-230a.2	97–101
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	45–48
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	91–92
	Description of risks and opportunities associated with net neutrality, paid peering, zero rating, and related practices	Discussion and Analysis	Not applicable	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	Not applicable	TC-TL-550a.2	89–90, 92



Independent Assurance Statement



Independent Assurance Statement

September 25, 2025

Mr. Yoshiaki Maeda
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, listed in the appendix, for the fiscal year 2024 (from April 1, 2024 to March 31, 2025). 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.

(1/2)



(Appendix)

List of Performance Indicators

Indicators	Results of the fiscal year 2024
Greenhouse gas emissions	Scope 1: 30 kt-CO ₂ e Scope 2 (market-based): 984 kt-CO ₂ e Scope 2 (location-based): 1.73 Mt-CO ₂ e Scope 3 (categories 1, 2, 3, 4, 5, 6, 7, 11, 12, 13, 14): 6.00 Mt-CO ₂ e
Power sourced from renewable energy (Percentage of total power consumed)	1.83 TWh (44.7%)
Ratio of effective renewable energy for electricity used in mobile network operations (Green 5G)	43.7%
Volume of waste	26 kt
Water consumption	1.48 million m ³
Ratio of female managers (as of April 1, 2025)	14.9%
Ratio of female directors (as of the end of June, 2025)	25.5%
Ratio of newly promoted female managers	31.6%
Ratio of male employees taking childcare leave	133%
Employment ratio of people with disabilities (as of June 1, 2025)	2.69%
Cost of training per person	156 thousand yen
Employee engagement rate	65%
Ratio of mid-career recruitment	49%
Average salary	All employees: 9,177 thousand yen Male employees: 9,588 thousand yen Female employees: 7,687 thousand yen
Average total annual hours worked	1,950.6 hours
Percentage of paid leave taken	79.7%
Rate of direct dialogue with suppliers that require improvement	100%
Number of major accidents	1 case
Number of serious cyber-attack incidents	0 case

Boundaries for each performance indicator are given in NTT DOCOMO Group Sustainability Report 2025.

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