

# **WOMEN'S JOURNEY PROGRAM IMPLEMENTED FROM APRIL 1ST 2024 TO DECEMBER 31ST 2025.**

**Company name :** NTT LUXEMBOURG PSF SA

**Activity sector :** Autres activités de services

**Company category :** Grande Entreprise

## **Description of the action**

NTT Luxembourg PSF SA launched a comprehensive initiative to improve women's experience and representation within the company. This program included an internal survey, brainstorming sessions, and a series of workshops - both internal and with external speakers - focused on empowerment, inclusion, and leadership development. Activities such as the "I Am Remarkable" workshop aimed to strengthen confidence and visibility for women in the workplace.

## **Context**

This initiative is part of NTT's global Diversity & Inclusion roadmap and reflects our commitment to gender equality.

This initiative aligns with our DE&I ambitions to retain and develop women by offering differentiating experiences and attract women candidates externally. It also complements other actions such as partnerships with Dress for Success, DE&I trainings, and events dedicated to equity (e.g., International Women's Day).

This program dedicated to improving women's journey in the workplace is part of NTT's continuous commitment to diversity and inclusion. NTT is proud to be an equal opportunity employer with a global culture that embraces diversity. We are committed to providing an environment free from discrimination and harassment. We do not discriminate based on age, race, color, sex, religion, national origin, disability, pregnancy, marital status, sexual orientation, or any other protected category.

## **Objectives**

The objectives of this action are multiple:

- Raise awareness on gender equality and women's empowerment.
- Identify barriers and propose solutions to improve women's journey in the workplace.
- Foster inclusive leadership
- Strengthen diversity and inclusion as core values.
- Provide tools and confidence-building opportunities for women.
- Attract women, retain women, and develop women so that the company is a place where women grow

## **Approach**

The HR department and executive committee played a key role in driving this initiative. HR along with Internal Communication and the Talent Acquisition Hub supported the program through the creation of the workshops, targeted communications, and follow-up on the action plan. A group composed of local female collaborators reinforced the actions by gathering feedback and brainstorming on three main topics: onboarding, development, and Work Life Harmony. Participants were encouraged to actively engage, share ideas to foster an inclusive environment. This collaborative approach ensured that the program was not only informative but also actionable, creating real impact across the organization.

Key milestones:

- May 2024: Internal survey to collect feedback and ideas on women's experience at work. The purpose of this survey

was to gather valuable insights and ideas to improve women's journey within our company. The topics targeted were multiple: career development, being yourself, maternity leave, paternity leave, parental leave, work/life balance.

- June 2024: Presentation of survey results and announcement of workshops.
- July-September 2024: Brainstorming sessions with 18 women and workshops to turn ideas into concrete actions.
- November 2024 – March 2025: External speaker sessions, including I Am Remarkable workshops powered by Google, focusing on self-promotion, self-reflection, and bias awareness. In January 2025 for example, we hosted our second I am remarkable workshop

## Impact

- Increased engagement and participation from women in internal initiatives.
- Creation of an action plan based on real feedback and needs.
- Enhanced visibility of gender equality as a strategic priority.
- Positive external communication (LinkedIn posts showcasing commitment)
  - NTT Luxembourg PSF SA, a company of 200 employees, launched a structured program to improve women's journey in the workplace. At the end of the program, in October 2025, we increased our female headcount by 2% since April 2024.

## « To do »

To make your initiative successful, start by integrating diversity into the company strategy and KPIs and involve leadership members.

It is also important to actively involving employees in co-creating solutions. This can be achieved through surveys and brainstorming sessions that give everyone a voice and ensure actions are based on real needs. Communicate regularly and consistently using multiple channels such as the intranet, newsletters, and email. This helps maintain engagement and keeps the topic visible across the organization. Whenever possible, try to bring in external expertise. External speakers and best-practice examples provide fresh perspectives and inspire participants to think beyond their usual frameworks. Finally, celebrate milestones and share success stories both internally and externally. Recognizing progress not only motivates participants but also demonstrates the company's commitment to gender equality and inclusion. You can use intranet or even LinkedIn for external purposes for example.

## « Not to do »

- Do not launch one-off actions without follow-up - isolated initiatives without continuity reduces impact and credibility.
- Avoid limiting communication to a single channel - relying only on email or intranet can lead to low engagement.
- Do not ignore employee feedback - failing to act on survey results or workshop ideas undermines trust.
- Avoid generic content - tailor messages and actions to the real needs identified within your organization.
- Do not assume awareness equals change - Training must be complemented by concrete actions and measurable goals.