

GRI content index

The NTT Group Sustainability Report 2021 has been prepared in accordance with the GRI Reporting Standards 2016/2018/2019: Core option.

GRI 102: General Disclosures 2016

Information Disclosure	Description	Report Page	
Organizational profile			
● 102-1	Name of the organization a. Name of the organization.	P002	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.	P014-015 (A)	NTT at a Glance
● 102-3	Location of headquarters a. Location of the organization's headquarters.	P002	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.	P002	Scope of Disclosure (Reference) NTT Group companies https://group.ntt.jp/group/gnavi/
● 102-5	Ownership and legal form a. Nature of ownership and legal form.	P002	Scope of Disclosure
● 102-6	Markets served a. Markets served, including: i. geographic locations where products and services are offered; ii. sectors served; and iii. types of customers and beneficiaries.	P014-015 (A)	NTT at a Glance
● 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; and v. quantity of products or services provided.	P002	Inquiries
● 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.	P139	Data List
● 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.	P102 P106-113	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); and 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	P041-054 P062-065	<ul style="list-style-type: none"> ● NTT Group Disclosures in Line with TCFD Recommendations ● Business 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.	P025 P095	<ul style="list-style-type: none"> ● Pursuing Initiatives across the Industry for Energy-Efficient ICT Devices ● Management of CSIRT, contribution to security personnel development
● 102-13	Membership of associations a. A list of the main memberships of industry or other associations, and national or international advocacy organizations.	P003	List of Memberships

Information Disclosure	Description	Report Page	
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.	P006-007	(Reference) Message from the President https://group.ntt.jp/csr/message/
102-15	Key impacts, risks, and opportunities a. A description of key impacts, risks, and opportunities.	P041-054 P062-065	<ul style="list-style-type: none"> • NTT Group Disclosures in Line with TCFD Recommendations • Business Risk Management
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.	P009-012 P019-022 P101-110 P062-065	<ul style="list-style-type: none"> • NTT Group Global Sustainability Charter • NTT Group Environment and Energy Vision • NTT Group Global Human Rights Policy • NTT Group Corporate Ethical Standards
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; and ii. reporting concerns about unethical or unlawful behavior, and organizational integrity.	P062-065	Establishment of Corporate Ethics Help Line Contact Point
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.	P012 P042 P066-067 P062-065	<ul style="list-style-type: none"> • Sustainability Promotion System • Environmental Management • Corporate Governance • Governance System • Business Risk Management Committee System
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.	P012	Sustainability Promotion System
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.	P012	Sustainability Promotion System
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.	P013-015	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; and viii. stakeholder representation.	P066-067 P134-136	<ul style="list-style-type: none"> • Thoroughly reinforcing corporate governance and compliance • 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.	P066-067	Thoroughly reinforcing corporate governance and compliance
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; and iv. expertise and experience relating to economic, environmental, and social topics are considered.	P066-067	Thoroughly reinforcing corporate governance and compliance

Information Disclosure	Description	Report Page	
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; and iv. Related party disclosures.	P066-067	Thoroughly reinforcing corporate governance and compliance
102-26	Role of highest governance body in setting purpose, values, and strategy 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.	P012 P066-067	<ul style="list-style-type: none"> • Sustainability Promotion System • Thoroughly reinforcing corporate governance and compliance
102-27	Collective knowledge of highest governance body a. Measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental, and social topics.	P066-067	Thoroughly reinforcing corporate governance and compliance
102-28	Evaluating the highest governance body's performance a. Processes for evaluating the highest governance body's performance with respect to governance of economic, environmental, and social topics. b. Whether such evaluation is independent or not, and its frequency. c. Whether such evaluation is a self-assessment. 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.	Not applicable	
102-29	Identifying and managing economic, environmental, and social impacts 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. 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.	P012 P041-054 P062-065	<ul style="list-style-type: none"> • Sustainability Promotion System • NTT Group Disclosures in Line with TCFD Recommendations • Business Risk Management
102-30	Effectiveness of risk management processes a. Highest governance body's role in reviewing the effectiveness of the organization's risk management processes for economic, environmental, and social topics.	P012 P062-065	<ul style="list-style-type: none"> • Sustainability Promotion System • Business Risk Management
102-31	Review of economic, environmental, and social topics a. Frequency of the highest governance body's review of economic, environmental, and social topics and their impacts, risks, and opportunities.	P012 P062-065	<ul style="list-style-type: none"> • Sustainability Promotion System • Business Risk Management
102-32	Highest governance body's role in sustainability reporting a. The highest committee or position that formally reviews and approves the organization's sustainability report and ensures that all material topics are covered.	P012	<ul style="list-style-type: none"> • Sustainability Promotion System
102-33	Communicating critical concerns a. Process for communicating critical concerns to the highest governance body.	P013-015 P062-065	<ul style="list-style-type: none"> • Stakeholder Engagement • Establishment of Corporate Ethics Help Line Contact Point
102-34	Nature and total number of critical concerns a. Total number and nature of critical concerns that were communicated to the highest governance body. b. Mechanism(s) used to address and resolve critical concerns.	P062-065	Establishment of Corporate Ethics Help Line Contact Point
102-35	Remuneration policies a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration: i. Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; and iv. Clawbacks. b. Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.	P066-067	Thoroughly reinforcing corporate governance and compliance
102-36	Process for determining remuneration. a. Process for determining remuneration. b. Whether remuneration consultants are involved in determining remuneration and whether they are independent of management. c. Any other relationships that the remuneration consultants have with the organization.	P066-067	Thoroughly reinforcing corporate governance and compliance
102-37	Stakeholders' involvement in remuneration a. How stakeholders' views are sought and taken into account regarding remuneration. b. If applicable, the results of votes on remuneration policies and proposals.	Not applicable	

Information Disclosure	Description	Report Page	
102-38	Annual total compensation ratio 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.	P138	Data List
102-39	Percentage increase in annual total compensation ratio. 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.	—	
Stakeholder Engagement			
● 102-40	List of stakeholder groups. A list of stakeholder groups engaged by the organization.	P013-015	Stakeholder Engagement
● 102-41	Collective bargaining agreements a. Percentage of total employees covered by collective bargaining	P138	Data List
● 102-42	Identifying and selecting stakeholders a. The basis for identifying and selecting stakeholders with whom to engage.	P013-015	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.	P013-015	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; and ii. the stakeholder groups that raised each of the key topics and concerns.	P013-015 P062-065	<ul style="list-style-type: none"> Stakeholder Engagement Establishment of Corporate Ethics Help Line Contact Point
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.	P002	Scope of Disclosure Basic Information (Reference) Group companies https://group.ntt.jp/group/gnavi/
● 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.	P011	Process for Selecting Material Issues
● 102-47	List of material topics a. list of the material topics identified in the process for defining report P011 Process for Selecting Material Issues	P011	Process for Selecting 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.	P002	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; or ii. this report has been prepared in accordance with the GRI Standards: Comprehensive option.	GRI Content Index (refer to this table)	

● Required contents disclosures in accordance with the Core option / (A): Annual Report 2021

Information Disclosure	Description	Report Page	
● 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; and 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)	
● 102-56	External assurance. 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; and iii. Whether and how the highest governance body or senior executives are involved in seeking external assurance for the organization's sustainability report.	P143	Independent Assurance Statement

GRI 103: Management Approach 2016

Information Disclosure	Description	Report Page	
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; and 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. iii. Any specific limitation regarding the topic Boundary.	P011	Process for Selecting Material Issues
103-2	The management approach and its components For each material topic, the reporting organization shall report the following information: 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	P016-054 P055-098 P103-P131	<ul style="list-style-type: none"> • Promoting energy conservation • Reducing power consumption by introducing IOWN technologies • Developing and expanding the use of renewable energy • Providing new services that contribute to carbon neutrality • Creating innovative environmental and energy technologies • Increasing the reuse and recycling of communications equipment, mobile devices, and other technologies • Reduction in plastics use and promotion of recycling • Proper treatment, storage, and management of hazardous waste • Appropriate and efficient management of water resources • Thoroughly implementing environmental assessment • Contributing to natural ecosystem conservation • Establishing and thoroughly complying with ethical standards • Appropriately managing conduct risk • Thoroughly reinforcing corporate governance and compliance • Sharing high ethical standards with business partners • Promoting the B2B2X model • Protection and respect for intellectual property • Contribution to the revitalization of local communities and economies • Securing the Stability and Reliability of Telecommunications Services • Strengthening information security and personal information protection • Promoting a decentralized society based on remote work • Compliance with the NTT Group Global Human Rights Policy • Encouraging society as a whole to respect human rights • Promoting recruitment, training, and education of diverse human resources and women's advancement in the workplace • Encouraging of understanding of LGBTQ and promoting the advancement of disabled people • Support for balancing work and life such as childcare and nursing care • Promoting remote work and other workplace models • Achieving zero fatal accidents as well as maintaining and promoting employee health • Supporting autonomous capacity development • Promoting paperless operations
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; and iii. any related adjustments to the management approach.	P012	Sustainability Promotion System

200: Economic topics

Information Disclosure	Description	Report Page	
GRI 201: Economic Performance 2016			
201-1	Direct economic value generated and distributed	P003 P141	<ul style="list-style-type: none"> • Basic Information • Data List
201-2	Financial implications and other risks and opportunities due to climate change	P041-054	<ul style="list-style-type: none"> • NTT Group Disclosures in Line with TCFD Recommendations
201-3	Defined benefit plan obligations and other retirement plans	(Reference) Annual Securities Report (36th Business Term): Employee Benefits (pages 150-156)	
201-4	Financial assistance received from government	(Reference) Annual Securities Report (36th Business Term): Major Shareholders (pages 54) https://group.ntt.jp/ir/library/yuho/2020/pdf/36yuho.pdf	
GRI 202: Market Presence 2016			
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	P069-097	<ul style="list-style-type: none"> • Promoting the B2B2X model • Protection and respect for intellectual property • Contribution to the revitalization of local communities and economies • Ensuring the stability and reliability of services
203-2	Significant indirect economic impacts	P069-097	<ul style="list-style-type: none"> • Promoting the B2B2X model • Protection and respect for intellectual property • Contribution to the revitalization of local communities and economies • Promotion of CSIRT
GRI 204: Procurement Practices 2016			
204-1	Proportion of spending on local suppliers	—	
GRI 205: Anti-corruption 2016			
205-1	Operations assessed for risks related to corruption	—	
205-2	Communication and training about anti-corruption policies and procedures	P062-065	<ul style="list-style-type: none"> • Establishing and thoroughly complying with ethical standards
205-3	Confirmed incidents of corruption and actions taken	P062-065 P068	<ul style="list-style-type: none"> • Establishing and thoroughly complying with ethical standards • Sharing high ethical standards with business partners
GRI 206: Anti-competitive Behavior 2016			
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	P066-067	<ul style="list-style-type: none"> • Establishing and thoroughly complying with ethical standards
GRI 207: Tax 2019			
207-1	Approach to tax	P067	Thoroughly reinforcing corporate governance and compliance
207-2	Tax governance, control, and risk management	P067	Thoroughly reinforcing corporate governance and compliance
207-3	Stakeholder engagement and management of concerns related to tax	P067	Thoroughly reinforcing corporate governance and compliance
207-4	Country-by-country reporting	P067	Profit before Income Tax (FY2019) Income Taxes Paid (FY2019)

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GRI 300: Environmental topics

Information Disclosure	Description	Report Page	
GRI 301: Materials 2016			
301-1	Materials used by weight or volume	P052 P131	Material Balance of the NTT Group
		P131 P051	<ul style="list-style-type: none"> Promoting paperless operations Environmental Performance Data
301-2	Recycled input materials used	P131	Promoting paperless operations
301-3	Reclaimed products and their packaging materials	P131	Promoting paperless operations
GRI 302: Energy 2016			
302-1	Energy consumption within the organization	P050-052	<ul style="list-style-type: none"> Environmental Performance Data Material Balance of the NTT Group
302-2	Energy consumption outside of the organization	—	
302-3	Energy intensity	—	
302-4	Reduction of energy consumption	P047-054	Metrics and Targets
302-5	Reductions in energy requirements of products and services	P050-051	<ul style="list-style-type: none"> Environmental Performance Data
GRI 303: Water and Effluents 2018			
303-1	Water withdrawal by source	P037	Appropriate and efficient management of water resources
303-2	Water sources significantly affected by withdrawal of water	P037	Appropriate and efficient management of water resources
303-3	Water recycled and reused	P037 P050-052	<ul style="list-style-type: none"> Material Balance of the NTT Group Appropriate and efficient management of water resources Environmental Performance Data
GRI 304: Biodiversity 2016 304-1			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	—	
304-2	Significant impacts of activities, products, and services on biodiversity	P040	Contributing to natural ecosystem conservation
304-3	Habitats protected or restored	(Reference) Preservation of the ecosystem https://group.ntt.jp/environment/whatdoing/nature01.html	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	—	
GRI 305: Emissions 2016			
305-1	Direct GHG emissions (Scope 1)	P041-054	<ul style="list-style-type: none"> Material Balance of the NTT Group NTT Group Disclosures in Line with TCFD Recommendations Environmental Performance Data
305-2	Energy indirect GHG emissions (Scope 2)	P041-054	<ul style="list-style-type: none"> Material Balance of the NTT Group NTT Group Disclosures in Line with TCFD Recommendations Environmental Performance Data
305-3	Other indirect GHG emissions (Scope 3)	P050-052	<ul style="list-style-type: none"> Material Balance of the NTT Group Environmental Performance Data
305-4	GHG emissions intensity	—	
305-5	Reduction of GHG emissions	P041-054	<ul style="list-style-type: none"> NTT Group Disclosures in Line with TCFD Recommendations

Information Disclosure	Description	Report Page	
305-6	Emissions of ozone-depleting substances (ODS)	—	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	—	
GRI 306: Effluents and Waste 2016			
306-1	Water discharge by quality and destination	P052	Material Balance of the NTT Group
306-2	Waste by type and disposal method	P050-052	<ul style="list-style-type: none"> Material Balance of the NTT Group Environmental Performance Data
306-3	Significant spills	P037	<ul style="list-style-type: none"> Appropriate and efficient management of water resources
306-4	Transport of hazardous waste	P036	Proper treatment, storage, and management of hazardous waste
306-5	Water bodies affected by water discharges and/or runoff	—	
GRI 307: Environmental Compliance 2016			
307-1	Non-compliance with environmental laws and regulations	P054	Environmental Guidelines, Compliance with Environmental Laws and Regulations
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	—	
308-2	Negative environmental impacts in the supply chain and actions taken	P113-114 P140	Value Chain Management Data List

GRI 400: Social topics

Information Disclosure	Description	Report Page	
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover	P138	Data List
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P118 P121 P125	Promoting recruitment, training, and education of diverse human resources and women's advancement in the workplace Support for balancing work and life such as childcare and nursing care
401-3	Parental leave	P121 P139	Support for balancing work and life such as childcare and nursing care Data List
GRI 402: Labor/Management Relations 2016			
402-1	Minimum notice periods regarding operational changes	P124-127	Favorable Labor-Management Relationship
GRI 403: Occupational Health and Safety 2018			
403-1	Occupational health and safety management system	P124-P127	Achieving zero fatal accidents as well as maintaining and promoting employee health
403-2	Hazard identification, risk assessment, and incident investigation	—	
403-3	Occupational health services	P124-127	Achieving zero fatal accidents as well as maintaining and promoting employee health
403-4	Worker participation, consultation, and communication on occupational health and safety	—	
403-5	Worker training on occupational health and safety	—	
403-6	Promotion of worker health	P124-127	Achieving zero fatal accidents as well as maintaining and promoting employee health
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P124-127	Achieving zero fatal accidents as well as maintaining and promoting employee health
403-8	Workers covered by an occupational health and safety management system	—	

● Required contents disclosures in accordance with the Core option / (A): Annual Report 2021

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403-9	Work-related injuries	—	
403-10	Work-related ill health	—	
GRI 404: Training and Education 2016			
404-1	Average hours of training per year per employee	P140	Data List
404-2	Programs for upgrading employee skills and transition assistance programs	P128-130	Supporting autonomous capacity development
404-3	Percentage of employees receiving regular performance and career development reviews	P128-130	Supporting autonomous capacity development
GRI 405: Diversity and Equal Opportunity 2016			
405-1	Diversity of governance bodies and employees	P139	Data List
405-2	Ratio of basic salary and remuneration of women to men	—	
GRI 406: Non-discrimination 2016			
406-1	Incidents of discrimination and corrective actions taken	P139	Data List
GRI 407: Freedom of Association and Collective Bargaining 2016			
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	P140	Data List
GRI 408: Child Labor 2016			
408-1	Operations and suppliers at significant risk for incidents of child labor	P140	Data List
GRI 409: Forced or Compulsory Labor 2016			
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	P140	Data List
GRI 410: Security Practices 2016			
410-1	Security personnel trained in human rights policies or procedures	—	
GRI 411: Rights of Indigenous Peoples 2016			
411-1	Incidents of violations involving rights of indigenous peoples	—	
GRI 412: Human Rights Assessment 2016			
412-1	Operations that have been subject to human rights reviews or impact assessments	P101-113	Compliance with the NTT Group Global Human Rights Policy
412-2	Employee training on human rights policies or procedures	P101-113	Data List
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	P102 P111-113	Value Chain Management
GRI 413: Local Communities 2016			
413-1	Operations with local community engagement, impact assessments, and development programs	P085-091 P141	<ul style="list-style-type: none"> Ensuring the stability and reliability of services Data List
413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable	

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Information Disclosure	Description	Report Page	
GRI 414: Supplier Social Assessment 2016			
414-1	New suppliers that were screened using social criteria	—	
414-2	Negative social impacts in the supply chain and actions taken	P101-113 P140	Compliance with the NTT Group Global Human Rights Policy Data List
GRI 415: Public Policy 2016			
415-1	Political Contributions	P062-065	Establishing and thoroughly complying with ethical standards
GRI 416: Customer Health and Safety 2016			
416-1	Assessment of the health and safety impacts of product and service categories	—	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Not applicable	
GRI 417: Marketing and Labeling 2016			
417-1	Requirements for product and service information and labeling	—	
417-2	Incidents of non-compliance concerning product and service information and labeling	Not applicable	
417-3	Incidents of non-compliance concerning marketing communications	Not applicable	
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Not applicable	
GRI 419: Socioeconomic Compliance 2016			
419-1	419-1 Non-compliance with laws and regulations in the social and economic area	Not applicable	

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