

NTT Group
Sustainability Charter

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Preamble

For a sustainable society, we need to consider current and future issues that will challenge us. These challenges include global and local social problems, environmental obligations, future epidemics and natural disasters, equitable economic prosperity, human rights issues, and technology's power for good or harm.

People can interpret an event or reality very differently depending on their perspective. The constant and increasing flow of information in today's world, combined with many diverse values and beliefs, can result in multiple points of view based on the same facts. Because of this, many ideas, perceptions, and values that seem contradictory exist simultaneously.

However, to create a more harmonious society, these ideas need to coexist in a paraconsistent manner. In other words, accepting that contradictory views can be true and are accommodated in a nondiscriminatory way. This approach will lead to a clearer recognition and a greater understanding of potentially conflicting ideas and values. Only in this way can we together take the right actions to help create a better society with more acceptance, prosperity and a long-term sustainable future for all.

To help realize this harmonious society, the NTT Group has developed our Sustainability Charter based on the concept of moving towards the "Self as We." In other words, moving from standalone individuals or isolated groups and towards more diverse cultures and communities that are highly connected. This approach is based on enabling our connection to all things, including other people, goods, nature, and technology. We will maximize society's wellbeing and achieve a more sustainable future when we create these positive connections.

By connecting through a common thread of shared ethics and values, we create a better world to achieve equitable economic prosperity for all cultures in communities, nations and society. In addition, since nature is an altruistic and giving entity that we are part of, we believe it is necessary to reduce our burden on nature to remain in a harmonious society.

With these concepts in mind, the NTT Group will promote sustainable initiatives to achieve growth while simultaneously contributing to resolving social issues. These initiatives will focus on the following three areas. They will

be supported by NTT's IOWN concept, based on high ethical standards, and depend on cutting-edge technologies and innovation.

Chapter 1: NTT's vision of a sustainable society

(1) Ensuring the coexistence of nature and humanity

We will contribute to reducing environmental impact while promoting the economic development of society.

(2) Improving prosperity for all people and cultures

We will contribute to a prosperous society by creating ethical standards and acknowledging diverse beliefs and cultures.

(3) Maximizing wellbeing for all

We will contribute to maximizing wellbeing for all by promoting human rights standards, diversity, inclusion and workplace models in fair and equitable ways.

Details of our approach to the three key commitments:

(1) Ensuring the positive coexisting of nature and humanity

The NTT Group is committed to achieving a new level of prosperity where humanity can coexist and preserve nature for generations to come. To this end, we will work to balance solving ecological problems and improving economic development by reducing the environmental impact of our business activities and creating new technologies and innovations.

To achieve this, we will set targets and implement activities based on the following three areas of focus:

• Moving towards a decarbonized society

The NTT Group is working to reduce greenhouse gas emissions in its business activities and society by introducing IOWN and expanding the development and use of renewable energy.

[Activities]

- ① Promoting energy conservation
- ② Reducing power consumption by introducing IOWN technologies

- ③ Developing and expanding the use of renewable energy
- ④ Providing new services that contribute to carbon neutrality
- ⑤ Creating innovative environmental and energy technologies

• **A commitment to a resource-recycling future**

We will shift from a one-time use consumption-oriented company to a recycling-oriented one. We will promote the effective use of resources throughout the entire life cycle of products and systems, from procurement to use and disposal.

[Activities]

- ⑥ Increasing the reuse and recycling of communications equipment, mobile terminals, and other technologies
- ⑦ Reduction of plastic use and increased recycling
- ⑧ Properly treating, storing, and managing hazardous waste
- ⑨ Appropriate and efficient managing water resources

• **A future where people and nature are in harmony**

Through our business and employee activities, we will promote initiatives related to conserving ecosystems within nature.

[Activities]

- ⑩ Thoroughly implementing environmental assessment
- ⑪ Contributing to natural ecosystem conservation

(2) Improving prosperity for all people and cultures

The NTT Group is committed to contributing to the development of society by acknowledging diverse cultures.

Therefore, we will contribute to solving social issues by connecting people, goods, and cultures, including communities, nations, and society, while promoting high ethical standards, diversity, and inclusion in fair and equitable ways. As well, we will work towards creating a better workplace through powerful and new digital technologies.

To achieve this goal, we will implement activities based on the following three areas of focus.

•Establish shared ethical standards

We set high ethical standards for ourselves and share them with our business partners.

[Activities]

- ⑫ Establishing and thoroughly complying with ethical standards
- ⑬ Appropriately managing conduct risk
- ⑭ Thoroughly reinforcing corporate governance and compliance
- ⑮ Sharing high ethical standards with business partners

•Prepare for a new future with the power of technology

As a leader in digital transformation, we will act and contribute to helping resolve the social challenges unique to each country. For example, the aging population, proper education, equitable healthcare, regional economic development, and long-term value through technology for the next generations.

[Activities]

- ⑯ Promoting the B2B2X model
- ⑰ Protecting and respecting intellectual property
- ⑱ Contributing to the revitalization of local communities and economies

•Moving towards a safe, secure, and resilient society

We are a company that supports the vital infrastructure of a digitalized society. We will make full use of technology to protect people from epidemics, natural disasters, digital disasters like cyber-attacks and achieve a more resilient society.

[Activities]

- ⑲ Ensuring the stability and reliability of services
- ⑳ Strengthening information security and personal information protection
- ㉑ Promoting a decentralized society based on remote work.

(3) Maximizing wellbeing for all

Based on the concept of moving from the "Self as We" - moving from a standalone individual toward a community and cultures, the NTT Group is committed to maximizing wellbeing for all people. To this end, we will respect the human rights of each individual and promote diversity and inclusion in compliance with laws and social norms. We will implement activities based on three areas of focus to achieve this goal.

- **Respect for human rights**

We will strive to correctly understand and recognize each country and region's laws, cultures, religions, and values. At the same time, we will fulfill our responsibility to respect all human rights, including those of our customers, stakeholders, and our entire business value chain.

[Activities]

- ② Complying with the NTT Group Human Rights Policy
- ③ Encouraging society as a whole to respect human rights

- **Diversity & Inclusion**

We will promote innovation by creating an environment where diverse human resources can actively recognize various values. We will encourage diversity and inclusion for customers and the entire value chain.

[Activities]

- ④ Promoting recruitment, training, and education of diverse human resources and women's advancement in the workplace
- ⑤ Encouraging of understanding of LGBTQ and promoting the advancement of disabled people
- ⑥ Support for balancing work and life such as childcare and nursing care

- **Creating new work style models**

We will promote remote, hybrid and other work models to support various working styles that incorporate work in daily life and contribute to better employee health management, higher employee satisfaction and health.

[Activities]

- ⑦ Promoting remote work and other workplace models
- ⑧ Achieving zero fatal accidents as well as maintaining and promoting employees' health
- ⑨ Supporting autonomous capacity development
- ⑩ Promoting paperless operations

Chapter 2: Process for selecting material issues

The NTT Group selects priority themes in the following steps.

(1) Identifying material issues

We will identify material issues by comprehensively considering new problems related to sustainability. For example, the GRI guidelines and external evaluation organizations discuss and select important issues that NTT should address on a global scale.

(2) Setting priority

NTT evaluates the priorities to be addressed based on two axes: growth as a company and solving social issues. To achieve management that simultaneously solves social problems and achieves business growth, NTT evaluates priorities by incorporating the opinions of outside experts.

(3) Approval

We also incorporate the opinions of third parties from a global perspective. These opinions are then deliberated by the Sustainability Committee and approved by the Board of Directors.

Chapter 3: Management system

The NTT Group has established the Sustainability Committee under the Board of Directors, chaired by the Chief Executive Officer. This is to review and discuss strategies concerning sustainability, the status of implementation of activities, and information disclosure and promote initiatives.

(1) Evaluation

The viability, effectiveness, and progress of measures are checked every year. Going through the PDCA cycle, the focus of activities is reviewed and expanded. The status of achievement is also linked to the evaluation standards of directors.

(2) Disclosures

Internally, we hold conferences involving global group companies to report the results of our efforts, have dialogues, and disclose them on our website and in sustainability reports.

We will continue to disclose the impact of climate change risks and revenue opportunities on our business activities and revenue in accordance with the TCFD framework, an internationally established disclosure framework.

(3) Dialogue with Third Parties

In each process, we hold dialogues with experts and other third parties. We repeat the PDCA cycle to obtain evaluations from third parties and review and expand the focus of our activities as needed.

Chapter 4: stakeholder engagement

(1) Employee engagement

To ensure that our employees are aware of sustainability, we will implement educational programs to foster the necessary knowledge and global perspectives through conferences and dialogues.

(2) Stakeholder engagement

To conduct business activities and create values based on the trust of stakeholders, we will engage stakeholders based on the global standards of AA 1000 SES and AA 1000 APS. We also aim to create more meaningful value by engaging stakeholders throughout NTT Group's value chain.

Chapter 5: International norms and other policies

This charter is supplemented by other NTT Group policies, norms, and guidelines.

The NTT Group Energy Vision defines the basic principles, vision for medium and long-term direction and strategies, and the guidance we would like to achieve in the future regarding environmental measures.

The NTT Group Ethical Standards defines how the NTT Group complies with the laws and regulations of each country and region and how the NTT Group acts with high ethical standards.

The NTT Group Human Rights Policy applies to all employees and executives of the NTT Group. We also request suppliers and business partners to uphold this policy and respect human rights.