Social Data

Recruiting and Developing Human Resources

Employment Status

Number of employees		Male / Female	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Number of employees*1	Unit: person	Male	8,723	8,574	8,465	8,746	7,887	KDDI
		Female	2,314	2,394	2,427	2,607	2,568	KDDI
		Total	11,037	10,968	10,892	11,353	10,455	KDDI
		Consolidated number of employees	38,826	41,996	44,952	47,320	48,829	consolidated
Average age	Unit: age	Male	43.2	43.4	43.6	43.7	43.3	KDDI
		Female	39.4	39.4	39.7	39.8	40.0	KDDI
		Total	42.4	42.5	42.8	42.8	42.5	KDDI
Average working years	Unit: year	Male	18.1	18.2	18.4	18.3	17.7	KDDI
		Female	15.9	15.7	15.9	15.5	15.6	KDDI
		Total	17.6	17.7	17.8	17.6	17.2	KDDI
Employment turnover*2	Unit: %	Male	1.01	1.30	1.30	1.09	2.13	KDDI
		Female	1.39	1.96	2.03	1.47	2.44	KDDI
		Total	1.08	1.43	1.45	1.16	2.19	KDDI

*1 “Number of employees” is the number of regular KDDI employees, including employees temporarily transferred to KDDI. The number does not include employees who are transferred to other companies

*2 “Employment turnover” is the calculated percentage of resignations during the relevant term (employees who resigned at their request, excluding employees who retired at retirement age) in the total number of regular employees in the first month of the relevant term

Departing Employees

			Early	Personal reasons	Company's convenience	Transfer	Other	Retirement age	Total * Excludes employees who retired at retirement age	Total	boundary
FY2021 departing employees	Male	Under 30	0	53	0	0	0	0	53	53	KDDI
		30～39	0	91	3	2	1	0	97	97	
		40～49	0	30	4	3	9	0	46	46	
		50～60	0	59	7	16	7	55	89	144	
		61 or over	0	0	0	0	0	0	0	0	
		Total	0	233	14	21	17	55	285	340	
	Female	Under 30	0	19	1	0	0	0	20	20	
		30～39	0	24	0	0	0	0	24	24	
		40～49	0	20	0	0	0	0	20	20	
		50～60	0	8	2	1	1	7	12	19	
		61 or over	0	0	0	0	0	0	0	0	
		Total	0	71	3	1	1	7	76	83	
	Total	Under 30	0	72	1	0	0	0	73	73	
		30～39	0	115	3	2	1	0	121	121	
		40～49	0	50	4	3	9	0	66	66	
		50～60	0	67	9	17	8	62	101	163	
		61 or over	0	0	0	0	0	0	0	0	
		Total	0	304	17	22	18	62	361	423	

Unit: person

Status of Hiring	Male / Female	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Recent graduates	Male	211	181	202	188	178	KDDI
	University graduate	211	181	202	188	178	
	Female	96	106	91	90	90	
	University graduate	96	106	91	90	90	
	Junior / technical college graduate	0	0	0	0	0	
	High school graduate, etc.	0	0	0	0	0	
	Total	307	287	293	278	268	
	Percentage of female	31.3%	36.9%	31.1%	32.4%	33.6%	
Mid-career hires	Male	76	102	120	144	139	
	University graduate	74	95	76	140	133	
	Other	2	7	44	4	6	
	Female	7	9	15	21	28	
	University graduate	7	9	12	19	27	
	Other	0	0	3	2	1	
	Total	83	111	135	165	167	
Reemployment after retirement	Male	112	121	130	153	232	
	Female	13	19	10	16	17	
	Total	125	140	140	169	249	
Non-regular employees who became regular employees		118	66	27	32	37	

Unit: person

Retention of Newly Hired Graduates		Year of hire					boundary
	Male / Female	FY2015	FY2016	FY2017	FY2018	FY2019	
Graduates hired	Male	203	217	211	181	202	KDDI
	Female	83	85	96	106	91	
Enrolled after three years	Male	192	212	204	177	186	
	Female	77	79	89	98	86	
Three-year retention rate	Male	95%	98%	97%	98%	92%	
	Female	93%	93%	93%	92%	95%	

Number of employees with disabilities		June 2018	June 2019	June 2020	June 2021	June 2022	boundary
Number of employees with disabilities	Unit: person	417	417	410	413	404	KDDI
Employment rate of persons with disabilities	Unit: %	2.53	2.54	2.53	2.50	2.58	KDDI

Notes 1: The number includes persons with disabilities who are employed at KDDI, as well as at KDDI Challenged and KDDI Engineering

Notes 2: The number is calculated by counting persons with severe disabilities as two people

Unit: person

Foreign Employee	FY2017	FY2018	FY2019		FY2020		FY2021		boundary
Number of foreign employees	114	114	Male	56	Male	59	Male	50	KDDI
			Female	53	Female	50	Female	54	
			Total	109	Total	109	Total	104	
Proportion of foreigners in new employees	3.60%	2.10%	2.05%		1.44%		2.26%		KDDI
Number of foreigners at the management level	11	10	Male	8	Male	14	Male	42	KDDI
			Female	1	Female	0	Female	11	
			Total	9	Total	14	Total	53	
Consolidated number of foreign employees	4,308	4,208	4,393		4,581		5,111		Consolidated

Unit: person

Non-regular Employees	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Temporary staff	4,531	4,196	4,604	4,534	4,574	KDDI
Contract employees	2,637	2,216	1,964	1,877	1,844	
Total	7,168	6,412	6,568	6,411	6,418	

Unit: person

Managers	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Male Managers	4,195	4,184	4,202	4,226	3,930	KDDI
Department Managers or higher	481	472	513	558	570	
Section Managers	3,714	3,712	3,689	3,668	3,360	
Female Managers	302	321	342	370	344	
Department Managers or higher	17	23	23	24	27	
Section Managers	285	298	319	346	317	
Proportion of Female Department Managers or higher(%)	3.4%	4.6%	4.3%	4.1%	4.5%	
Proportion of Female Section Managers(%)	7.1%	7.4%	8.0%	8.6%	8.6%	
Newly Appointed Managers	209	192	191	190	29	
Male	173	163	165	157	28	
Female	36	29	26	33	1	

Note: The number of managerial personnel includes KDDI managerial personnel as well as those temporarily transferred to other companies

Unit: person

Female Leaders	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Executive / Director	2	2	3	3	3	KDDI
Executive officers	1	1	2	2	2	
Outside directors	1	1	1	1	1	
Managers	302	321	342	370	344	
Line Managers	118	143	156	172	186	

Unit: person

Employees by Age	Total	Male	Female	boundary
Under 30	1,484	956	528	KDDI
30～39	2,490	1,869	621	
40～49	3,399	2,468	931	
50～60	3,082	2,594	488	
61 or over	0	0	0	
Total	10,455	7,887	2,568	

(As of March 31, 2022)

Employee Training Results	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Training expenses per employee	yen / person	140,000	120,000	80,000	95,000	83,547	KDDI
Training time per employee	hour / person	4.3*	6.0	5.0	7.5	10.4	
Total training time	hour	56,610	81,570	95,125	122,150	136,126	

*Stated figure is corrected. (Apr. 2023)
Incorrect: 6.3
Correct: 4.3

Labor Practices

Status of Union Membership	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Total number of union members*	person	10,715	10,442	10,113	10,400	10,545	KDDI
Union participation rate (Percentage of employees covered by labor agreements)	%	98.6	98.7	99	99	99	

*Includes KDDI's currently serving regular and contract employees, as well as employees on loan from the company

Usage of Childcare and Family Care Support System

Unit: person

Program		Male / Female	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Childcare	Maternity leave	Female	164	135	136	140	101	KDDI
	Paternity leave	Male	282	255	202	194	217	
	Acquisition rate		71.3%	72.2%	69.4%	60.6%	62.7%	
	Parental leave of absence	Male	25	27	29	60	107	
		Female	270	247	239	248	212	
	Acquisition rate of parental leave of absence	Male	—	—	9.8%	18.6%	30.9%	
		Female	100.0%	100.0%	100.0%	100.0%	100.0%	
	Reinstatement after parental leave of absence*1	Male	100.0%	100.0%	100.0%	100.0%	100.0%	
		Female	94.4%	98.9%	98.8%	100.0%	100.0%	
	Retention after parental leave of absence*2	Male	93.3%	92.9%	97.9%	100.0%	—	
		Female	98.0%	97.7%	100.0%	100.0%	—	
	Shortened working hours for childcare	Male	3	6	3	3	3	
		Female	458	469	497	450	405	
	Sick / injured childcare leave	Male	429	471	439	275	308	
		Female	496	522	484	358	355	
Family care	Home care absence	Male	8	12	7	5	1	
		Female	4	6	6	3	6	
	Family care leave	Male	133	180	175	134	118	
		Female	117	113	118	84	87	
	Shortened working hours for family care	Male	1	3	3	4	2	
		Female	2	6	11	7	8	

*1 (Total number of regular employees who returned to work after parental leave of absence) ÷ (Total number of regular employees who planned to return to work after parental leave of absence) × 100

*2 (Total number of regular employees who remain at KDDI 12 months after returning to work after parental leave of absence) ÷ (Total number of regular employees who returned to work after parental leave of absence) × 100

Status of Workplace Injuries		FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Number of workplace accidents	Unit: case	23	20	19	9	12	KDDI
Fatal accidents	Unit: case	0	0	0	0	0	
Number of serious workplace accidents during construction	Unit: case	0	0	0	0	0	
Frequency rate*1		0.82	0.77	0.77	0.04	0.60	
Severity rate*1		0.0038	0.0052	0.0065	0.00004	0.00010	
Lost time injury frequency rates* 2		0.28	0.15	0.16	0.04	0.10	

*1 Calculated based on the formula specified in the Survey on Industrial Accidents of Japan's Ministry of Health, Labour and Welfare

*2 LTIFR: Lost time injuries frequency rate is (the number of workplace accidents with lost time) ÷ (the cumulative hours worked) × one million (lost time is defined as any period of one day or more)

Overtime Hours, Paid Holiday, Average Annual Salary, etc.	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Average overtime hours per month *1	hours / month	19.6	19.0	19.0	19.5	23.0	KDDI
Average overtime allowance per month *1	yen / month	65,879	63,542	64,943	64,242	76,922	
Total annual actual hours worked *1	hour	1,892.7	1,871.4	1,861.2	1,911.7	1,934.1	
Rate of annual paid holidays taken	Number of days granted	19.7	19.7	19.7	19.7	19.7	
	Number of days taken	13.5	14.2	13.2	14.5	14.5	
	%	68.5	71.9	66.9	73.9	73.8	
Average annual salary *2	yen	9,363,399	9,528,103	9,300,662	9,484,602	9,454,416	

*1 Applicable to KDDI employees in non-managerial positions

*2 Average annual salary includes bonuses and extra wages. There is no difference in total compensation (average annual salary) between male and female employees in the same grade and with the same seniority.

Unit: %

Initiatives to Promote Employee Health	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Rate of smokers	27.2	26.4	24.3	22.3	21.8	KDDI
Illness detection rate (legally mandated)	58.1	58.5	59.8	63.7	62.4	

Unit: person

Changes in the Number of Employees Absent from Work Due to Mental Instability	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
at the fiscal year end	99	112	101	87	124	KDDI

Community Involvement and Development

Unit: one hundred million yen

Social Contribution Expenditures	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Social Contribution Expenditures	8.1	8.4	10.1	9.7	22.8	KDDI

1. Advertising expenses and membership fees are excluded even if they have the goal of social contribution. Political contributions are not included in total social contribution expenditures.
2. In-store fundraising and employee donations are not included in total social contribution expen ditures.

The Plus Alpha Project Program*		FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Total Donations of each year	Unit: yen	9,812,552	9,979,576	8,679,000	10,000,000	10,000,000	KDDI
Number of Donor Organizations		54	59	49	58	61	
Total Amount of Donations	Unit: yen					102,549,748	

*KDDI donates the amount of money corresponding to the points to charitable organizations on behalf of its employees.

Unit: person

Volunteer Leave and Number of JICA Volunteers	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Volunteer leave	13	29	17	0	3	KDDI
JICA Volunteers*	0	0	0	0	0	

*The number of JICA volunteers (Youth Overseas Cooperation Volunteers participation system) is the number of people KDDI employees are dispatched to JICA in each fiscal year.

Information Moral Courses		FY2017	FY2018	FY2019	FY2020	FY2021	boundary
KDDI Smartphone and Mobile Phone Safety Classes							KDDI
For Elders: Number of times held		1,126	224	189	93	123	
For Elders: Participants	Unit: person	20,524	3,899	3,045	1,282	1,633	
For Youth: Number of times held		4,034	4,469	4,332	2,608	3,217	
For Youth: Participants	Unit: person	Approx. 760,000	Approx. 820,000	Approx. 790,000	Approx. 330,000	Approx. 490,000	
Workshop-style classes for high school students: Raise DRR Literacy with Your Smartphone							
Schools		6	15	19	3	9	
Participants	Unit: person	378	651	937	115	489	

Cyber Security and Privacy Protection

Number of Serious Information Security Incidents	FY2018	FY2019	FY2020	FY2021	boundary
Suspension of telecommunications services due to cyber attacks from outside	0	0	0	0	KDDI
Leakage of personal data due to cyber attacks from outside	0	0	0	0	
Divulgation of personal data	0	0	0	0	

Environmental Data

Environmental Management

Environmental Accounting

<FY2021 Scope of Environmental Accounting>
Period: April 1, 2021 to March 31, 2022
Scope of calculation: KDDI and KDDI Group companies[*1]
Calculation standard: Environmental Accounting Guidelines 2005 formu lated by the Japan's Ministry of the Environment, KDDI Environmental Accounting Guidelines

Environmental protection costs

Unit: million yen

Environmental protection costs		Transaction examples	FY2019		FY2020		FY2021		Change from previous year		boundary
			Investment	Cost	Investment	Cost	Investment	Cost	Investment	Cost	
Business operation area costs	Pollution prevention costs	Pollution prevention costs stipulated by laws, costs for proper disposal of PCB, etc.	0	1	0	0	0	1	0	1	KDDI[*2]
	Global environmental protection costs	Power-saving wireless equipment for mobile base stations (Investment amount is calculated proportionally based on the power-saving effect)	98	10,034	19	2,027	1	1,765	▲ 18	▲ 262	
	Resource recycling costs	Reduction of paper consumption, processing and dis posal of waste products	0	121	0	183	0	121	0	▲ 62	
Upstream/downstream costs		Collection, recycling and reuse of merchandise and products	0	1,277	0	1,231	0	912	0	▲ 319	
Management costs		Operation and updating of environmental ISO standards, disclosure of environmental information	0	114	0	98	0	103	0	5	
R&D costs		R&D of technology, equipment, handsets, products and services conducive to reducing the environmental impacts	0	0	0	85	0	55	0	▲ 30	
Social activity costs		Donations and support for forest conservation activities and to environmental conservation groups	0	37	0	15	0	23	0	8	
Environmental damage restoration costs		Asbestos survey	0	0	0	0	0	0	0	0	
Total			98	11,584	19	3,639	1	2,980	▲ 18	▲ 659	

*1 Stated scope is corrected. (Apr. 2023)
Incorrect: KDDI and 28 major group companies
Correct: KDDI and KDDI Group companies

*2 Stated boundary is corrected. (Apr. 2023)
Incorrect: KDDI and 28 major group companies
Correct: KDDI

1. Environmental conservation benefits (physical)

		Indicator category	Unit	FY2019	FY2020	FY2021	Change from previous year	boundary
(1) Benefits for business operation area	1) Benefits related to resources input in business activities	Electricity usage	1,000kWh	3,079,800	3,198,506 ✔	3,638,802	440,296	KDDI Group*2
		Paper usage	t	9,602	8,854	5,616	▲ 3,238	KDDI Group*2
		Paper reduced by Bill on Web	t	4,207.3	4,962.0	5,179.9	217.9	KDDI*3
	2) Benefits related to waste or environmental impact originating from business activities	Greenhouse gas emissions*1	t-CO2	1,377,299.9	1,321,801.2 ✔	1,524,226.4	202,425.2	KDDI Group*2
		Industrial waste emissions related to telecommunications facilities and buildings	t	3,753	3,319 ✔	4,816	1,497	KDDI Group*2
(2) Benefits for upstream/downstream costs	Benefits related to goods and services produced from business activities	Number of post-consumer mobile phones and other devices collected	10,000 units	279	258	260	2	KDDI*3

*1 The CO2 emissions are calculated using the emission factors furnished by electric utility operators. (Emissions from heat, steam and hot and chilled water consumption are included.)

*2 Stated boundary is corrected. (Apr. 2023)
Incorrect: KDDI and 28 major group companies
Correct: KDDI Group

*3 Stated boundary is corrected. (Apr. 2023)
Incorrect: KDDI and 28 major group companies
Correct: KDDI

・FY2020 data with third-party guarantees ✔.

Unit: million yen

2. Economic benefits of environmental conservation measures (yen)	Substantial benefits (Major effects)	FY2019	FY2020	FY2021	Change from previous year	boundary
Revenues	Revenues gained by disposal of telecommunications facilities and buildings	140.3	4,665.4	229.3	▲ 4,436.1	KDDI*
Cost reductions	Reduction in energy costs by introducing low-pollution vehicles	35.5	32.7	39.9	7.2	
	Reduction in costs of new purchases by reusing old telecommunications facilities	4,850.6	2,650.2	2,419.1	▲ 231.1	
Total		5,026.4	7,348.2	2,688.3	▲ 4,659.9	

* Stated boundary is corrected. (Apr. 2023)
Incorrect: KDDI and 28 major group companies
Correct: KDDI

KDDI Targets for FY2030: Consolidated data

Consolidated electricity consumption	Unit: 1,000kWh	3,513,024
Consolidated water resource input (basic unit)	Unit: m3 / person	12

Environmental Performance

CO2 Emissions and the Proportion of Each Category (Coverage: KDDI, non-consolidated basis)

			FY2017		FY2018		FY2019		FY2020		FY2021	
Third-party guarantee for Scope 1 emissions and Scope 2 emissions			○		○		○		○		Planning to obtain in March 2023	
Third-party verification of Scope 3 emissions			○		○		○		○		○	
Category			CO2 emissions		CO2 emissions		CO2 emissions		CO2 emissions		CO2 emissions	
			t	%	t	%	t	%	t	%	t	%
Scope 1*1		All direct GHG emissions	5,700	0.09	6,539	0.12	6,581	0.10	5,746 ✔	0.09	7,962	0.13
Scope 2*2		Indirect GHG emissions from consumption of purchased electricity, heat or steam	1,073,088	17.67	1,058,143	18.98	1,041,559	16.13	1,049,105 ✔	16.28	1,078,552	17.55
Scope 3*3	Category 1	Purchased goods and services	3,818,806	62.89	3,347,946	60.05	3,529,472	54.65	3,581,713 ✔	55.57	3,373,587 ✔	54.88
	Category 2	Capital goods	828,675	13.65	875,318	15.70	1,584,908	24.54	1,486,988 ✔	23.07	1,367,518 ✔	22.25
	Category 3	Fuel- and energy-related activities not included in Scopes 1 and 2	35,280	0.58	37,104	0.67	40,188	0.62	41,729 ✔	0.65	43,950 ✔	0.71
	Category 4	Upstream transportation and distribution	12,101	0.20	8,777	0.16	7,408	0.11	7,183 ✔	0.11	12,035 ✔	0.20
	Category 5	Waste generated in operations	1,043	0.02	710	0.01	413	0.01	464 ✔	0.01	485 ✔	0.01
	Category 6	Business travel	6,327	0.10	5,012	0.09	4,955	0.08	662 ✔	0.01	908*4 ✔	0.01
	Category 7	Employee commuting	4,332	0.07	4,034	0.07	5,043	0.08	1,897 ✔	0.03	2,430*5 ✔	0.04
	Category 8	Upstream leased assets	1,092	0.02	1,133	0.02	784	0.01	514 ✔	0.01	527 ✔	0.01
	Category 9	Downstream transportation and distribution	0	0.00	0	0.00	0	0.00	0 ✔	0.00	0 ✔	0.00
	Category 10	Processing of sold products	0	0.00	0	0.00	0	0.00	0 ✔	0.00	0 ✔	0.00
	Category 11	Use of sold products	285,294	4.70	229,913	4.12	237,008	3.67	268,754 ✔	4.17	259,227 ✔	4.22
	Category 12	End-of-life treatment of sold products	426	0.01	344	0.01	205	0.00	150 ✔	0.00	127*6 ✔	0.00
	Category 13	Downstream leased assets	0	0.00	0	0.00	0	0.00	0 ✔	0.00	0 ✔	0.00
	Category 14	Franchises	0	0.00	0	0.00	0	0.00	0 ✔	0.00	0 ✔	0.00
	Category 15	Investment	0	0.00	0	0.00	0	0.00	0 ✔	0.00	0 ✔	0.00
			4,993,376	82.23	4,510,291	80.90	5,410,384	83.77	5,390,054 ✔	83.63	5,060,794*7 ✔	82.33*9
Total			6,072,164	100	5,574,974	100	6,458,524	100	6,444,904	100	6,147,308	100

*1 Heavy oil (crude oil), diesel, kerosene, town gas
*2 The CO2 emissions for power consumption are calculated using the emission factors furnished by electric utility operators. (Emissions from heat, steam, and hot and chilled water consumption are included.)
*3 Uses emission coefficients indicated in Japan's Ministry of the Environment's Overview of Basic Guidelines on Accounting for Greenhouse Gas Emissions throughout the Supply Chain.
*4 Stated figure is corrected. (Apr. 2023)
Incorrect: 870
Correct: 908
*5 Stated figure is corrected. (Apr. 2023)
Incorrect: 2,153
Correct: 2,430
*6 Stated figure is corrected. (Apr. 2023)
Incorrect: 125
Correct: 127
*7 Stated figure is corrected. (Apr. 2023)
Incorrect: 5,060,478
Correct: 5,060,794
*8 Stated figure is corrected. (Apr. 2023)
Incorrect: 6,146,992
Correct: 6,147,308
*9 Stated figure is corrected. (Apr. 2023)
Incorrect: 82.32
Correct: 82.33
・FY2020 and FY2021 data with third-party guarantees ✔.

Environmental Impact Data (Non-consolidated, Consolidated)

				FY2017	FY2018	FY2019	FY2020	FY2021
Third-party guarantee for Scope 1 emissions and Scope 2 emissions				○	○	○	○	Planning to obtain in March 2023
Third-party verification of Scope 3 emissions				○	○	○	○	○
KDDI	Power consumption		Unit: 1,000kWh	2,086,626	2,151,456	2,262,524	2,357,458 ✔	2,471,430
	Scope 1 emissions	Fuel	Unit: t-CO2	5,700	6,539	6,581	5,746 ✔	7,962
	Scope 2 emissions[*1] (market-based)	Electricity, steam and hot and cold water	Unit: t-CO2	1,073,088[*2]	1,058,143	1,041,559	1,049,105 ✔	1,078,552
	Total of Scope 1 + 2 emissions		Unit: t-CO2	1,078,788	1,064,683	1,048,140	1,054,850 ✔	1,086,514
	Scope 3 emissions	Total of categories 1-15	Unit: t-CO2	4,993,376	4,510,291	5,410,384	5,390,054 ✔	5,060,794[*4] ✔
	Total of Scope 1 + 2 + 3 emissions		Unit: t-CO2	6,072,164	5,574,974	6,458,524[*3]	6,444,904 ✔	6,147,308[*5]
Consolidated	Electric power consumption		Unit: 1,000kWh	2,992,240	2,930,568	3,079,800	3,198,506 ✔	3,638,802
	derived from renewable energy sources		Unit: 1,000kWh	143,311	158,338	169,349	338,319 ✔	374,438
	Scope 1 emissions	Fuel	Unit: t-CO2	22,594	25,511	25,169	25,420 ✔	27,679
	Scope 2 emissions* (market-based)	Electricity, steam and hot and cold water	Unit: t-CO2	1,504,142	1,369,942	1,352,131	1,296,381 ✔	1,496,547
	Total of Scope 1 + 2 emissions (market-based)		Unit: t-CO2	1,526,737	1,395,453	1,377,300	1,321,801 ✔	1,524,226
	Scope 2 (location-based)	Electricity, steam and hot and cold water	Unit: t-CO2	—	1,486,429	1,486,924	1,475,724 ✔	1,618,657

*1 The CO2 emissions for power consumption are calculated using the emission factors furnished by electric utility operators. (Emissions from heat, steam, and hot and chilled water consumption are included.)

*2 Stated figure is corrected. (Feb. 2023)
Incorrect: 1,072,088
Correct: 1,073,088

*3 Stated figure is corrected. (Apr. 2023)
Incorrect: 6,548,524
Correct: 6,458,524

*4 Stated figure is corrected. (Apr. 2023)
Incorrect: 5,060,478
Correct: 5,060,794

*5 Stated figure is corrected. (Apr. 2023)
Incorrect: 6,146,992
Correct: 6,147,308

・FY2020 and FY2021 data with third-party guarantees ✔.

Environmental Impact Data (Non-consolidated, Consolidated)

				FY2017	FY2018	FY2019	FY2020	FY2021
Third-party verification of water usage (non-consolidated/consolidated basis)				○	○	○	○	Planning to obtain in March 2023
Third-party verification of industrial waste (non-consolidated/consolidated basis)				○	○	○	○	
KDDI	Electric power consumption per subscriber*1		Unit: 1,000kWh	368	360	358	361 ✔	372
	Fuel consumption*2		Unit: kiloliter	319	330	544	345 ✔	364
	Paper usage		Unit: t	7,462	10,853	9,512	8,798	5,313
	Water usage*3		Unit: m3	745,722	399,563	395,134	841,758 ✔	397,217
	Industrial waste*4		Unit: t	2,467	1,927	1,941	2,318 ✔	1,993
	Number of mobile phones and other devices collect ed by KDDI	Mobile phone main body	Unit: ten thousand units	134	125	118	112	114
		Batteries	Unit: ten thousand units	123	108	98	91	87
		Chargers	Unit: ten thousand units	57	54	63	54	58
	Energy usage at equipment-related facilities		Unit: 1,000kWh	816,904	863,416	903,111	947,613 ✔	1,009,816
Consolidated	Water usage (Water supply, recycled water, well water, excluding waste water)		Unit: m3	1,001,926	730,259	674,869	1,156,206 ✔	1,087,106
	Water resource usage (basic unit): Consolidated water usage/Consolidated number of employees		Unit: m3/person	—	—	15	24 ✔	22
	Industrial waste (Nonhazardous industrial waste (tele communications equipment, normal daily waste from KDDI buildings))		Unit: t	4,937	3,303	3,753	3,319 ✔	4,816

*1 The number of subscribers combines subscriptions for au and FTTH (unit: 10,000 contracts).

*2 Fuel consumption includes heavy oil, diesel and kerosene (but excludes city gas). The emission coefficient applied to GHG emissions calculation and reporting and disclosure system specified in the Act on Promotion of Global Warming Countermeasures is used.

*3 Water supply, recycled water, well water, excluding waste water

*4 Nonhazardous industrial waste (telecommunications equipment, normal daily waste from KDDI buildings)

・FY2020 data with third-party guarantees ✔.

Unit: 1,000kWh

Renewable Energy Business	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Total generated energy (sold)	18,137	17,998	17,406	17,566	17,664	KDDI

Unit: t

Reduction of Waste and Paper Use	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Total material recycling volume	1,093.4	1,618.4	791.8	1,073.2	1,714	KDDI
Reduction of paper by putting bills on the Web	3,902	4,041	4,207	4,962	5,180	

Mobile Phone Recycling	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Collection performance*	ten thousand units	315	288	279	112	260	KDDI
Recycling rate (mobile phones)	%	99.8	99.8	99.8	99.8	99.8	

* Includes main body, batteries and chargers

Environmental Conservation Activities by Employees		FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Number of times executed	Unit: times	210	248	209	117	149	KDDI
Total participants	Unit: person	5,302	4,988	4,582	1,553	2,936	

Governance Data

Corporate Governance

Structure

As of July 31, 2022

Items Related to Organizational Structure and Operations		boundary
Organizational form	Company with board of company auditors	KDDI
Number of independent directors/auditors	7 (including 2 female)	
Items Related to Directors		
Number of directors prescribed in the articles of incorporation	20	
Tenure period of directors prescribed in the articles of incorporation	1 year	
Presiding officer of Board of Directors	Chair (President and Chair person are separate posts)	
Number of directors	12 (including 2 female)	
Outside directors	Appointed	
Number of outside directors	6 (including 2 female)	
Number of outside directors designated as independent directors	4 (including 2 female)	
Items Related to Audit & Supervisory Board Members		
Number of members prescribed in the articles of incorporation	5	
Number of members	5 (all male)	
Outside members	Appointed	
Number of outside members	3 (all male)	
Number of outside members designated as independent members	3 (all male)	
Number of executives	36 (34 male, 2 female)	
Others		
Implementation of anti-takeover measure	Not implemented	

Board of Directors Meetings	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Number of meetings held	times	12	12	12	11	12	KDDI
Internal directors' attendance rate	%	96.3	100	100	100	100	
Outside directors' attendance rate	%	98.3	96.7	100	100	100	
Outside auditors' attendance rate	%	97.2	94.3	97.2	90.9	100	

Remuneration

Remuneration for Directors and Audit & Supervisory Board Members（FY2021）

Unit: million yen

Executive classification	Total remuneration by type					boundary
	Total remuneration	Basic remuneration	Bonus	Stock compensation	Number of eligible members	
Directors (excluding outside directors)	939	378	375	186	9	KDDI
Outside directors	84	84	–	–	5	
Audit & Supervisory Board members (excluding outside members)	63	63	–	–	2	
Outside Audit & Supervisory Board members	53	53	–	–	4	

*The number of remunerated directors and the amount paid as shown above include one outside auditor who passed away on April 28, 2021.

*In addition to the above, adjustment payments to directors in lieu of retirement allowance were resolved at the 20th Annual Shareholders Meeting held on June 24, 2004 in connection with the cancellation of the executive retirement bonus system.

*The above basic remuneration and bonuses are monetary remuneration, while stock-based compensation is non-monetary compensation.

Total Remunerations and Bonuses of Board Members Who Receive Over 100 Million Yen (4 people)

Unit: million yen

Name	Executive classification	Total remuneration by type				boundary
		Total remuneration	Basic remuneration	Bonus	Stock compensation	
Takashi Tanaka	Director	162	52	85	25	KDDI
Makoto Takahashi	Director	219	78	94	47	
Takashi Shoji	Director	110	45	45	21	
Shinichi Muramoto	Director	110	45	45	21	

*President and Representative Director remuneration / average KDDI employee annual salary: 23 times

Compliance

Compliance Consultations Received (whistleblowing)

Unit: case

Consultations	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Compliance consultations	257	330	469	671	556	KDDI Group
Breakdown: harassments	120	151	173	220	130	
Breakdown: other compliance violations	137	179	296	451	426	

Spreading the KDDI Code of Business Conduct	Unit	FY2018	FY2019	FY2020	FY2021	boundary
Measures to disseminate the KDDI Code of Business Conduct	times/year	12	12	*	*	KDDI

*Distribution of web shortcuts related to the KDDI Code of Business Conduct to business mobile devices of all employees, making it viewable anytime(changes in measures)

Unit: case

Anti-Corruption and Legal Compliance	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	boundary
Political donations (in Japan)	ten thousand yen	600	600	600	600	600	KDDI
Fines and settlements incurred in connection with anti-competitive conduct	ten thousand yen	0	0	0	0	0	
Legal action due to corruption or bribery		0	0	0	0	0	
Violation of environmental laws and regulations		0	0	0	0	0	
Violation of the Act Against Unjustifiable Premiums and Misleading Representations		0	0	0	0	0	