

# SUSTAINABILITY Management

## SUSTAINABILITY Management KPI

NTT Group has been working to achieve sustained growth through the resolution of social issues by referring to the NTT Group SUSTAINABILITY Charter as its basic principles. The charter consists of a statement of our commitment to corporate social responsibility, and the four SUSTAINABILITY goals that outline specific priority aspects of our SUSTAINABILITY activities. Furthermore, the Group has established key performance indicators (KPIs) to manage and report its progress in implementing SUSTAINABILITY management.

	KPI	Goal	Target Deadline	Results			
				FY2018	FY2019	FY2020	FY2021
Contributing to Society through ICT and Data Utilization	B2B2X Project Revenue (Billion yen)	600 billion yen	FY2023	-	-	440	550
Environment*	Greenhouse gas emissions (10,000 tons of CO2)	Carbon neutral	FY2040	472	461	399	309
Human Resources	Ratio of newly appointed female managers	Continue to 30% annually	-	-	-	-	29.1%
	Ratio of female managers	10% or more	FY2025	5.7%	6.3%	7.0%	8.7%
	Employment rate of persons with disabilities	2.3%	—	2.70%	2.70%	2.69%	2.70%
	Employee satisfaction	Over the previous year	—	3.80	3.79	3.90	4.26
	Rate of training on human rights	Over the previous year	—	96.6	97.3	97.2	99.4%
	Number of confirmed human rights violations	Zero violations of human rights every year	—	24	29	33	32
Information Security	Number of telecommunications service outages due to external cyber attacks	Achieved zero outages of telecommunications services each year due to external cyber attacks	—	—	0	0	0
	Number of personal information leaks due to external cyber attacks	Achieved zero personal information leaks due to external cyber attacks every year	—	—	1	1	1

\*The results for 2021 are preliminary figures, and we will report the final figures obtained by third-party guarantee in the Sustainability Report 2022, which is scheduled to be published in October 2022.

## Supply Chain SUSTAINABILITY Management KPI

NTT Group has released its Procurement Policies and formulated the NTT Guidelines for SUSTAINABILITY in Supply Chain and NTT Guidelines for Green Procurement. In accordance with these guidelines, it is working to conduct socially responsible procurement together with its suppliers. Furthermore, the Group has established KPIs to manage and report its progress in implementing SUSTAINABILITY management in its supply chain.

	KPI	Target Ratio	Target Deadline	Results			
				FY2018	FY2019	FY2020	FY2021
Supply chain	Ratio of SUSTAINABILITY surveys (SAQ) conducted by key suppliers and ratio of response	Sent: 100% Collected: 100%	FY2021	100% 98%	100% 100%	100% 100%	100% 100%
	Ratio of issues recognized as actual risks that were corrected at suppliers	100%	FY2021	100%	100%	100%	100%
	Ratio of employees in procurement trained on ESG	100%	FY2021	100%	100%	100%	100%

## Performance Data

## Environmental Data

KPI			Units	Results			
				FY2018	FY2019	FY2020	FY2021
Environment	Volume of directly generated GHG emissions (Scope 1)*1		t-CO2	250,000	245,000	23,8000	184,000
	Volume of indirectly generated GHG emissions*1 (Scope 2) *1		t-CO2	4,560,000	4,540,000	3,910,000	3,030,000
	Total amount of non-renewable energy used*1		MWh	9,130,000	8,980,000	10,800,000	11,200,000
	Total amount of renewable energy used*1		MWh	70,000	71,000	1,270,000	2,620,000
	Total water use		Million m <sup>3</sup>	12.1	11.0	9.9	12.1
	Waste Disposal	Total waste recycled/reused	metric tonnes	550,000	729,000	458,000	458,200
		Total waste disposed	metric tonnes	12,000	15,000	11,000	10,800
		Waste landfilled	metric tonnes	5,000	8,000	6,000	5,900
		Waste incinerated with energy recovery	metric tonnes	6,000	6,000	4,000	3,900
		Waste incinerated without energy recovery	metric tonnes	1,000	1,000	1,000	1,000
		Waste Otherwise disposed,	metric tonnes	0	0	0	0
	Average power usage effectiveness (PUE) at data centers*2		—	1.74	1.68	1.65	1.67
	Total energy used in data centers*2		MWh	2,440,000	3,200,000	3,500,000	3,580,000
	Percentage of renewable energy (of total energy) *2		%	7.2	30.6	28.5	34.6

\*The results for 2021 are preliminary figures, and we will report the final figures obtained by third-party guarantee in the Sustainability Report 2022, which is scheduled to be published in October 2022.

\*1 Including overseas

\*2 Aggregated figures for some data centers in Japan and overseas.

## Network Reliability

Network interruptions due to communications failures and the like will be reported to the relevant authority, the Ministry of Internal affairs and Communications, as stipulated in the Guidelines Regarding the Application of the Telecommunications Business Law in Regard to Telecommunications Incidents, and customers will be notified through NTT Group's website.

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021
Network reliability	Average network interruption frequency*	0	0	0.01	0.01
	Average network interruption duration*	0	0	0.06	0.01

\*These indicators have been calculated based on disclosure indicators defined by the US Sustainability Accounting Standards Board (SASB).

## Information Security

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021

IT infrastructure incident	Number of incidents	0	0	0	0
	Number of serious accidents	0	0	0	0

## Privacy Protection

The total number of complaints received and substantiated regarding the infringement of customer privacy, and incidents involving the leak, loss, or theft of personal information, are outlined below. Any incidents involving the leak, loss, or theft of personal information are reported on NTT Group's website.

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021
Privacy protection	Number of complaints received from outside parties and substantiated by the organization	0	2	0	0
	Number of complaints from regulatory bodies	0	2	0	0

## Discrimination and Harassment

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021
Discrimination & Harassment	Number of incidents	54	52	33	32

## Diversity, Workforce Breakdown

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021
Diversity, Workforce Breakdown	Total ratio of female employees	17.0%	19.5%	19.3%	19.6%
	Share in all management positions, including junior, middle and senior management	-	-	-	8% (goal:15% FY2025)
	Share of women in junior management positions, i.e. first level of management	-	-	-	29.1% (goal:30% Every year))
	Share of women in top management positions, i.e. maximum two levels away from the CEO or comparable positions	-	-	-	30% (goal:30% FY2022)
	Share of women in management positions in revenue-generating functions (e.g. sales)	-	-	-	39.4%
	Share of women in STEM-related positions	-	-	-	21%
	<30 years old	-	-	-	8.8%
	30-50 years old	-	-	-	65.2%
	>50 years old	-	-	-	26.0%

## Ratio of Basic Employee Salary and Remuneration of Women to Men

	Female to Male Ratio	
	Basic Salary	Total Remuneration
Management	1:1.02	1:1.03
General staff	1:1.17	1:1.17

Note: The same pay scale applies to female and male employees. Any gap in remuneration is due to factors such as age and rank. Independent assurance statement is listed on page 14. Regarding general staff, the ratio is based of both median and average value.

## Freedom of Association

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021
Freedom of Association	% of employees represented by an independent trade union	84.8%	79.4%	79.6%	78.1%

## Human Rights Mitigation & Remediation

	Indicator	FY2021
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Human Rights Mitigation & Remediation	Processes implemented to mitigate human rights risks	① Establish managers and contact points at six major companies and six sites ② Conducting SAQ and on-site interviews ③ This year 4 -5 sites were confirmed (including overseas sites). At present, there are no cases of human rights violations (zero). ④ Escalation process in case of human rights violation concerns ⑤ In accordance with the NTT Group Sustainability Guidelines for Supply Chains and the NTT Group Human Rights Policy, we request that our contractors and suppliers comply with the above guidelines and develop a work environment that respects human rights.
	The number of sites with mitigation plans	263 sites
	The type of remediation actions taken	Establishment of NTT Group p Guidelines for Sustainability in Supply Chain, Establishment of contact points, SAQs, and on-site interviews

## Reports to the corporate ethics help line by type of violation

		2018			2019			2020			2021		
		Number of Reports			Number of Reports			Number of Reports			Number of Reports		
			Disciplinary actions	Warnings		Disciplinary actions	Warnings		Disciplinary actions	Warnings		Disciplinary actions	Warnings
Overall	Number of Reports	334	18(1)	77	342	35(3)	81	346	16(1)	33	314	27(2)	14
	Compliance Violations	95	18(1)	77	116	35(3)	81	49	16(1)	33	41	27(2)	14
	Violation of Internal Rules	95	18(1)	77	116	35(3)	81	49	16(1)	33	41	27(2)	14
	Violation of Laws and Regulations	0	0	0	0	0	0	0	0	0	0	0	0
	No Violation	239	-	-	226	-	-	297	-	-	273	-	-
Harassment	Number of Reports	184	10(1)	34	210	19	48	203	11(1)	11	197	15	6
	Compliance Violations	44	10(1)	34	67	19	48	22	11(1)	11	21	15	6
	Violation of Internal Rules	44	10(1)	34	67	19	48	22	11(1)	11	21	15	6
	Violation of Laws and Regulations	0	0	0	0	0	0	0	0	0	0	0	0
	No Violation	140	-	-	143	-	-	181	-	-	176	-	-
Misconduct	Number of Reports	44	2	10	45	7(1)	14	60	2	11	48	3	2
	Compliance Violations	12	2	10	21	7(1)	14	13	2	11	5	3	2
	Violation of Internal Rules	12	2	10	21	7(1)	14	13	2	11	5	3	2
	Violation of Laws and Regulations	0	0	0	0	0	0	0	0	0	0	0	0
	No Violations (Bribery, Accounting Fraud, Disguised Contracting, etc.)	32	-	-	24	-	-	47	-	-	43	-	-
violation of the rules of employment	Number of Reports	39	1	16	23	2	9	21	1	6	14	2	2
	Compliance Violations	17	1	16	11	2	9	7	1	6	4	2	2
	Violation of Internal Rules	17	1	16	11	2	9	7	1	6	4	2	2
	Violation of Laws and Regulations	0	0	0	0	0	0	0	0	0	0	0	0
	No Violation	22	-	-	39	-	-	14	-	-	10	-	-
Fraud (personal use of company funds)	Number of Reports	28	3	5	12	6(2)	6	19	2	2	16	5(1)	2
	Compliance Violations	8	3	5	12	6(2)	6	4	2	2	7	5(1)	2
	Violation of Internal Rules	8	3	5	12	6(2)	6	4	2	2	7	5(1)	2
	Violation of Laws and Regulations	0	0	0	0	0	0	0	0	0	0	0	0
	No Violation	20	-	-	27	-	-	15	-	-	9	-	-
Other	Number of Reports	334	2	12	25	1	4	43	0	3	39	2(1)	2
	Compliance Violations	14	2	12	5	1	4	3	0	3	4	2(1)	2
	Violation of Internal Rules	14	2	12	5	1	4	3	0	3	4	2(1)	2
	Violation of Laws and Regulations	0	0	0	0	0	0	0	0	0	0	0	0
	No Violation	239	-	-	20	-	-	40	-	-	35	-	-

\* 2022 JUNE

## Hiring

Hiring	Indicator	FY2021
	Total number of new employee hires	14,593
	Percentage of open positions filled by internal candidates (internal hires)	100%
	Average hiring cost/ FTE	¥1,922,977

## Employee Turnover Rate

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021
Turnover rate (including mandatory retirement)	Turnover rate among all employees	6.1%	9.9%	7.1%	6.4%
	Turnover rate due to personal reasons	3.7%	3.7%	2.8%	3.6%

## Investment in Education and Career Development

	Indicator	Results			
		FY2018	FY2019	FY2020	FY2021
Education and career development	Average time for education and career development per regular staff member (full-time equivalent (FTE))	28	26	24	34
	Average cost (units of 10,000 yen) used for education and career development per regular staff member (full-time equivalent (FTE))	10.9	8.6	4.9	8.6

## Expenditure on Social Contribution Activities

	Type of Expenditure	Results
		FY2021
Expenditure on social contribution activities	Monetary expenditure	¥7,390,000,000
	Time: Amount paid for time spent by employees on volunteer activities during working hours	¥275,700,000
	Non-monetary expenditure: Value of products and services donated, projects, partnerships, and other similar contributions	¥500,000,000
	Indirect costs	¥2,170,000,000
Types of social contribution activities	Charitable activities	67.8%
	Investment in local communities	20.6%
	Commercial initiatives	11.6%

## Political Contributions

	Results				
	FY2017	FY2018	FY2019	FY2020	FY2021
Political contributions	¥12,000,000	¥12,000,000	¥17,000,000	¥22,000,000	¥17,750,000

Note: NTT conforms to the Political Funds Control Law and does not make political contributions. However, some Group companies make political contributions based on a decision by each company in conformance with the related laws, regulations, and each company's ethical regulations. (The numbers above are the total of NTT DOCOMO, NTT Data, and NTT Urban Development.)

## Occupational Health and Safety

### Initiatives Concerning Health, Safety, and Wellbeing

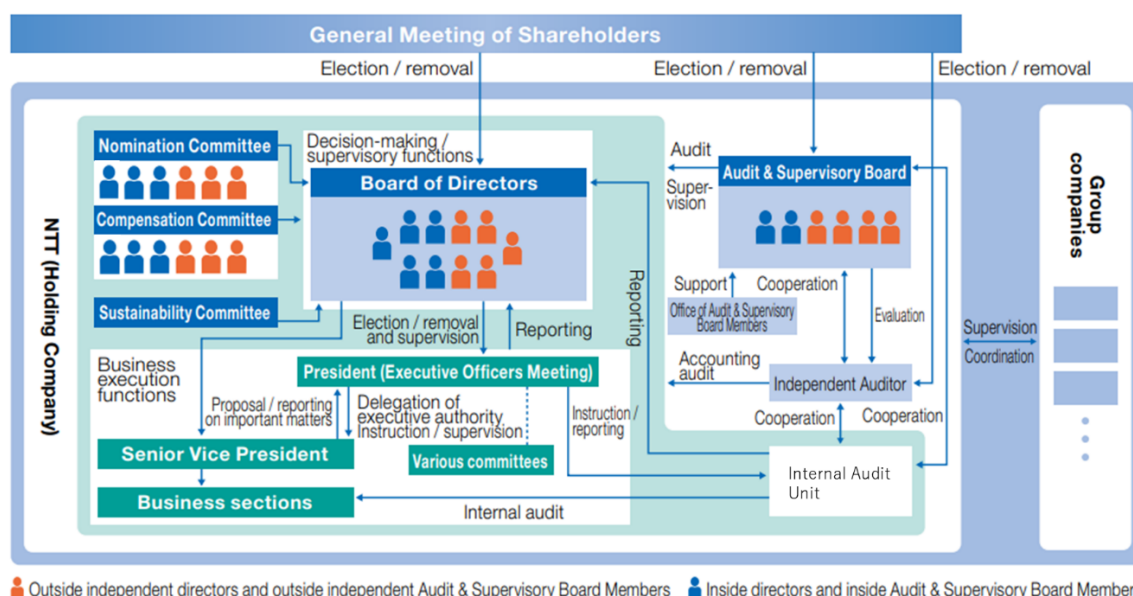
Flextime system	A flextime system that enables flexibility in working hours
Work-at-home system	Work-at-home and mobile working systems that enable working styles that are not confined to specific locations
Childcare facilities and allowance	<ul style="list-style-type: none"> <li>• Allowance paid for dependents</li> <li>• Lifestyle support such as babysitting subsidies</li> <li>• Workplace nurseries</li> </ul>
Childbirth and childcare leave for mothers beyond what is stipulated by law	Childcare leave, reduced working hours for childrearing (beyond what is stipulated by law), shift work for individuals for childrearing obligations, a re-employment system for employees who retired due to childrearing, life plan leave in which unused annual paid leave can be carried over to future years, etc.
Childbirth and childcare leave for fathers beyond what is stipulated by law	Childcare leave, reduced working hours for childrearing (beyond what is stipulated by law), shift work for individuals for childrearing obligations, a re-employment system for employees who retired due to childrearing, "life plan leave" in which unused annual paid leave can be carried over to future years, etc.
Other	A selection-based benefit program (cafeteria plan) has been introduced for the entire NTT Group. In addition to promoting health through, e.g., receiving physical check-ups and/or obtaining health-related IT equipment, a cafeteria menu featuring asset formation support and the like is provided, allowing employees to use points they have been granted to freely select items from the menu. Further, as a core menu item which employees can utilize without using any points, the NTT Group conducts physical check-ups for the early detection of diseases such as lifestyle diseases and cancer, for which the risk of onset increases with age. In addition, the Group also provides fitness club usage support, a health activity promotion menu utilizing a smartphone app (d healthcare), and more, available for employees to use at any time.

### CEO/employee pay ratio

CEO compensation	The total of CEO compensation
Total annual CEO compensation: Total compensation includes fixed and variable compensation as well as all wages that are required to be included in the total disclosure under the applicable national accounting standards	¥123,000,000
average employee wages	¥9,524,414
Ratio of median/average employee pay to annual CEO pay	12.9:1

### Strengthening of Corporate Governance





We have formulated the following policies to strengthen our corporate governance.

- ① The number of directors will be increased from the current 8 to 10 (the number of independent directors will be increased to 5 to make up a majority).
- ② To strengthen the corporate auditor structure, add one outside full-time corporate auditor and increase the number from five to six (four or more outside corporate auditors represent the majority).
- ③ Implementing a policy to increase the ratio of female directors, corporate auditors and executive officers to at least 30%
- ④ The Internal Control Office was reorganized into the Internal Audit Department, an organization directly connected to the president.

Outside directors are expected to receive a wide range of management perspectives and expert opinions, and internal and external directors are selected by actively considering the promotion of diversity (Gender, race, or ethnicity (Ethnicity)). As a result, more than 30% of executives are women, and we are actively promoting diversity.

In addition, Article 10 (Directors and Audit & Supervisory Board Members) of the Act on Nippon Telegraph and Telephone Corporation, etc., provides that "A person who does not have Japanese nationality may not become a director or auditor of the Company or the Regional Companies." and therefore nationality cannot be included in the policy. Accordingly, our company cannot invite foreign directors under the NTT Act. However, eight foreign directors and three foreign directors of Data and Ltd are invited as directors of the intermediate holding company (global business).

## Emerging Risk

The following two points are considered as emerging risks and addressed.

[Risk of cyber attack due to remote work]

○ Description

Information security threats are becoming increasingly sophisticated and diverse, with incidents such as damage caused by cyber attacks and information leaks becoming social problems, and new information security measures are required due to the introduction of IT usage environments that assume remote work. In particular, due to the COVID-19 pandemic, an increasing number of companies have introduced telework, which has become widespread. Telework can help prevent the spread of COVID-19, but cyberattacks are increasingly targeting the security weaknesses caused by telework. In fact, in the year 2021 of the COVID-19, a great number of cyber security incidents and accidents have been confirmed.

In addition, not only during the COVID-19 pandemic, but even after the pandemic has ended, remote work has already taken root as a new way of working, so it is easy to imagine that the implementation of remote work will expand in the future. This

is considered to be one of the important risks from a long-term perspective.

○ Impact

If information leaks occur without taking action against various attacks such as ransomware, it could lead directly to corporate management, such as a decline in stock prices and reputation.

Intermittent cyber attacks can also cause service outages, deterioration in service quality, and information leaks, falsification, and loss, which can degrade the Group's credibility and corporate image, and in turn affect its business performance and financial position.

The impact is not limited to the company (employees), but may also affect the supply chain, causing confusion in business operations and making it impossible to provide stable services.

As remote work is expected to become more widespread in the future, intermittent cyber attacks involving new attack methods that have not been seen in the past can cause service outages, degradation in service quality, and information leaks, falsification, and loss. As the largest telecommunications carrier in Japan, the NTT Group has a serious impact on its business operations and can lose the trust of the market as an infrastructure provider.

○ Mitigation measures

Based on the concept of "Cyber Incidents Must Occur, Minimizing Damage is Important" we are working on risk-based information security measures through efforts such as the development and revision of rules that must be followed throughout the Group, the shift to a zero-trust IT system that enables remote work, the introduction of the latest technologies for early detection and rapid response, emergency response exercises, and basic action training for all employees.

Specifically, we are implementing the following initiatives in accordance with the NTT Group Information Security Policy.

1. Systematization of information security
2. Enhanced service security
3. Global Collaboration of the NTT Group
4. Participation and Contribution to the Global Community
5. Information security training
6. Research and Development Initiatives

We are also working to reduce risk by diversifying our head office functions and creating a decentralized organization.

[Risks Associated with International Situations]

○ Description

The international situation has deteriorated rapidly since Russia's invasion of Ukraine, and the possibility of an emergency in Taiwan or a missile attack by North Korea cannot be ruled out in Japan's vicinity. In addition to soaring energy prices, the global economy and supply chains have been affected.

Even if the current conflicts are resolved, such resources as oil and coal, and rare metals such as cobalt and palladium are used in cars, mobile phones, personal computers, and many other things. The fragmentation of the world will limit production activities unless other importers and alternative resources are found. In fact, countries as well as related companies are seeking alternative suppliers. If it is delayed, production activities will be disrupted, hindering the economy and adversely affecting international competition.

For these reasons, changes in the global geopolitical environment should be viewed as long-term risks and addressed.

○ Impact

International situations such as terrorism, armed acts, and regional conflicts may threaten the safety of employees, destroy buildings and equipment, and have an impact on local business development, supply chains, and financing. Business operations may be disrupted and services may not be provided stably, making business continuity difficult. Depending on the circumstances, these problems may not be limited to the relevant country or region and may have an impact on global business continuity. Employees may be directly affected, it may take a long time to restore networks and systems, and it may be difficult to provide stable services due to difficulties in procuring fuel and equipment. Under certain circumstances, the NTT Group may be liable for such damages. In addition, these measures are expected to undermine the reliability of the NTT Group.

The inability of the NTT Group, the largest telecommunications carrier in Japan, to provide stable services will result in an unstable national infrastructure, which will have a significant impact on people's lives, and will have a significant impact on the NTT Group's overall business.

The risk of loss of large amounts of data by data centers and other entities has a major impact on global economic development and NTT's corporate value.

○ Mitigation measures

We are strengthening information management methods in Japan and overseas, conducting periodic training to confirm the safety of employees, ensuring the security of important facilities such as communications buildings, designing redundant transmission routes, and strengthening emergency power sources for communications buildings and base stations in the event of long-term power outages. In addition, the NTT Group has published the NTT Group Supply Chain Sustainability Promotion Guidelines, and requests suppliers to formulate business continuity plans to minimize the impact on the supply chain in the event of a situation that has a major impact on business continuity, such as a rise in the price of raw materials, logistics disruption, and difficulty in obtaining raw materials and parts due to international issues. As described above, the NTT Group takes various measures to ensure the safe and stable operation of systems and networks necessary for business continuity.

## Discrimination & Harassment

### Harassment Prevention Rules

The harassment prevention rules are established as follows.

#### (Purpose)

Article1 The purpose of these Regulations is to provide for measures to be taken to prevent harassment in the workplace based on the NTT Group Human Rights Charter.

#### (Basic Policy)

Article2 Harassment in the workplace unjustly damages the dignity of employees (Including professional employees, senior staff, senior specialists, career staff, temporary workers, full-time temporary workers, fellows, senior research fellows, personnel dispatchers, employees of business partners, etc., and job seekers such as students who are job-hunting) as individuals, deteriorates their working environment, and impedes their ability to demonstrate their abilities.

In addition, it is a serious problem from the viewpoint of the efficient management of enterprises, such as lowering the work motivation of workplaces and impeding the smooth execution of work, and such harassment is prohibited.

#### (Prohibited Matters)

Article3 Prohibit the following harassment in the workplace:

##### 1.Prohibition of Sexual Harassment in the Workplace

Sexual harassment in the workplace refers to cases in which an employee, etc. is disadvantaged in terms of his/her working conditions due to his/her handling of sexual speech and behavior at the workplace, or in which his/her working environment is harmed by sexual speech and behavior.

Regardless of the sexual orientation or gender identity of the victim, "sexual behavior" constitutes sexual harassment.

Specifically, the following types of sexual harassment are prohibited.

##### ① compensatory sexual harassment

No sexual advances shall be made and, in response to the acceptance or refusal of such advances, such advances shall be reflected in personnel evaluations, such as employment, salary, promotion, transfer, etc., and personnel decisions.

##### ② Environmental sexual harassment

Employees shall not engage in sexual behavior that may worsen the working environment of such employees through physical contact, words, gestures, etc.

#### [Words and Acts Considered as Sexual Harassment]

(a) Remarks (Sexual jokes and teasing, persistent invitations to eat or date, intentional dissemination of sexual rumors, talk or listen to personal sexual experiences, etc.)

(b) Action (Forcing sexual relations, unnecessary contact with the body, indecent acts, etc.)

(c) Vision (Distribution and posting of nude posters and indecent books)

## 2.Prohibition of harassment regarding pregnancy, childbirth, childcare, nursing care, etc., in the workplace

Harassment in relation to pregnancy, childbirth, childcare, nursing care, etc. at the workplace refers to harassment of the working environment of employees, etc. by their superiors, colleagues, etc., regarding pregnancy and childbirth (including negative behavior regarding infertility treatment) and regarding the use of childcare/nursing care related systems.

Specifically, the following types of harassment are prohibited.

### ① Harassment of the use of systems, etc.

(a) Words and behavior that suggest dismissal or other disadvantageous treatment with regard to pregnancy, childbirth, use of childcare/nursing care systems, etc.

(b) Words and actions that impede the use of pregnancy, childbirth, childcare and nursing care systems, etc.

(c) Harassment due to use of various systems related to pregnancy, childbirth, child care and nursing care

### ② harassment of a condition

(a) Words or behavior suggesting dismissal or other disadvantageous treatment due to pregnancy, childbirth, etc.

(b) Harassment of pregnancy, childbirth, etc.

## 3.Prohibition of power harassment in the workplace

Power harassment in the workplace refers to (1) words and actions taken in the context of a superior relationship, (2) actions that are beyond the scope necessary and reasonable in the course of business, and (3) actions that harm the working environment of employees, etc., and that satisfy all of the factors mentioned in (1) to (3).

Specifically, the following forms of power harassment are prohibited.

### ① Physical attack (assault or injury)

(a) Beating or kicking

(b) Throwing an object at another person

### ② Psychological attacks (threats, defamation, insults, abusive language)

(a) To speak or act in a manner that denies his/her personality, or to speak or act in an insulting manner concerning the sexual orientation or gender identity of the other person.

(b) Repeated severe reprimands for an unnecessarily long period of time in relation to the performance of duties

(c) Repeating loud and intimidating reprimands in front of other employees, etc.

(d) Sending e-mails, etc., to multiple employees, etc., including the other party, in a manner that denies the other party's ability and makes abusive remarks, etc.

### ③ Separation from relationships (isolation, separation, and neglect)

(a) Employees, etc. who do not agree with their own wishes may be removed from work and isolated in separate rooms or provided with home training for a long period of time.

(b) Colleagues ignore one employee, etc. collectively and isolate him/her in the workplace.

etc.

### ④ excessive demands (Forcing or obstructing work that is clearly unnecessary or impossible in the course of business)

(A) TO ORDER WORK NOT DIRECTLY RELATED TO WORK UNDER EXTREMELY HARD ENVIRONMENTS CONTAINING PHYSICAL PAIN OVER A LONG PERIOD;

(b) To impose performance targets at a level that cannot be met without providing necessary education, and to give severe reprimands for failure to achieve them.

(c) Forcing members, etc. to handle personal chores unrelated to business, etc.

### ⑤ undervalued demand

(a) To order a person to do a job that is not reasonable in terms of business and that is far from his/her ability and experience.

(b) Not giving work to unsatisfied employees, etc. for the purpose of harassment, etc.

⑥ Infringement of individuals (excessive intrusion into private matters)

- (a) To continuously monitor employees, etc., even outside the workplace, and take photos of personal items.
- (b) To disclose sensitive personal information such as sexual orientation or gender identity, medical history, infertility treatment, etc. of employees, etc. to other employees, etc. without the consent of the said employees, etc.

4.Prohibition of Other Harassment in the Workplace

In addition to the provisions of paragraphs 1, 2 and 3 of the preceding paragraph, it is prohibited to engage in speech or conduct that offends the dignity or character of the other party.

(Consultation and Declaration)

Article4 Employees who think that they are being harassed may report to their superiors or the consultation/reporting desk (Harassment Hotline, Corporate Ethics Helpline, etc.) (including cases where they think that they are being harassed by employees of business partners, etc.).

This offer may be made not only by direct victims of harassment, but also by employees who are uncomfortable with harassment of other employees.

(Handling of Consultations and Reports, etc.)

Article5 The supervisor or the person in charge of the consultation/report office who received the consultation/report concerning harassment shall promptly and impartially investigate the fact.

If necessary, not only the parties concerned but also other parties concerned shall be questioned (In cases where the offender is an employee, etc. employed by another business operator, it is also necessary to request cooperation from the other business operator for fact-checking.).

In addition, when other employers request necessary cooperation (fact-checking, etc.) with regard to harassment, the FSA will respond in good faith.

(Sanctions against Perpetrators)

Article6 In cases where the fact is confirmed by an impartial investigation, etc., with regard to a member, etc. who is alleged to be a perpetrator of harassment, he/she may be disciplined as provided for separately.

(Protection of Consultants and Declarators)

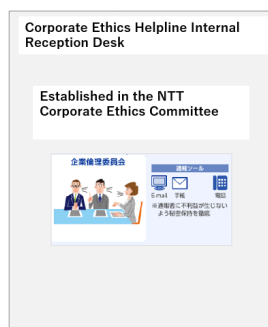
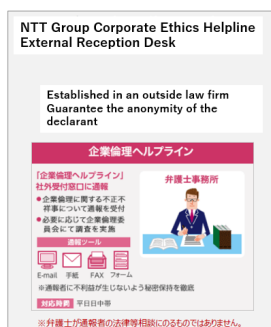
Article7 When conducting investigations, etc., due attention shall be paid to the protection of privacy, and persons who have consulted, submitted reports, and employees who have testified, etc. shall not be treated disadvantageously for such reasons.

(Prevention of Recurrence)

Article8 If the fact of harassment is confirmed through an investigation, etc., the supervisor shall consider preventive and preventive measures and take appropriate

Internal Reporting Hotline at NTT Holding Company

NTT Holding Company has established two whistleblower hotlines



\*A person who handles the information of the declarant at the counter is designated as a Whistleblower Responder, and if the worker intentionally leaks information, he/she is subject to criminal punishment.  
\*In addition, it is prohibited to treat the declarant unfavorably, so please do not worry about it.



Independent Assurance Statement

July 25, 2022

Mr. Akira Shimada  
President and Chief Executive Officer, Representative Member of the Board  
NIPPON TELEGRAPH AND TELEPHONE CORPORATION

1. Purpose

We, Sustainability Accounting Co., Ltd., have been engaged by NIPPON TELEGRAPH AND TELEPHONE CORPORATION ("the Company") to provide limited assurance on the Company's Performance Indicators during the fiscal year 2021 (April 1, 2021 to March 31, 2022) reported on NTT Group ESG Data Book 2022 which indicate the results of each indicator for "Ratio of Basic Employee Salary and Remuneration of Women to Men", 1:1.02 in basic salary and 1:1.03 in total remuneration for management, and 1:1.17 in basic salary and 1:1.17 in total remuneration for general staff. 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). 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.

A handwritten signature in black ink, appearing to read "Takashi Fukushima", is written over a horizontal line.

Takashi Fukushima  
Representative Director  
Sustainability Accounting Co., Ltd.