

GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option.

- : Required contents disclosures in accordance with the Core option
- : The material topics identified by the company
- (A): Annual Report 2020

Disclosure		Report Page		
GRI 102: General Disclosures 2016				
1. Organizational profile				
●	102-1	Name of the organization a. Name of the organization.	P003	Scope of Disclosure
●	102-2	Activities, brands, products, and services a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	P17 (A)	About NTT Group
●	102-3	Location of headquarters a. Location of the organization's headquarters.	P001	Inquiries
●	102-4	Location of operations a. Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	P003	Scope of Disclosure Reference: NTT Group companies https://www.ntt.co.jp/gnavi_e/index.html
●	102-5	Ownership and legal form a. Nature of ownership and legal form.	P003	Scope of Disclosure
●	102-6	Markets served a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; iii. types of customers and beneficiaries.	P003 P17 (A)	Scope of Disclosure About NTT Group"
●	102-7	Scale of the organization a. Scale of the organization, including: i. total number of employees; ii. total number of operations; iii. net sales (for private sector organizations) or net revenues (for public sector organizations); iv. total capitalization (for private sector organizations) broken down in terms of debt and equity; v. quantity of products or services provided.	P004	Basic Information
●	102-8	Information on employees and other workers a. Total number of employees by employment contract (permanent and temporary), by gender. b. Total number of employees by employment contract (permanent and temporary), by region. c. Total number of employees by employment type (full-time and part-time), by gender. d. Whether a significant portion of the organization's activities are performed by workers who are not employees. If applicable, a description of the nature and scale of work performed by workers who are not employees. e. Any significant variations in the numbers reported in Disclosures 102-8-a, 102-8-b, and 102-8-c (such as seasonal variations in the tourism or agricultural industries). f. An explanation of how the data have been compiled, including any assumptions made.	P085	Personnel and Labor Data
●	102-9	Supply chain a. A description of the organization's supply chain, including its main elements as they relate to the organization's activities, primary brands, products, and services.	P071-073	Reinforce Value Chain Management
●	102-10	Significant changes to the organization and its supply chain a. Significant changes to the organization's size, structure, ownership, or supply chain, including: i. Changes in the location of, or changes in, operations, including facility openings, closings, and expansions; ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations); iii. Changes in the location of suppliers, the structure of the supply chain, or relationships with suppliers, including selection and termination.	Not applicable	
●	102-11	Precautionary Principle or approach a. Whether and how the organization applies the Precautionary Principle	P041-044 P103-106	Initiatives for Tackling Climate Change Risk Management
●	102-12	External initiatives a. A list of externally-developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes, or which it endorses.	P044 P056	Pursuing Initiatives across the Industry for Energy-Efficient ICT Devices Management of CSIRT
●	102-13	Membership of associations a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	P004	List of Memberships

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2. Strategy				
●	102-14	Statement from senior decision-maker a. A statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and its strategy for addressing sustainability.	Reference: Message from the President https://www.ntt.co.jp/csr/_e/topmessage.html	
	102-15	Key impacts, risks, and opportunities a. A description of key impacts, risks, and opportunities.	P041-044 P103-106	Initiatives for Tackling Climate Change Risk Management
3. Ethics and integrity				
●	102-16	Values, principles, standards, and norms of behavior a. A description of the organization's values, principles, standards, and norms of behavior.	P005 P032 P032 P067 P099	NTT Group CSR Charter NTT Group Global Environmental Charter The NTT Group Environmental Statement The NTT Group's Human Rights Charter, Our Basic Policy on Human Rights NTT Group Corporate Ethics Charter
	102-17	Mechanisms for advice and concerns about ethics a. A description of internal and external mechanisms for: i. seeking advice about ethical and lawful behavior, and organizational integrity; ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	P101	Establishment of Corporate Ethics Help Line Contact Point
4. Governance				
●	102-18	Governance structure a. Governance structure of the organization, including committees of the highest governance body. b. Committees responsible for decision-making on economic, environmental, and social topics.	P010 P035 P088 P103	CSR Management Environmental Management Corporate Governance System Organization for Implementation
	102-19	Delegating authority a. Process for delegating authority for economic, environmental, and social topics from the highest governance body to senior executives and other employees.	P010	CSR Management
	102-20	Executive-level responsibility for economic, environmental, and social topics a. Whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental, and social topics. b. Whether post holders report directly to the highest governance body.	P010 P089-091	CSR Management Board of Directors
	102-21	Consulting stakeholders on economic, environmental, and social topics a. Processes for consultation between stakeholders and the highest governance body on economic, environmental, and social topics. b. If consultation is delegated, describe to whom it is delegated and how the resulting feedback is provided to the highest governance body.	P012-015	Stakeholder Engagement
	102-22	Composition of the highest governance body and its committees a. Composition of the highest governance body and its committees by: i. executive or non-executive; ii. independence; iii. tenure on the governance body; iv. number of each individual's other significant positions and commitments, and the nature of the commitments; v. gender; vi. membership of under-represented social groups; vii. competencies relating to economic, environmental, and social topics; viii. stakeholder representation.	P088 P095-096 P098	Corporate Governance System Independent Members of the Board and Audit & Supervisory Board Members Data
	102-23	Chair of the highest governance body a. Whether the chair of the highest governance body is also an executive officer in the organization. b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	P089-091	Board of Directors
	102-24	Nominating and selecting the highest governance body a. Nomination and selection processes for the highest governance body and its committees. b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved; ii. diversity is considered; iii. independence is considered; iv. expertise and experience relating to economic, environmental, and social topics are considered.	P092 P095	Nomination Policies and Procedure for Members of the Board Nomination Procedure for Outside Members of the Board and Outside Audit & Supervisory Board Members
	102-25	Conflicts of interest a. Processes for the highest governance body to ensure conflicts of interest are avoided and managed. b. Whether conflicts of interest are disclosed to stakeholders, including, as a minimum: i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholder; iv. Related party disclosures.	P088-098	Corporate Governance

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102-26	<p>Role of highest governance body in setting purpose, values, and strategy</p> <p>a. Highest governance body's and senior executives' roles in the development, approval, and updating of the organization's purpose, value or mission statements, strategies, policies, and goals related to economic, environmental, and social topics.</p>	<p>P010 P088</p> <p>CSR Management System Overview of Corporate Governance System</p>
102-27	<p>Collective knowledge of highest governance body</p> <p>a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.</p>	<p>P091-092 P094-095</p> <p>Activities and Evaluation of the Effectiveness of the Board of Directors Activities and Evaluation of the Effectiveness of the Audit & Supervisory Directors</p>
102-28	<p>Evaluating the highest governance body's performance</p> <p>a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics.</p> <p>b. Whether such evaluation is independent or not, and its frequency.</p> <p>c. Whether such evaluation is a self-assessment.</p> <p>d. Actions taken in response to evaluation of the highest governance body's performance with respect to governance of economic, environmental, and social topics, including, as a minimum, changes in membership and organizational practice.</p>	—
102-29	<p>Identifying and managing economic, environmental, and social impacts</p> <p>a. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities – including its role in the implementation of due diligence processes.</p> <p>b. Whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental, and social topics and their impacts, risks, and opportunities.</p>	<p>P010 P041 P103</p> <p>CSR Management System Initiatives for Tackling Climate Change Risk Management</p>
102-30	<p>Effectiveness of risk management processes</p> <p>a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.</p>	<p>P010 P103</p> <p>CSR Management System Risk Management</p>
102-31	<p>Review of economic, environmental, and social topics</p> <p>a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.</p>	<p>P010 P103</p> <p>CSR Management System Risk Management</p>
102-32	<p>Highest governance body's role in sustainability reporting</p> <p>a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.</p>	<p>P010</p> <p>CSR Management System</p>
102-33	<p>Communicating critical concerns</p> <p>a. Process for communicating critical concerns to the highest governance body.</p>	<p>P015 P101-102</p> <p>Engagement with Shareholders, Investors, and Other Relevant Organizations Establishment of Corporate Ethics Help Line Contact Point</p>
102-34	<p>Nature and total number of critical concerns</p> <p>a. Total number and nature of critical concerns that were communicated to the highest governance body.</p> <p>b. Mechanism(s) used to address and resolve critical concerns.</p>	<p>P101</p> <p>Establishment of Corporate Ethics Help Line Contact Point</p>
102-35	<p>Remuneration policies</p> <p>a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:</p> <ol style="list-style-type: none"> Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; Sign-on bonuses or recruitment incentive payments; Termination payments; Clawbacks; Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees. <p>b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.</p>	<p>P096</p> <p>Compensation of Members of the Board and Audit & Supervisory Board Members</p>
102-36	<p>Process for determining remuneration</p> <p>a. Process for determining remuneration.</p> <p>b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management.</p> <p>c. Any other relationships that the remuneration consultants have with the organization.</p>	<p>P096</p> <p>Compensation of Members of the Board and Audit & Supervisory Board Members</p>
102-37	<p>Stakeholders' involvement in remuneration</p> <p>a. How stakeholders' views are sought and taken into account regarding remuneration.</p> <p>b. If applicable, the results of votes on remuneration policies and proposals.</p>	—
102-38	<p>Annual total compensation ratio</p> <p>a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p>	<p>P098</p> <p>Date</p>

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	102-39	Percentage increase in annual total compensation ratio a. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual in each country of significant operations to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) in the same country.	—
5. Stakeholder engagement			
●	102-40	List of stakeholder groups a. A list of stakeholder groups engaged by the organization.	P013-014 Identifying Stakeholders
●	102-41	Collective bargaining agreements a. Percentage of total employees covered by collective bargaining	P085 Personnel and Labor Data
●	102-42	Identifying and selecting stakeholders a. The basis for identifying and selecting stakeholders with whom to engage.	P012-015 Stakeholder Engagement
●	102-43	Approach to stakeholder engagement a. The organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and an indication of whether any of the engagement was undertaken specifically as part of the report preparation process.	P012-015 Stakeholder Engagement
●	102-44	Key topics and concerns raised a. Key topics and concerns that have been raised through stakeholder engagement, including: i. how the organization has responded to those key topics and concerns, including through its reporting; ii. the stakeholder groups that raised each of the key topics and concerns.	P015 P101 Engagement with Experts Establishment of Corporate Ethics Help Line Contact Point
6. Reporting practice			
●	102-45	Entities included in the consolidated financial statements a. A list of all entities included in the organization's consolidated financial statements or equivalent documents. b. Whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.	P003 P004 Scope of Disclosure Basic Information Reference: Group companies https://www.ntt.co.jp/gnavi_e/index.html
●	102-46	Defining report content and topic Boundaries a. An explanation of the process for defining the report content and the topic Boundaries. b. An explanation of how the organization has implemented the Reporting Principles for defining report content.	P008-009 NTT Group's Material Issues
●	102-47	List of material topics a. list of the material topics identified in the process for defining report	P009 NTT Group's Material Issues
●	102-48	Restatements of information a. The effect of any restatements of information given in previous reports, and the reasons for such restatements.	Not applicable
●	102-49	Changes in reporting a. Significant changes from previous reporting periods in the list of material topics and topic Boundaries.	Not applicable
●	102-50	Reporting period a. Reporting period for the information provided.	P002 Reporting Period
●	102-51	Date of most recent report a. If applicable, the date of the most recent previous report.	P002 Reporting Period
●	102-52	Reporting cycle a. Reporting cycle.	P002 Reporting Period
●	102-53	Contact point for questions regarding the report a. The contact point for questions regarding the report or its contents.	P001 Inquiries
●	102-54	Claims of reporting in accordance with the GRI Standards a. The claim made by the organization, if it has prepared a report in accordance with the GRI Standards, either: i. This report has been prepared in accordance with the GRI Standards: Core option; ii. This report has been prepared in accordance with the GRI Standards: Comprehensive option.	GRI Content Index (refer to this table)
●	102-55	GRI content index a. The GRI content index, which specifies each of the GRI Standards used and lists all disclosures included in the report. b. For each disclosure, the content index shall include: i. the number of the disclosure (for disclosures covered by the GRI Standards); ii. the page number(s) or URL(s) where the information can be found, either within the report or in other published materials; iii. if applicable, and where permitted, the reason(s) for omission when a required disclosure cannot be made.	GRI Content Index (refer to this table)

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●	102-56	External assurance a. A description of the organization's policy and current practice with regard to seeking external assurance for the report. b. If the report has been externally assured: i. A reference to the external assurance report, statements, or opinions. If not included in the assurance report accompanying the sustainability report, a description of what has and what has not been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; ii. The relationship between the organization and the assurance provider; iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	P109 Independent Assurance Statement
GRI 103: Management Approach 2016			
	103-1	Explanation of the material topic and its Boundary a. An explanation of why the topic is material. b. The Boundary for the material topic, which includes a description of: i. where the impacts occur; ii. the organization's involvement with the impacts. For example, whether the organization has caused or contributed to the impacts, or is directly linked to the impacts through its business relationships. c. Any specific limitation regarding the topic Boundary.	P008-009 NTT Group's Material Issues
	103-2	The management approach and its components a. An explanation of how the organization manages the topic. b. A statement of the purpose of the management approach. c. A description of the following, if the management approach includes that component: i. Policies ii. Commitments iii. Goals and targets iv. Responsibilities v. Resources vi. Grievance mechanisms vii. Specific actions, such as processes, projects, programs and initiatives	P018 Contribute to Society through ICT and Data Usage P022 Pursue Customer Satisfaction P024 Reinforce and Globalize Research and Development P031-034 Our Thinking Concerning the Environment P035 Environmental Management P039 Realizing a Low Carbon Future P046 Implementing Closed Loop Recycling P048 Planning a Future of Natural Harmony P054-055 Reinforce Information Security P057 Personal Information Protection P059 Ensure Stability and Reliability of Communications Services P064 Promote Diversity P067-068 Respect for Human Rights P071-072 Reinforce Value Chain Management P074 Ensure Employee Safety P075 Promote Health Management P077 Create Attractive Workplaces P080 Human Resource Development P082 Promote a United Group Effort on Social Contribution Activities
	103-3	Evaluation of the management approach a. An explanation of how the organization evaluates the management approach, including: i. the mechanisms for evaluating the effectiveness of the management approach; ii. the results of the evaluation of the management approach; iii. any related adjustments to the management approach.	P010-011 CSR Management
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	201-2	Financial implications and other risks and opportunities due to climate change	P041-044 Initiatives for Tackling Climate Change
	201-3	Defined benefit plan obligations and other retirement plans	Reference: Annual Securities Report (35th Business Term): Employee Benefits (pages 180-186) https://www.ntt.co.jp/ir/library_e/yo/yo/pdf/35yo/yo.pdf
	201-4	Financial assistance received from government	Reference: Annual Securities Report (35th Business Term): Major Shareholders (pages 68) https://www.ntt.co.jp/ir/library_e/yo/yo/pdf/35yo/yo.pdf
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	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	—
	202-2	Proportion of senior management hired from the local community	—
○	GRI 203: Indirect Economic Impacts 2016		
	203-1	Infrastructure investments and services supported	P019-020 P022-023 P025-028 P059-061 I Contribute to Society through ICT and Data Usage Pursue Customer Satisfaction Reinforce and Globalize Research and Development Ensure Stability and Reliability of Communications Services

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205-2	Communication and training about anti-corruption policies and procedures	P100	Initiatives to Promote Awareness of the NTT Group Corporate Ethics Charter
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206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P100	Compliance with Anti-Monopoly Laws
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304-2	Significant impacts of activities, products, and services on biodiversity	P048	Planning a Future of Natural Harmony
304-3	Habitats protected or restored	Reference: Preservation of the ecosystem https://www.ntt.co.jp/kankyo/whatdoing/nature01.html	
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