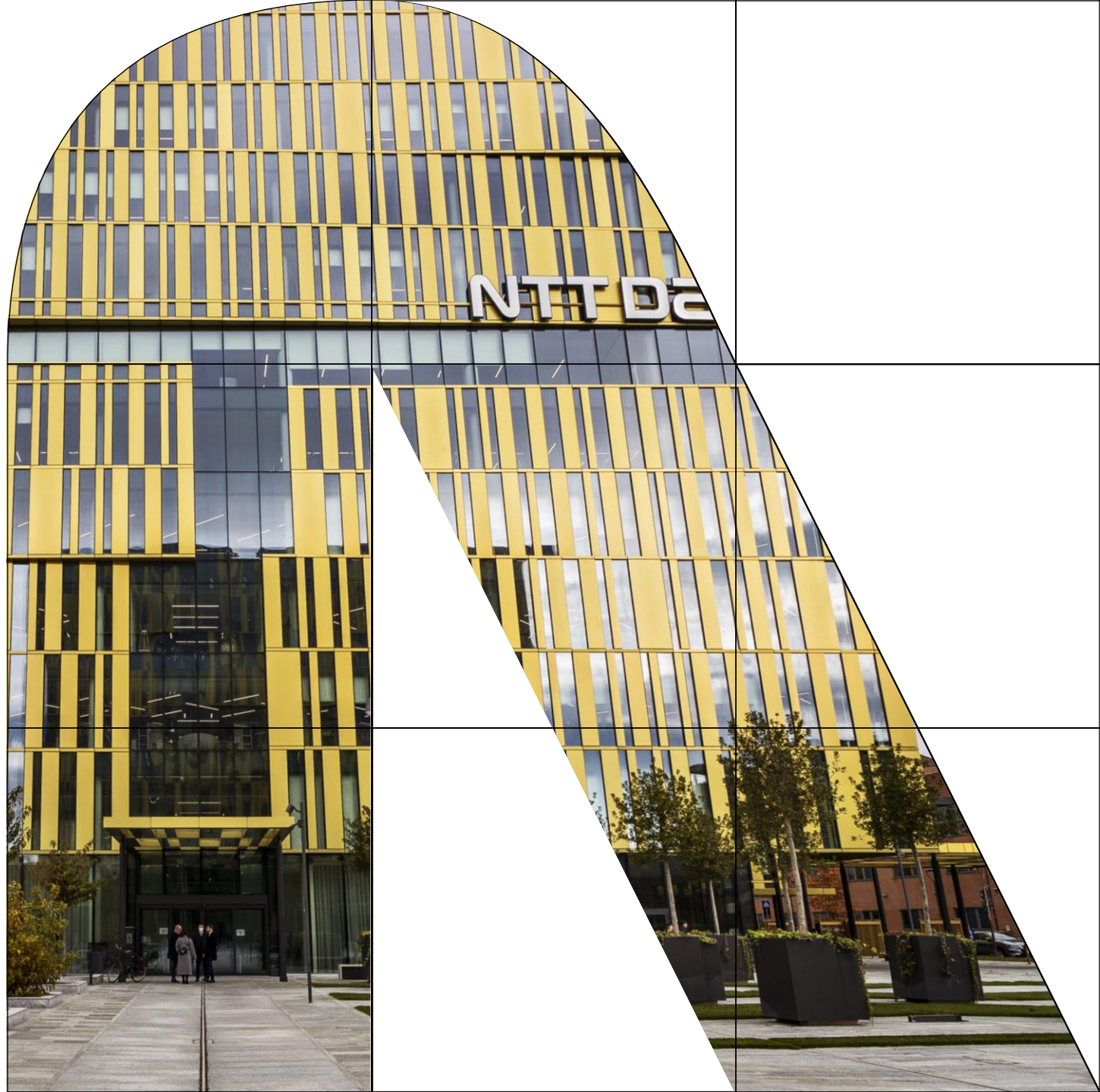


Well-MI

Healthy, happy people perform better.





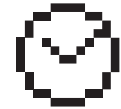
01 A place to work happily.

NTT DATA Italia believes that happy and healthy people live better. That's why we have transformed the NTT DATA office in Milan into a **people-first workplace** through the Well-MI project. A project focused on improving the **well-being and comfort** perceived by employees and the community. A hundred initiatives developed according to the WELL protocol, a holistic approach to social

and **environmental sustainability issues**, which will lead the NTT DATA headquarters in Milan to achieve **recognition of excellence on a global scale**. Everyone from **management** to **employees** to the city **community** collaborated on the project, placing the person at the center of the process.

01 OVERVIEW





→ **100 SUSTAINABLE INITIATIVE**

→ **10 THEMATIC AREAS**



THERMAL COMFORT

Promote human productivity and provide a maximum level of thermal comfort among all building users through improved HVAC system design and control and by meeting individual thermal preferences.

AIR

Achieve high levels of indoor air quality across a building's lifetime through diverse strategies that include source elimination or reduction, active and passive building design and operation strategies and human behavior interventions.

NOURISHMENT

Requires the availability of fruits and vegetables and nutritional transparency. It encourages the creation of food environments, where the healthiest choice is the easiest choice.

SOUND

Bolster occupant health and well-being through the identification and mitigation of acoustical comfort parameters that shape occupant experiences in the built environment.

LIGHT

Create lighting environments that promote visual, mental and biological health.

WATER

Distribution and control of liquid water in a building. Maintenance and monitoring of drinking water contamination thresholds. Water management to prevent damage to building materials and environmental conditions

MOVEMENT

Promotes physical activity in everyday life through environmental design, policies and programs to ensure that movement opportunities are integrated into the fabric of our culture, buildings and communities.

MIND

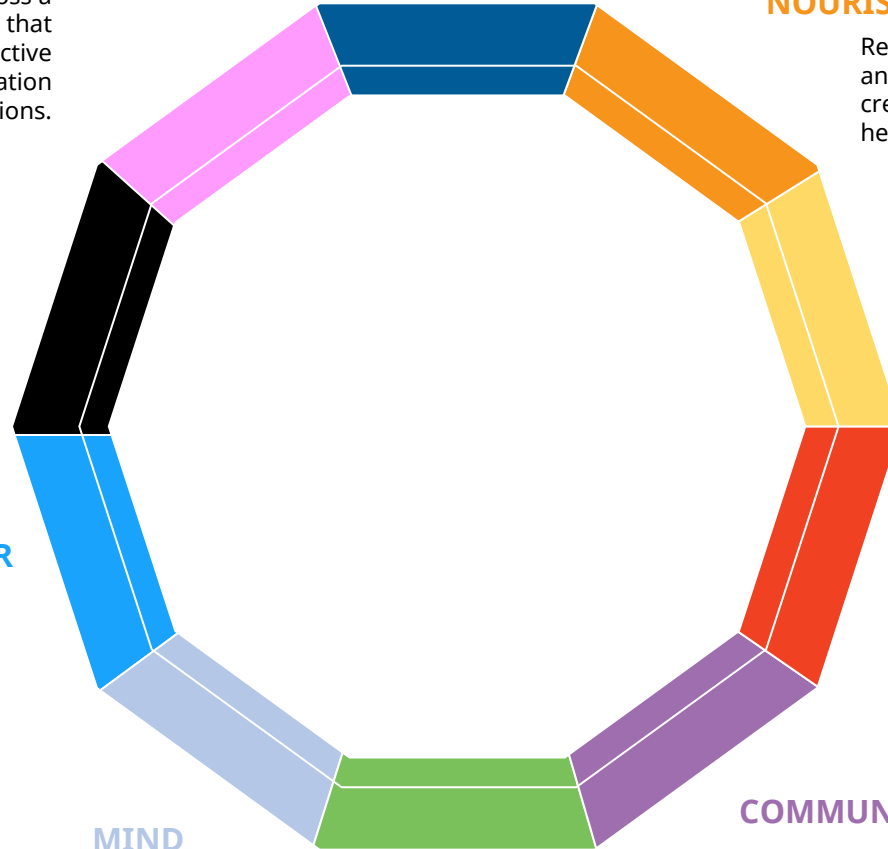
Promoting mental health through policy, program and design strategies that seek to address the diverse factors that influence cognitive and emotional well-being.

COMMUNITY

Support access to essential healthcare, build a culture of health that accommodates diverse population needs and establish an inclusive, engaged occupant community.

MATERIALS

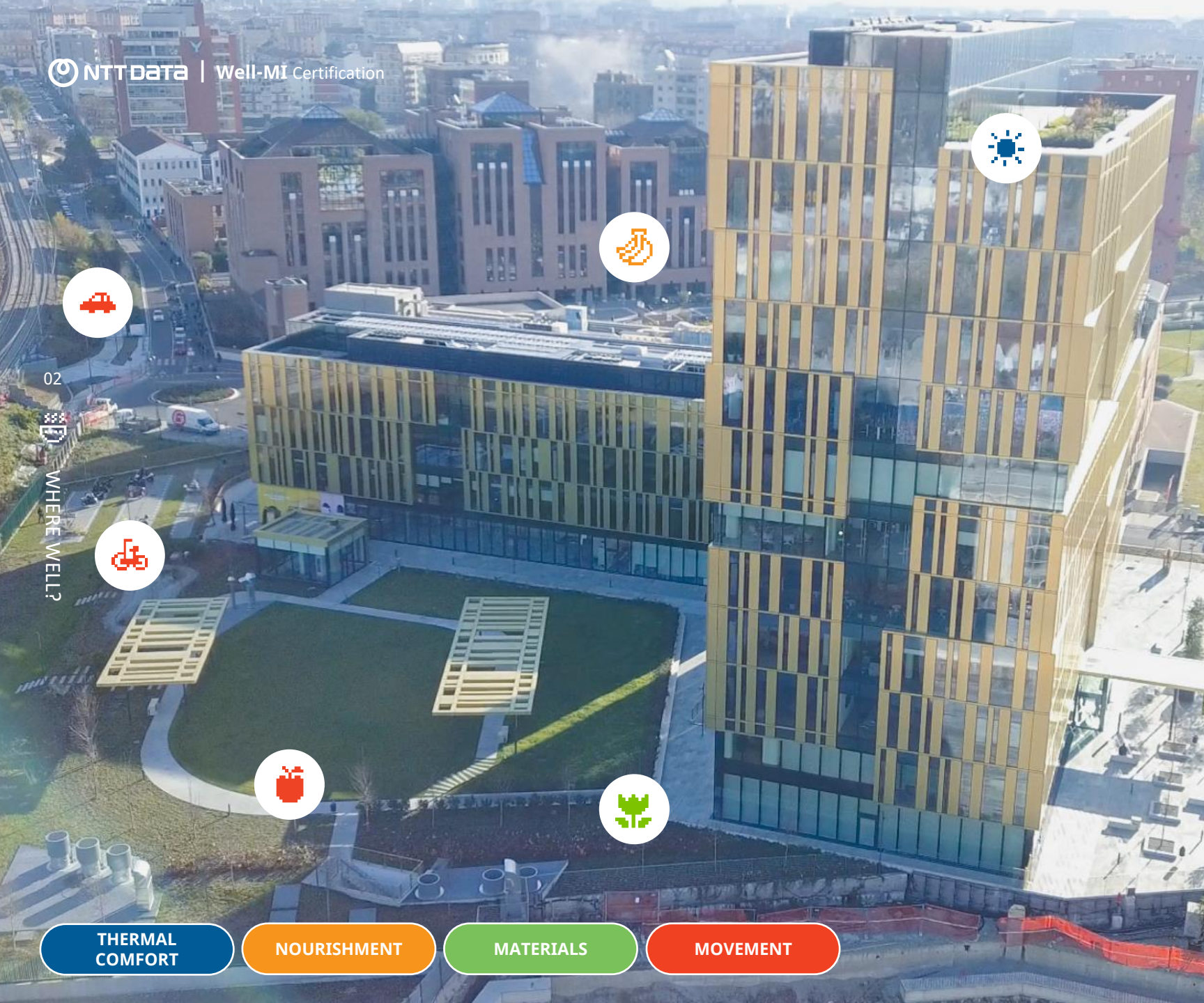
Reduce human exposure, whether direct or through environmental contamination, to chemicals that may impact health during the construction, remodeling, furnishing and operation of buildings.





02 Sustainability in every space.

02 WHERE WELL? →



THERMAL COMFORT

NOURISHMENT

MATERIALS

MOVEMENT



COLLECTIVE MOBILITY

We promote collective mobility; our offices are easily accessible via major public transportation means such as trains, buses, or subways.



SUSTAINABLE MOBILITY

We support sustainable mobility by providing bicycle racks along with the necessary facilities for maintenance and emergency repairs.



SPACES FOR SPORTS ACTIVITIES

Surrounding our offices are parks and green spaces for engaging in sports activities. Additionally, within a 500-meter radius, there is access to a gym affiliated with our network of approved facilities for all our employees.



SITE QUALITY

The buildings housing our offices are situated on remediated and decontaminated land, ensuring the healthiness of the area. The green area behind the buildings has also received Biodiversity certification, promoting the development of biodiversity.



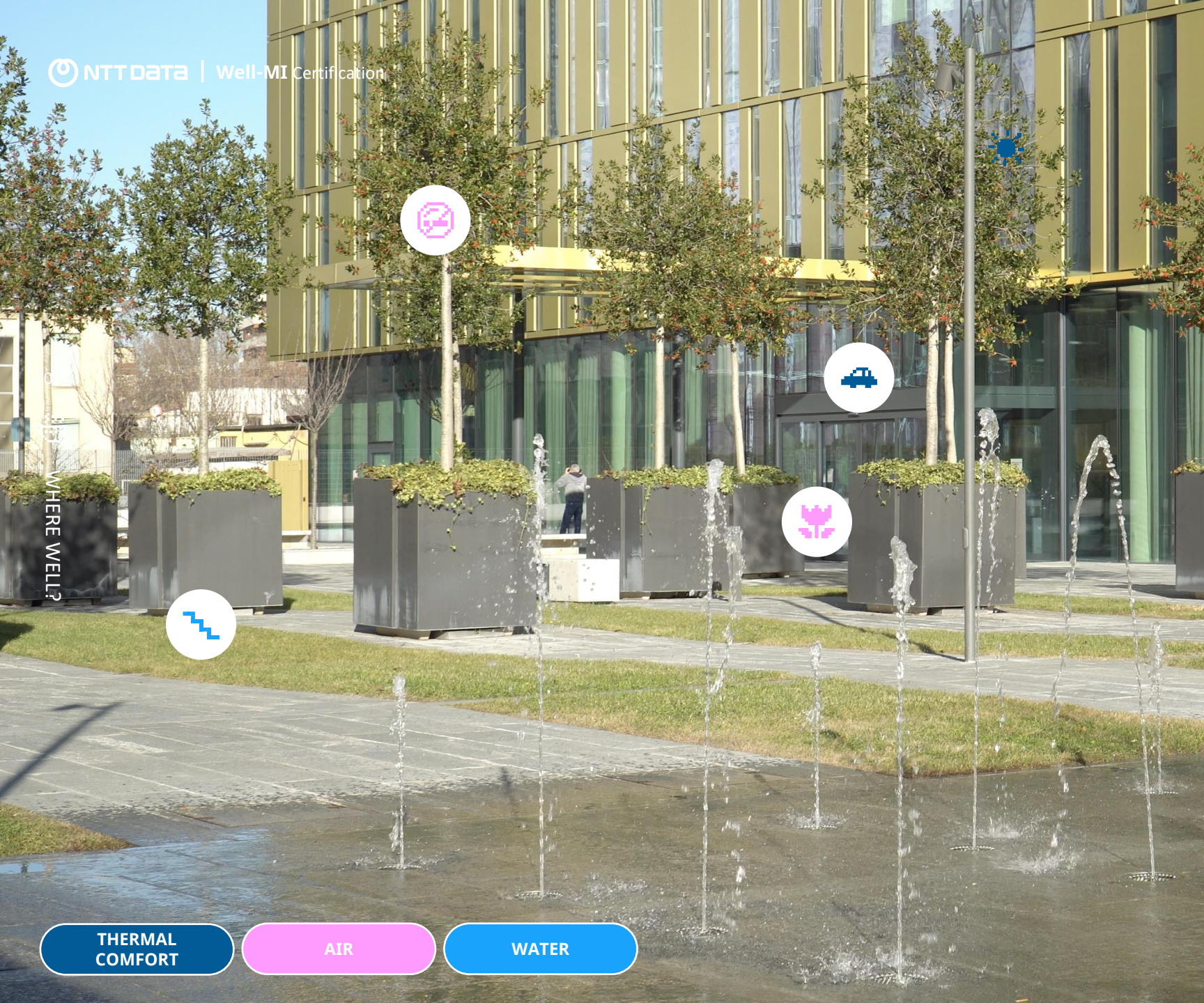
GAZEBO

The gazebo built on the terrace provides the opportunity to enjoy outdoor spaces from a sheltered position, protected from the elements.



NOURISHMENT SHOP

Our offices are located near a supermarket to meet the dietary needs of everyone.



COVERED ENTRANCES

Access to and exit from the buildings is facilitated through turnstiles and canopies protecting the entrances, designed to mitigate the varied climatic conditions experienced between outdoor and indoor environments



SMOKING PROHIBITION

We impose a smoking ban inside the offices and in outdoor areas such as terraces. Additionally, a buffer zone of 7.5 meters has been created near entrances or ground floor openings to protect occupants from the risks of secondhand smoke.



DOORMAT

We have placed mats at the entrances covering a length of 3 meters in each direction of walk so as to filter out external impurities.



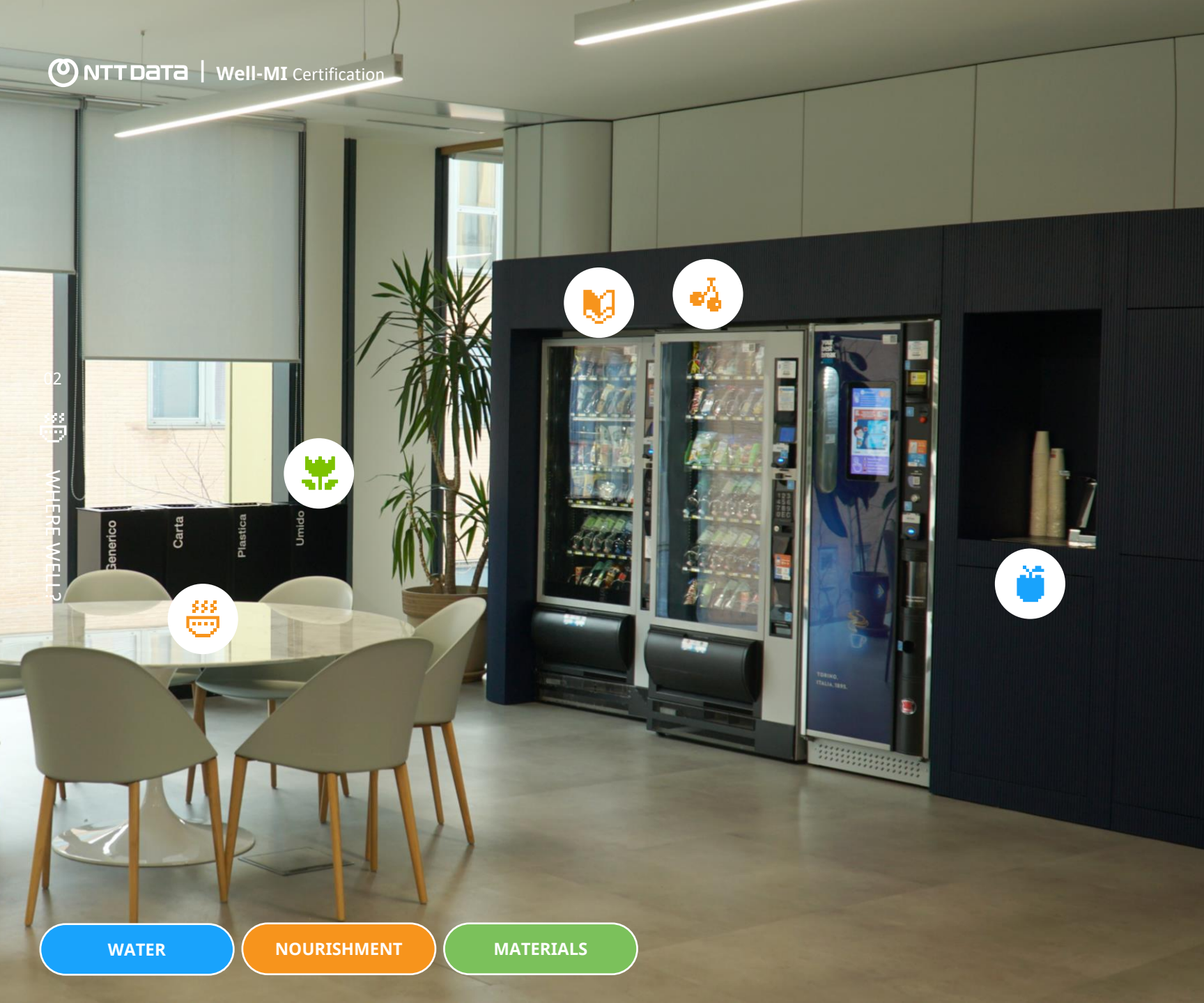
DUAL WATER NETWORK

Rainwater is collected to support the irrigation of the planters and for flushing the toilets.

THERMAL
COMFORT

AIR

WATER



2
WHERE WELL?



BREAK AREAS AND DISHES

On each floor, break areas are available for lunch breaks or for a simple pause. Break areas are equipped for food preparation and offer reusable dishes to avoid the use of disposable ones.



HEALTHY DIET

We promote and encourage the consumption of fruits and vegetables and, in general, a healthy diet. In fact, the vending machines offer snacks with limited sugar content and baked goods, including those made with whole grain flour. Every day, it is possible to reserve a lunch box, also available with menus tailored for those following special diets.



MINDFUL EATING

We reiterate the importance of mindful eating and provide, in addition to dedicated courses and webinars, a virtual library containing nutritional information for all products available in the vending machines.



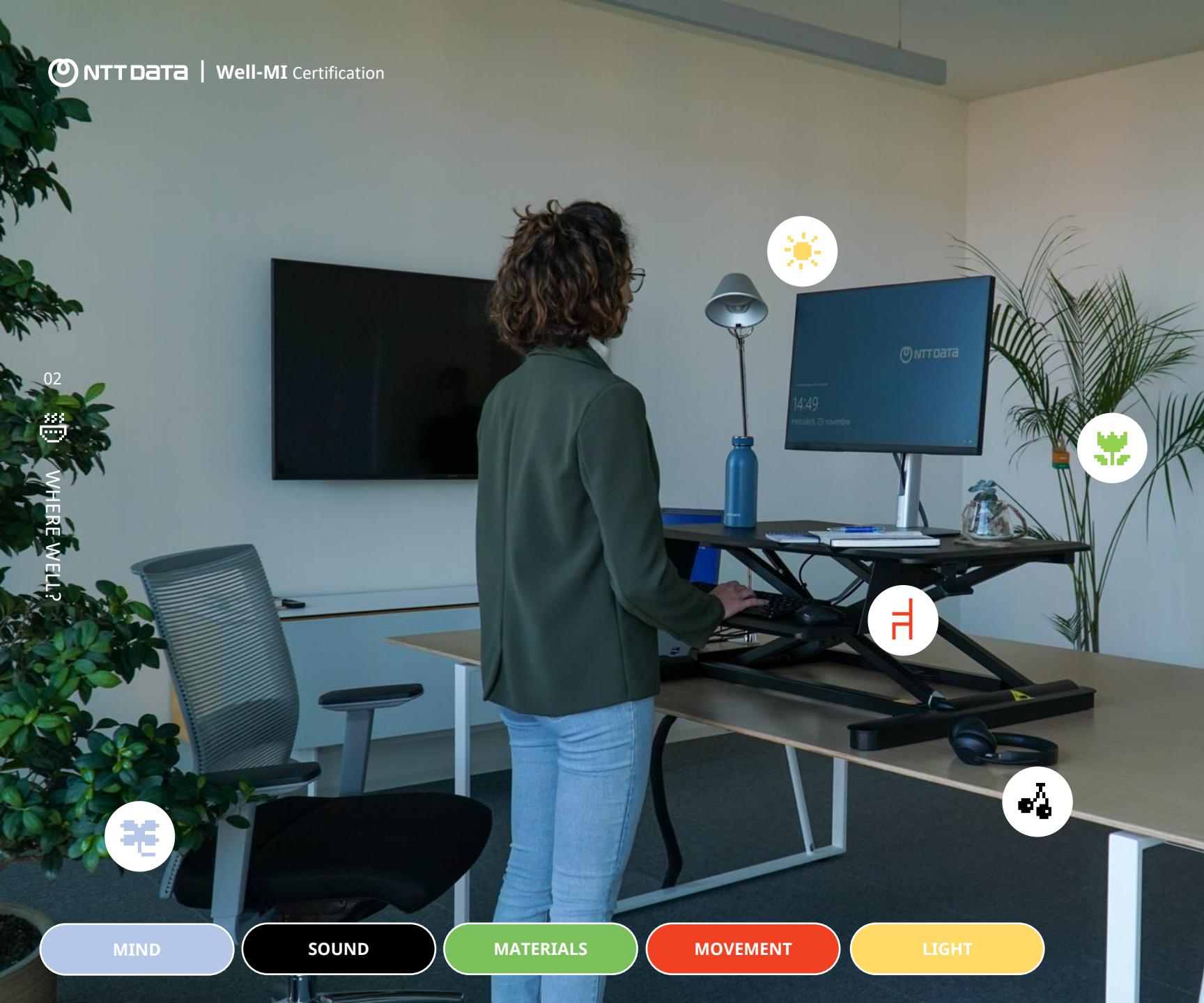
WATER DISPENSER

Water dispensers are available on each floor to encourage consumption. The potability is checked quarterly through an accredited laboratory.



WASTE MANAGEMENT

Inside the offices, recycling is promoted through ecological stations located on each floor, featuring bins for paper, plastic/metal, organic waste, and general waste. Properly sorting waste facilitates the recovery of raw materials.



MIND

SOUND

MATERIALS

MOVEMENT

LIGHT

ERGONOMICS

All workstations are ergonomic. In fact, all employees are provided with seating and add-ons designed to ensure maximum comfort and the best safety conditions while performing their tasks in the office.

GREENERY IN OFFICE

We promote greenery in the office by including plants and ensuring that 75% of the workstations have a direct view of a green element.

PESTICIDE USE

We promote the limitation of chemical products by asking suppliers responsible for gardening activities to use only natural products such as beneficial insects.

HEADPHONES

All employees are provided with headphones to work with improved acoustics and to protect the sound privacy of their conversations.

TASKLIGHT

We provide the opportunity for anyone, with verified reasons, to request an additional device to enhance and improve the lighting of their workstation.



DRESS CODE

No dress code is enforced, allowing each individual to choose functional and decent attire to achieve their optimal personal thermal comfort.



SUPPORT TO FAMILIES

We provide support to families and new parents, ensuring compliance with the National Collective Labor Agreement by granting leave and permits for specific needs and requirements.



SURVEY

We periodically ask all employees to express their opinions on WELL related topics through a specific survey in order to continuously improve.



DIVERSITY AND INCLUSION

We believe in people's Uniqueness and the value that each of us can add to society. We work every day to guarantee equal opportunities within the company, and to guarantee that people feel included and respected, regardless of their gender, sexual orientation, religion, culture, nationality, disability, age, or other personal and social characteristics.



WELLNESS COURSES

Foster a culture of well-being and awareness through webinars and courses on mental health and regeneration. Furthermore, we provide programs that support psychological well-being and assist in smoking cessation.

MIND

THERMAL COMFORT

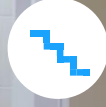
COMMUNITY



WATER

MOVEMENT

MIND



SHOWERS

The showers and lockers are provided in proportion to the number of occupants and are available for those who engage in sports activities before and after work, such as those who, for instance, commute to the office by bicycle.



SINKS

In the restrooms, the sinks are ergonomic. Regarding handwashing, there are always instructions for proper sanitization, along with accessories for drying hands. Moreover, soap distributed does not contain hazardous chemicals to protect the skin and the environment.



WATER ANALYSIS

We monitor the water quality by an accredited laboratory that annually checks the pH, turbidity, and the presence of microorganisms, metals, organic and inorganic contaminants, herbicides, and pesticides.



LEGIONELLA MONITORING

We have developed a Legionella management plan that includes periodic maintenance activities for the systems to limit the proliferation of the bacteria. Additionally, annual laboratory analyses are conducted to monitor and verify the effectiveness of these measures.



FIRST AID KIT

In addition to the first aid kits required by Italian regulations, we have equipped each floor with additional dressing and first aid kits containing products such as antibiotic ointments and eye bandages.

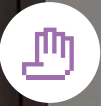


02



WHERE WELL?

A sustainable society who
recognition of all forms of
and in which personal asp
well appreciated.
Diversity of thought is sinor



THERMAL COMFORT

LIGHT

AIR

COMMUNITY



LIGHTING

We ensure that every workstation is adequately lit with natural or artificial light, verifying that the illumination level on each desk is at least 320 lux.



OCCUPANT LIGHTING CONTROL

We give everyone the opportunity to control the lighting of their work area through manual commands for management of the dimmability of the lamps.



RADIANT PANELS

All rooms are equipped with radiant ceiling panels that ensure the most suitable climatic conditions, heating in the winter season and cooling in the summer season.



MECHANICAL VENTILATION SYSTEM

We protect the quality of indoor environments through the management and the maintenance of the air treatment system (use of F9-type filters and periodic replacement).



ACCESSIBILITY AND EMERGENCY MANAGEMENT

All spaces are free from architectural barriers and are therefore accessible to everyone, including those with physical disabilities. We have also updated emergency and evacuation plans, taking into consideration additional risk factors and organizing verification tests.



MIND

 ART

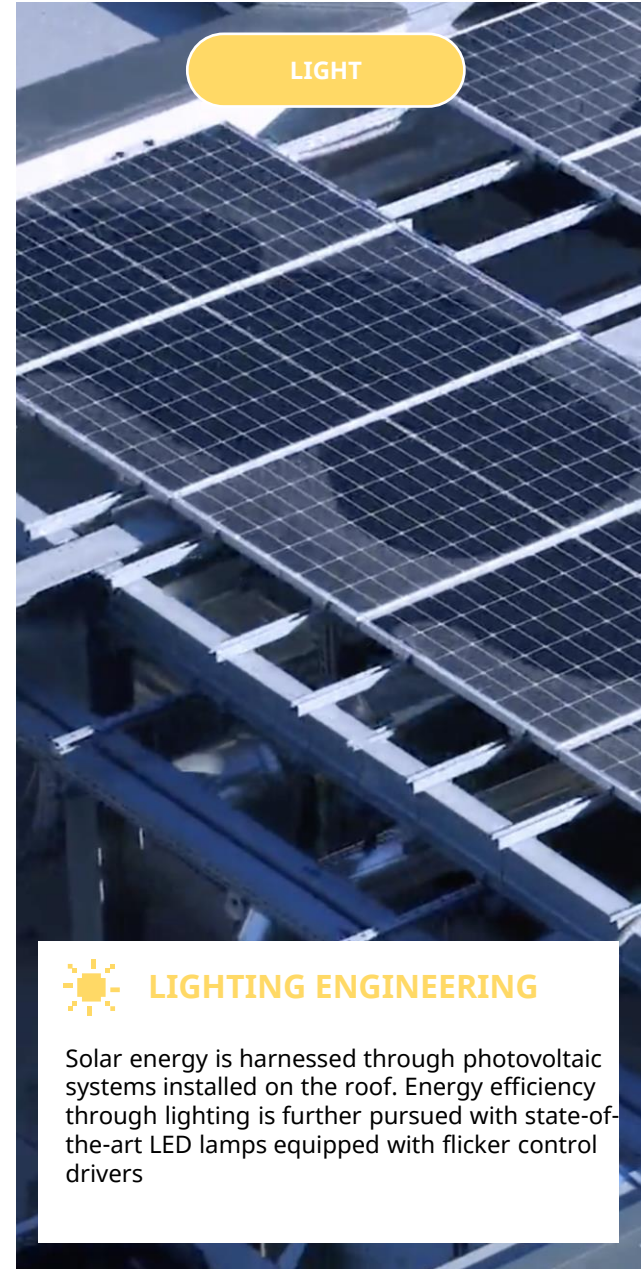
We integrate art into the workspaces. All employees can admire the artwork 'Schhh Schhh' by Riccardo Benassi, which integrates nature and technology in a dynamic emotional dualism.

MIND

 PAUSE

We ensure, in accordance with the National Collective Labor Agreement, the possibility of taking breaks and provide spaces where one can refresh and regain strength.

LIGHT

 LIGHTING ENGINEERING

Solar energy is harnessed through photovoltaic systems installed on the roof. Energy efficiency through lighting is further pursued with state-of-the-art LED lamps equipped with flicker control drivers

AIR



AIR ANALYSIS

The air quality is monitored by an accredited laboratory that annually checks for the presence of volatile organic compounds (VOC), particulate matter, and other contaminants.

SOUND



NOISE MAPPING

We have mapped the environments to ensure that noisy areas do not border on quiet zones; where this occurs, we have verified the adequacy of the acoustic insulation of the dividing partitions.

THERMAL COMFORT



TEMPERATURE CONTROL

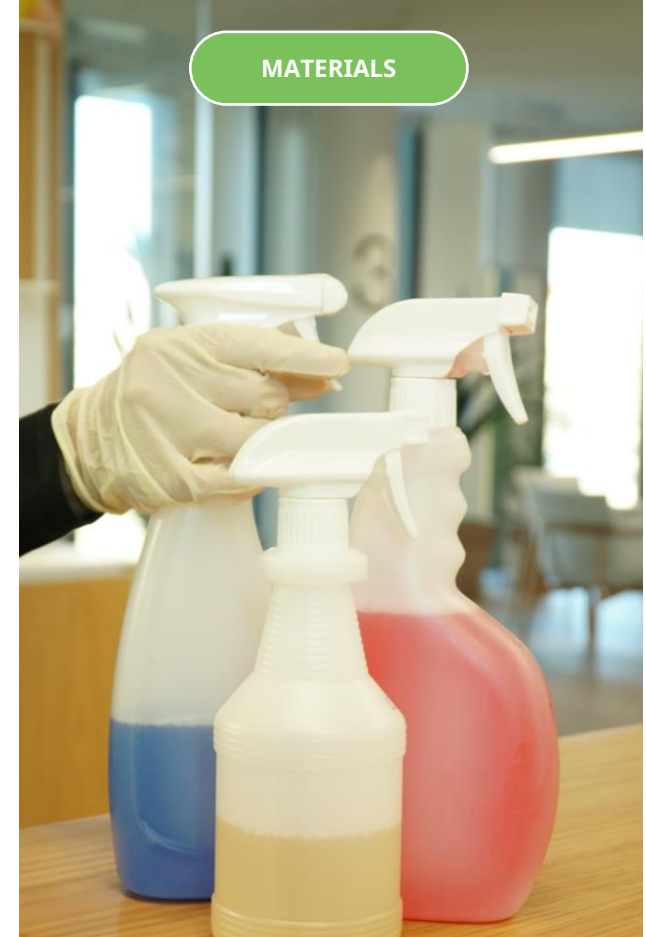
We offer everyone the opportunity to control the air conditioning in their workspace through manual controls.


STAIRWAY

We promote movement by recommending the use of stairs as an alternative to the elevator. In this regard, each building's stairwell has been enhanced with graphics inspired by the NTT DOCOMO Emoji set (Shigetaka Kurita 1998/99) exhibited at the MOMA in New York.


ACOUSTIC TESTS

We have conducted acoustic tests to ensure that the average sound pressure level [Leq(A)] and maximum sound pressure level [Lmax(A)] thresholds are adhered to in the workspaces. Additionally, we have verified an acceptable reverberation time in conference rooms.


CHEMICAL PRODUCT MANAGEMENT

We promote the limitation of chemical products by requesting that suppliers responsible for cleaning activities use environmentally friendly products.



03 Bring well-being everywhere.

The project aims to increase employee productivity, attract and retain high-level talents, and strengthen our performance in **ESG (Environment, Social and Governance)** areas.

The objective is to extend sustainability actions to other locations of NTT DATA Italia, positioning the company as a point of reference for excellence and inspiration. Achieving WELL Platinum certification for the Milan headquarters will make it globally recognized.

The policies and approach adopted promote a **healthy lifestyle** and raise awareness about physical and mental well-being.

The awareness promoted by the WELL protocol in the Milan headquarter provides an opportunity to disseminate best practices beyond the workplace context.

03 AFTER WELL?



On a territorial scale, the project has bettered the company's **ecological footprint** in the region where the offices are situated. NTT DATA Italia demonstrates respect for the surrounding environment through the use of **renewable energy**, such as photovoltaic panels and rainwater harvesting and reuse systems. Moreover, the adoption of best practices like reducing chemical usage, effective waste management, and recycling further contributes to the well-

being of the local community. The strategies initiated for the Milano office's certification can be replicated and extended to other NTT DATA Italia S.p.A. locations or different entities within the group. This aligns with the company's ongoing commitment to self-improvement for the benefit of its employees and the communities it serves.

Thanks by



NTT DATA