



Appendix

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ESG-Related Policies

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ESG	NTT DOCOMO Group Sustainability Policy	16	https://www.docomo.ne.jp/english/corporate/csr/about/message/index.html
	Stakeholder Engagement	19	

Environment

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Environment (overall)	Green Action Plan	24, 25	https://www.docomo.ne.jp/english/corporate/csr/about/message/index.html
	Commitment to Carbon Neutrality by 2030	25, 32–35	https://www.nttdocomo.co.jp/english/info/media_center/pr/2021/0928_00.html
Decarbonized Society	Realizing a Decarbonized Society—Basic Policy	25	
	NTT Group Energy Efficiency Guidelines	27	https://group.ntt/en/environment/management/guideline/pdf/energy/guidelinever9_e.pdf
	DOCOMO Environmental Accounting Guidelines	31	
	Formation of a Sustainable Society—Basic Philosophy	40–42	
	Green Design Guidelines (NTT DOCOMO Interpretation)	41	https://www.docomo.ne.jp/binary/pdf/corporate/csr/ecology/envirion_management/guideline/guideline.pdf (in Japanese only)
Biodiversity	Preservation of Biodiversity—Basic Philosophy	42	
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	44	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf
Green Procurement	NTT DOCOMO Guidelines for Green Procurement Standards	28	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	50	https://www.docomo.ne.jp/english/corporate/technology/rd/index.html
Network	Provision of Network Services—Basic Philosophy	81	https://www.docomo.ne.jp/area/effort.html (in Japanese only)
	Basic Policy on Area Expansion	82	
	DOCOMO's Disaster Preparedness	84	https://www.docomo.ne.jp/corporate/csr/disaster/ (in Japanese only)
	NTT Group Disaster Preparedness Plan	85–87	https://group.ntt/jp/disaster/plan/pdf/NTTbousai.pdf (in Japanese only)
	Radio Wave Safety—Basic Philosophy	87	https://www.docomo.ne.jp/english/product/sar/index.html
Customer	Corporate Responsibility for Products and Services—Basic Philosophy	66	
	Customer Satisfaction—Basic Philosophy	71	https://www.docomo.ne.jp/support/cs_promotion/ (in Japanese only)

Society

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Human Resources/ Labor Practice	Employment and Compensation—Basic Philosophy	94	https://www.docomo.ne.jp/corporate/csr/about/management/employee/index.html#p01 (in Japanese only)
	Human Resource Development—Basic Philosophy	97	
	DOCOMO Workstyle Reform—Basic Philosophy	101	
	Promoting Diversity Management—Basic Philosophy	102	https://www.docomo.ne.jp/english/corporate/csr/about/diversity/?icid=CRP_en_CORP_csr_to_CRP_en_CORP_csr_about_diversity
	Workstyle Choices—Basic Philosophy	104	
	Health and Productivity Management—Basic Philosophy	108	
	Health and Safety in the Workplace—Basic Philosophy	109	
Human Rights	NTT Group Human Rights Policy	115	https://group.ntt/en/newsrelease/2021/11/10/pdf/211110ca.pdf
	NTT DOCOMO Group's Basic Policies on Human Rights	116	https://www.docomo.ne.jp/corporate/csr/management/humanrights/ (in Japanese only)
Supply Chain	NTT DOCOMO's Basic Procurement Policies	123	https://www.docomo.ne.jp/english/corporate/procure/
	NTT Group Guidelines for Sustainability in Supply Chain	123	https://group.ntt/en/procurement/supplier/pdf/NTT_Group_Guidelines_for_Sustainability_in_Supply_Chain.pdf
	NTT Group Green Procurement Standards	123	
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	123	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/supply_chain.pdf
	NTT DOCOMO Green Procurement Standards	123	https://www.docomo.ne.jp/english/binary/pdf/corporate/procure/policy/csr_procurement/green.pdf
	Relationship with Telecom Construction Firms—Basic Policies and Philosophy	125	
Community	Community Investments—Basic Philosophy	74	

Governance

Category	Policy/Philosophy/Guideline	Page Number in this Report	Link
Corporate Governance	Corporate Governance—Basic Philosophy	127	
Risk Management	Risk Management—Basic Philosophy	129	
	Basic Policy on Fortifying Internal Control Systems	129	
Information Security/ Privacy	Information Security Policy	88–89	https://www.docomo.ne.jp/english/utility/personal_data/security/
	Privacy Policy	88, 90–92	https://www.docomo.ne.jp/english/utility/privacy/
	NTT DOCOMO Personal Data Charter	90–91	https://www.docomo.ne.jp/english/utility/personal_data/charter/
Compliance	NTT DOCOMO Group Code of Ethics	118, 121	https://www.docomo.ne.jp/english/corporate/about/group_ethic/index.html
	Compliance—Basic Philosophy	118	
	Policy on Refusing All Connections to Anti-Social Groups	122	
	NTT DOCOMO Guidelines for Sustainability in Supply Chain	121	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	120–121	
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	36
b	Describe management's role in assessing and managing climate-related risks and opportunities.	· Governance	36
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	36–39
b	Impact of climate-related risks and opportunities on the organization's business, strategy and financial planning.	· Strategy — Scenario Analysis	32–39
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	32–35, 37–39
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	36
b	Organization's processes for managing climate-related risks.	· Risk Management	36
c	How processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	· Risk Management	36, 129–130
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	32–35, 39–40
b	Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	· Environmental Data	29
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 (FY2022) · Environmental Data · Commitment to Carbon Neutrality by 2030 · Metrics and Targets	25, 27, 29, 32–35, 39–40

GRI Content Index

NTT DOCOMO Group has reported the information cited in this GRI content index for the period from April 2022 to March 2023 with reference to the GRI Standards.

GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Disclosure		Location
1. The organization and its reporting practices		
2-1	Organizational details	2 Web: Branches (in Japanese only)
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	31, 40
2-5	External assurance	139
2. Activities and workers		
2-6	Activities, value chain and other business relationships	2, 122–126 Web: Overview Web: Press Releases (In Japanese only)
2-7	Employees	112–113 Web: Overview
2-8	Workers who are not employees	—
3. Governance		
2-9	Governance structure and composition	14–15, 25–26, 117, 127–129
2-10	Nomination and selection of the highest governance body	128–129
2-11	Chair of the highest governance body	127–129
2-12	Role of the highest governance body in overseeing the management of impacts	7, 14–15, 19, 116–118, 127–130
2-13	Delegation of responsibility for managing impacts	14–15, 25–26, 88, 117, 129–130
2-14	Role of the highest governance body in sustainability reporting	14–15, 127, 129
2-15	Conflicts of interest	122
2-16	Communication of critical concerns	14–15, 88, 116–117, 119–120, 123

Disclosure		Location
2-17	Collective knowledge of the highest governance body	—
2-18	Evaluation of the performance of the highest governance body	128
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	4
2-23	Policy commitments	16, 115–116, 118–121
2-24	Embedding policy commitments	115–118
2-25	Processes to remediate negative impacts	115–117, 119–120, 129–130
2-26	Mechanisms for seeking advice and raising concerns	118–120
2-27	Compliance with laws and regulations	28, 90, 117
2-28	Membership associations	—
5. Stakeholder engagement		
2-29	Approach to stakeholder engagement	17, 19, 74–76
2-30	Collective bargaining agreements	111

GRI 3: Material Topics 2021

Disclosure		Location
2. Disclosures on material topics		
3-1	Process to determine material topics	17–18
3-2	List of material topics	17
3-3	Management of material topics	17, 21–22, 25–27, 43–44, 50, 66, 74–75, 81, 84–85, 88, 94–95, 97, 102, 109–110, 115–126, 128–130

GRI 200: Economic topics

Disclosure		Location
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	5, 12, 74, 112–113
201-2	Financial implications and other risks and opportunities due to climate change	36–39
201-3	Defined benefit plan obligations and other retirement plans	107
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	112–113
202-2	Proportion of senior management hired from the local community	—
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	74–76
203-2	Significant indirect economic impacts	57–58
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	121
205-2	Communication and training about anti-corruption policies and procedures	22, 101
205-3	Confirmed incidents of corruption and actions taken	22, 101
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	12, 121–122
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	40–42
301-3	Reclaimed products and their packaging materials	21, 27, 40–42

Disclosure		Location
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	29–30
302-2	Energy consumption outside of the organization	21, 27
302-3	Energy intensity	—
302-4	Reduction of energy consumption	29
302-5	Reductions in energy requirements of products and services	21, 27
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	—
303-2	Management of water discharge-related impacts	—
303-3	Water withdrawal	30
303-4	Water discharge	—
303-5	Water consumption	30
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	46–47
304-2	Significant impacts of activities, products, and services on biodiversity	44–45, 46–47
304-3	Habitats protected or restored	47–48
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	29, 40
305-2	Energy indirect (Scope 2) GHG emissions	29, 40
305-3	Other indirect (Scope 3) GHG emissions	29
305-4	GHG emissions intensity	—
305-5	Reduction of GHG emissions	21, 29, 40
305-6	Emissions of ozone-depleting substances (ODS)	—
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—
GRI 306: Effluents and Waste 2016		
306-1	Waste generation and significant waste-related impacts	40–42
306-2	Management of significant waste-related impacts	27, 40–42
306-3	Waste generated	30
306-4	Waste diverted from disposal	27, 40–42
306-5	Waste directed to disposal	30

Disclosure		Location
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	122, 124–125

GRI 400: Social topics

Disclosure		Location
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	112–113
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	106–107
401-3	Parental leave	104, 106–107
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	108, 109–110
403-2	Hazard identification, risk assessment, and incident investigation	108–110
403-3	Occupational health services	108–110
403-4	Worker participation, consultation, and communication on occupational health and safety	81–82, 108–110
403-5	Worker training on occupational health and safety	108–110
403-6	Promotion of worker health	108–110
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	109–110
403-8	Workers covered by an occupational health and safety management system	109–110
403-9	Work-related injuries	110
403-10	Work-related ill health	110
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	99
404-2	Programs for upgrading employee skills and transition assistance programs	97–101
404-3	Percentage of employees receiving regular performance and career development reviews	94–96
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	22, 94, 102–103, 112–113, 127–129
405-2	Ratio of basic salary and remuneration of women to men	112–113

Disclosure		Location
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	22, 115–118
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	111, 115–118, 122–124
GRI 408: Child Labor 2016		
408-1	GRI 408: Child Labor 2016	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	21–22, 19, 74–76
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	122–124
414-2	Negative social impacts in the supply chain and actions taken	—
GRI 415: Public Policy 2016		
415-1	GRI 416: Customer Health and Safety 2016	121
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	66–68
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	66–68, 73–74
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	21, 89–90

SASB Sustainability Disclosure Topics and Accounting Metrics

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

Sustainability Disclosure Topics & 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	29
Data Privacy	Description of policies and practices relating to behavioral advertising and customer privacy	Discussion and Analysis	n/a	TC-TL-220a.1	89–92
	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	90
	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	88–89
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	40–42
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	82–83, 85–86
	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	84



Independent Assurance Statement



Independent Assurance Statement

September 19, 2023

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 for the fiscal year 2022 reported in NTT DOCOMO Group Sustainability Report 2023, which indicate 12.5% for the ratio of female managers (as of March 31, 2023), 17.5% for the ratio of female directors (as of June 30, 2023), 137% for the ratio of male employees taking leave for childcare purpose, 2.49% for the employment ratio of people with disabilities (as of June 2023), 118 thousand yen per employee training cost, greenhouse gas emissions: 52.4 kt-CO₂ for Scope1, 1.19 Mt-CO₂ for Scope2 and 5.33 Mt-CO₂ for Scope3 (Category 1,2,3,4,5,6,7,11,12,13,14), 1.21 TWh for the renewable energy consumption and 30.2% for the ratio of renewable energy consumption, 23.5% for the ratio of Green 5G subscribers, 39.4 kt for the volume of waste and 1.24 million 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.