

NTT Group
Sustainability Charter

Contents

Chapter 1: NTT's vision of a sustainable society

(1) Ensuring the coexistence of nature and humanity

- Moving towards a decarbonized society
- A commitment to a resource-recycling future
- A future where people and nature are in harmony

(2) Improving prosperity for all people and cultures

- Establishing shared ethical standards
- Preparing for a future with the powerful new technologies
- Move/Moving us toward a safe, secure, and resilient society

(3) Maximizing wellbeing for all

- Respect for human rights
- Diversity & Inclusion
- Creating new workplace models

Chapter 2: Process for selecting material issues

(1) Identifying material issues

(2) Set priority

(3) Approval

Chapter 3: Management system

(1) Evaluation

(2) Disclosure

(3) Dialogue with Third Parties

Chapter 4: Stakeholder engagement

(1) Employee Engagement

(2) Stakeholder Engagement

Chapter 5: Other related policies

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 diverse values and beliefs, can result in multiple points of view of the same facts. Because of this, many ideas, perceptions, and values that seem contradictory can 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 positive 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 Achieve our decarbonization goals through energy conservation,

implementing IOWN and other innovative technologies, developing and expanding renewable energy

- ② Implement decarbonization requirements for partners throughout the supply chain

- **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]

- ③ Increase the reuse and recycling of all technology equipment
- ④ Ensure proper treatment, storage and management of hazardous waste

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

Through our business and employee activities, we will promote initiatives related to biodiversity, ecosystem conservation and forest conservation (consideration for natural capital).

[Activities]

- ⑤ Promote increased biodiversity, natural ecosystems and conservation
- ⑥ Appropriate and efficient management of water resources

(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]

- ⑦ Develop and enforce thoroughly the code of ethics including conduct risk, compliance, and governance
- ⑧ Share 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]

- ⑨ Ensure continuous improvement of services and support to meet the evolving needs of customers, communities and corporations
- ⑩ Protection and respect of intellectual property

•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]

- ⑪ Ensuring the stability and reliability of services
- ⑫ Strengthening information security and personal information protection

(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 human rights as a company and respect the human rights of our customers and the entire supply chain..

[Activities]

- ⑬ Complying with the NTT Group Human Rights Policy
- ⑭ Encourage human rights and respect for the individual across our organization, customers, and partners

• **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]

- ⑮ Attract and retain diverse human resources
- ⑯ Support flexible work life balance choices and support an inclusive work environment

• **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]

- ⑰ Support diverse work styles for health and wellbeing management
- ⑱ Encourage independent and personal skill development

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 integrated 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, an internationally established disclosure framework, or an equivalent 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.