




Initiatives Aimed at Promoting ESG Management

NTT Group promotes environmental, social, and governance (ESG) management to address ESG-related issues appropriately. In doing so, we reduce downside risks while expanding upside potential and driving sustainable increases in corporate value. Thinking of our influence on society and the maintenance of our management base, we have identified five material issues and set numerical targets for each of them to guide our initiatives.

	Relevant Management Resources	Relevant Sustainable Development Goals	Material Issues	Status of Initiatives for the Medium-Term Management Strategy	Major Initiatives	Targets
<div style="background-color: #4CAF50; color: white; padding: 20px; text-align: center; font-size: 2em; font-weight: bold;">E</div> <h2 style="text-align: center; color: white;">Environment</h2>			<h3>Reduction of Environmental Impact</h3>	<ul style="list-style-type: none"> Reduce environmental impact Leverage ICT to contribute to the environment 	<ul style="list-style-type: none"> Promotion of zero environmental impact <ul style="list-style-type: none"> Promoting business activities that reduce environmental impact Pushing the limits to create new innovation Improvement of electricity efficiency Promotion of e-mobility Promotion of smart energy business 	<ul style="list-style-type: none"> Increase the proportion of our renewable energy use to 30% or higher (by FY2030) Electricity efficiency of telecommunications business 10 times or more (by FY2030)* Conversion rate of general Company-use vehicles in Japan to EVs 100% (by 2030) Contribution to reduction of CO₂ emissions of society 10 times the Company's own CO₂ emissions or more (by FY2030) Final disposal ratio of waste Under 1% (by FY2030)
	R&D Capabilities Human Resources Brand Image ICT Infrastructure Financial Base Customer Base		<h3>Strengthening of Security</h3>	<ul style="list-style-type: none"> Protect personal information Support customers in reinforcing information security 	<ul style="list-style-type: none"> Maintenance of security promotion systems Promotion of security business 	<ul style="list-style-type: none"> Number of incidents of personal information leaks: 0
			<h3>Strengthening of Disaster Countermeasures</h3>	<ul style="list-style-type: none"> Strengthen disaster countermeasures 	<ul style="list-style-type: none"> Securing of stability and reliability of communication services 	<ul style="list-style-type: none"> Stable service provision rate: 99.99% Number of major accidents: 0
			<h3>Utilization of Diverse Human Resources</h3>	<ul style="list-style-type: none"> Promote diversity 	<ul style="list-style-type: none"> Environment that encourages a shift in work styles centered on remote work Empowerment of women in the workforce Promotion of global diversity Initiatives for employing people with disabilities Respect for human rights in the supply chain Revision of compensation system for research personnel 	<ul style="list-style-type: none"> Ratio of female managers: More than 10% (by FY2025) Ratio of persons with disabilities: 2.2% Employee satisfaction: Higher than in the previous fiscal year
<div style="background-color: #3949AB; color: white; padding: 20px; text-align: center; font-size: 2em; font-weight: bold;">G</div> <h2 style="text-align: center; color: white;">Governance</h2>			<h3>Reinforcement of Governance for Sustainable Growth</h3>	<ul style="list-style-type: none"> Enhance structure on the basis of the intent of Japan's Corporate Governance Code Strengthen global corporate governance 	<ul style="list-style-type: none"> Further strengthening governance Evaluation of Board of Directors' effectiveness 	

* Compared with the fiscal year ended March 31, 2014
 Note: Underlined numerical targets relate to the standards set out by the U.S. Sustainability Accounting Standards Board (SASB).

Reduction of downside risks
Expansion of upside potential

Ongoing improvements
of corporate value

Commendation by Outside Parties



MEMBER OF
Dow Jones Sustainability Indices
In Collaboration with RobecoSAM



FTSE4Good



FTSE Blossom Japan

2020 CONSTITUENT MSCI JAPAN ESG SELECT LEADERS INDEX



Internet B Grand Prize 2019
Tokyo Investor Relations



2018 Award for Excellence in Corporate Disclosure - Industries™
The Securities Analysts Association of Japan



2018 Best Practice Award
BEST PRACTICE



workwithPride
Gold 2018



TWOO
Telework Pioneer



Dierant Top 100 Global Innovator 2020
Clarivate