

## Environmental Data

	indicator	unit	FY2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023	
Environmental Data	Direct GHG emissions (Scope 1)	10,000 t-CO2	23.8	14.1	16.6	15.0	
	GHG indirect emissions (Scope 2) Market-based	10,000 t-CO2	375	275	237	217	
	GHG indirect emissions (Scope 2) Location-based	10,000 t-CO2	403	284	335	384	
	Indirect GHG emissions (Scope 3) <sup>*1</sup>	10,000 t-CO2	2,223	2,082	1,949	1,883	
	Total non-renewable energy consumption	MWh	10,800,000	9,640,000	10,270,000	8,820,000	
	Total renewable energy consumption	MWh	1,270,000	1,780,000	2,670,000	3,530,000	
	Water consumption <sup>*2</sup>	volume of water taken from (a river, pond, flood, etc.)	Million m3	5.5	5.1	5.0	4.7
		Quantity of drinking water	Million m3	5.1	4.8	4.6	4.3
		Grey water + rainwater	Million m3	0.4	0.4	0.4	0.4
		Displacement (of a ship)	Million m3	4.4	4.1	3.9	3.8
	waste <sup>*2</sup>	Total waste reused/recycled	metric ton	453,000	457,000	489,000	474,000
		Total Waste Disposed	metric ton	16,000	19,000	21,000	20,000
		Amount of waste disposed of in landfills	metric ton	6,000	10,000	8,800	7,800
		Volume of waste treated by incineration with energy recovery	metric ton	9,000	8,000	11,700	11,500
		Volume of waste treated by incineration without energy recovery	metric ton	1,000	1,000	400	300
		Volume of waste treated by other methods	metric ton	0	0	0	0
	Average power usage efficiency (PUE) in data centers <sup>*4</sup>	-	1.65	1.67	1.87	1.68	
	Total energy use in data centers (MWh) <sup>*4</sup>	MWh	665,000	619,000	646,000	1,633,000	
	Renewable energy as a percentage of total energy use in data centers (%) <sup>*4</sup>	%	11.3	37.0	49.8	48.1	

\*1 Figures under review for third party guarantees. Revised figures due to the review will be disclosed in the integrated report, etc.

\*2 Data only for group companies in Japan

\*3 The scope of calculation of "the amount of waste treated by incineration with energy recovery" was changed from FY2022. The total amount of waste generated, which is the sum of "total amount of waste reused/recycled" and "total amount of waste treated," remains unchanged.

\*4 Aggregate values for some domestic and overseas data centers

Environmental Data	indicator	unit	Emissions in FY2023
	<b>Indirect GHG emissions (Scope 3)<sup>*1</sup></b>	10,000 t-CO2	1,883
	Category 1 Introduced products and services	10,000 t-CO2	381
	Category 2 Capital goods	10,000 t-CO2	403
	Category 3 Fuel and energy related activities not included in Scope 1 and 2	10,000 t-CO2	416
	Category 4 Transportation, shipping (upstream)	10,000 t-CO2	8
	Category 5 Waste from business	10,000 t-CO2	2
	Category 6 Business trip	10,000 t-CO2	18
	Category 7 Employer Commuting	10,000 t-CO2	7
	Category 8 Leased assets (upstream) <sup>*5</sup>	10,000 t-CO2	-
	Category 9 Transportation, shipping (downstream) <sup>*6</sup>	10,000 t-CO2	-
	Category 10 Processing of sold products <sup>*7</sup>	10,000 t-CO2	-
	Category 11 Use of products sold	10,000 t-CO2	350
	Category 12 Disposal of sold products	10,000 t-CO2	7
	Category 13 Leased assets (downstream)	10,000 t-CO2	285
Category 14 Franchises	10,000 t-CO2	6	
Category 15 Investments <sup>*8</sup>	10,000 t-CO2	0	

\*5 Category 8 (leased assets (upstream)) was excluded from the calculation because fuel and electricity used by leased assets have already been calculated in Scope 1 or 2.

\*6 Category 9 (transportation and delivery (downstream)) was excluded from the scope of calculation because most of the emissions are from in-house logistics and in-house facilities (calculated under Scope 1 or 2) and contracted transportation (calculated under Category 4).

\*7 Category 10 (processing of products sold) was excluded from the calculation because NTT Group's main business does not process intermediate products.

\*8 Effective from FY2022 actual data, the method of recording emissions in Category 3 was changed from Category 15. In accordance with this change, we have retroactively applied the change in accounting method to data for FY2021 and earlier, and revised the figures.

## Number of violations

		Fiscal Year 2022	Fiscal Year 2023
Number of violations (cases)*	Corruption or bribery	0	0
	Discrimination or harassment	44	49
	Customer Privacy Information	0	5
	conflict of interest	0	0
	Money laundering or insider trading	1	0

\*Data only for group companies in Japan

## Donations, etc.

		FY2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023
Donations, etc. (yen)*	Lobbyists, representatives of interests or similar persons or organizations	0	0	0	0
	Local, regional, or national political campaigns, organizations or candidates	22,000,000	17,750,000	20,000,000	2,667,076,953
	Trade associations or tax-exempt organizations	836,636,910	838,876,137	910,969,977	1,684,125,285
	Other	0	0	0	0
	Total donations and other expenditures	858,639,910	856,626,137	930,969,977	2,777,263,585

\*NTT does not make political donations in accordance with the Political Contribution Control Law (as described in the Sustainability Report).

Certain group companies make political contributions at their own discretion in accordance with applicable laws and regulations and their own ethics codes.

Data only for group companies in Japan (the above figures for FY2020 to FY2022 are totals for NTT DOCOMO, NTT DATA, and NTTUS)

## Expenditure recipients and amounts of large donations

		Fiscal Year 2022	Fiscal Year 2023
High value donations (yen)*	Telecommunications Carriers Association	6,000,000	6,000,000
	European Telecommunications Standards Institute	18,052,548	26,355,075
	Multimedia Promotion Center The Foundation for MultiMedia Communications	24,000,000	24,000,000

\*Data only for group companies in Japan

## KPIs for supplier screening

		Fiscal Year 2022	Fiscal Year 2023
Supplier Screening*	Total number of primary suppliers (cases)	Approx. 45,000	Approx. 45,000
	Total number of significant primary suppliers (cases)	126	126
	Expenditures on significant primary suppliers as a percentage of total expenditures (%)	90%.	90%.
	Total number of significant secondary and subsequent suppliers (cases)	0	0
	Total number of significant suppliers (cases) (primary and post-secondary)	126	126

\*Data only for group companies in Japan

## Labor union membership rate

	Fiscal Year 2019	FY2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023
Labor union membership rate (%)*	79.4	79.6	78.1	76.1	78.2

\*Data only for group companies in Japan

## Input to education and career development

		Fiscal Year 2019	FY2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023
Education and carrier development*	Average hours of education and career development per full-time equivalent (FTE) employee (hours)	30.0	24.0	34.0	38.0	40.7
	Average cost spent on education and career development per full-time equivalent (FTE) regular employee (in millions)	11.3	9.1	9.0	10.3	11.7

\*Data only for group companies in Japan

## adoption

		Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023
Adoption*	Total number of new employees hired (persons)	14,593	10,750	11,450
	(Percentage of vacant positions filled by internal candidates (e.g., through internal recruitment) (%)	100	100	-
	Full-time regular staff (full-time)/average recruitment cost per employee (yen)	1,922,977	1,923,076	826,580

\*Data only for group companies in Japan

## Employee turnover

		FY2020	Fiscal Year 2021	Fiscal Year 2022	Fiscal Year 2023
Turnover rate (including retirement)*	Total employee turnover (%)	7.1	6.4	5.7	4.2
	Turnover rate due to personal reasons (%)	2.8	3.6	2.6	5.4

\*Data only for group companies in Japan