



NTT Data

Locations: Japan (HQ)

Industries: Commercial and Professional Services

RISK LEVEL:



High Risk

DESCRIPTION:

NTT Data is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. NTT Data embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

NTT Data received a score of 100 on the 2026 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2)(3). NTT Data received a score of 95 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (4)(5). The company integrates ESG into its business practices. From its Sustainability Report 2024: "Entered into a site corporate Power Purchase Agreement (PPA) and implemented energy-saving measures. Promoting engagement activities with suppliers to reduce GHG emissions throughout the supply chain" (6). The company promotes divisive sex and gender policies. Its Code of Conduct for Suppliers require international vendors to include sexual orientation and gender identity in their nondiscrimination policy (7). However, NTT Data has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (8).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

NTT Data's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3). NTT Data's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5). The company does not appear to discriminate against charitable organizations based on views or beliefs (6).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

NTT Data's HRC 2026 CEI rating indicates the company forces employees to attend at least one, controversial training on gender

identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2)(3). NTT Data's HRC 2025 CEI rating indicates the company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (4)(5). NTT Data offers unconscious bias and microaggression training for its employees (6). NTT Data Federal appears to prioritize diversity over merit in its leadership composition. From its Sustainability Report 2024: "To diversify the Board of Directors, NTT DATA has appointed foreign national directors and outside directors. At the 36th Ordinary General Meeting of Shareholders held in June 2024, three female directors and one foreign national were approved, reflecting our emphasis on diversity with respect to nationality and gender" (7). The company does not provide viewpoint protections for its employees (8).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

NTT Data's HRC 2026 CEI rating indicates the company potentially agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2)(3). NTT Data's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (4)(5). NTT Data signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (6). The company created an LGBTQ helpline and attends Pride parades to support LGBTQ causes (7). NTT Data Services former CEO, Bob Pryor, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (8)(9). NTT Data Federal is aligned with the Paris Agreement, which entails a commitment to net zero carbon emissions by 2050 (10). The company is committed to net zero emissions/carbon emissions by 2040 (11). NTT Data Federal supports DEI within its business practices, employing a DEI Officer (12). The company stated "In March 2019, we signed a statement to support the objectives of the WEPs (Women's Empowerment Principles) and to act in accordance with these principles. This has facilitated global information gathering and networking, allowing us to share insights and accelerate DEI efforts worldwide" (13). The company supports ESG within its business practices. From its Sustainability Report 2024: "Based on changes in the external environment surrounding sustainability, such as trends in the international community and expectations from stakeholders, NTT DATA periodically reviews its materiality in accordance with the materiality identification process set forth in the GRI, a global guideline" (14).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

NTT Data's HRC 2026 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits, lab monitoring, and mental health benefits. The company also covers at least five of the following services: reconstructive hair removal, cosmetic hair removal, tracheal shave or reduction, facial surgeries, voice modification surgery, voice modification therapy, lipoplasty or filling for body masculinization or feminization, and travel and lodging expenses. Additionally, the company has potentially pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2)(3)(4). NTT Data's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization

or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (5)(6). NTT Data is a brass sponsor of Out & Equal and donated to Climate Force in order to combat climate change (7)(8). NTT Data sponsored the Cincinnati Pride in 2025 (9). Otherwise, there are no publicly known cases of NTT Data using corporate funds to advance ideological causes, organizations, or policies (10).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes.

High Risk

NTT Data's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). NTT Data does not operate a PAC or report on its lobbying at this time (3)(4)(5).

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