## **GRI Index**

Indicator	Description	Relevant Section	Expanded Version	Digest Vers
NERAL STANI	IDARD DISCLOSURES			
tegy and Analy	lysis			
G4-1	Provide 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 the organization's strategy for addressing sustainability.	Senior Management's Commitment	_	
G4-2	Provide a description of key impacts, risks, and opportunities.	NTT Communications CSR, Risk Management	1, 61	
		Senior Management's Commitment, Corporations and Sustainability	_	2,
anizational Pro	ofile			
G4-3	Report the name of the organization.	Corporate Information	_	1
G4-4	Report the primary brands, products, and services.	Our Business That Extends Across Society, Corporate Information	_	3, 1
G4-5	Report the location of the organization's headquarters.	Corporate Information	_	1
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	The Corporate Information and of the Company's of		ons
G4-7	Report the nature of ownership and legal form.	Corporate Information	_	1
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Our Business That Extends Across Society, Corporate Information	-	3, 1
G4-9	Report the scale of the organization (including such items as sales, profit, assets, and employees)	Our Business That Extends Across Society, Corporate Information	-	3,
G4-10	Details of employees by type and gender (employment conditions)	Personnel Data	20	
G4-11 G4-12	Report the percentage of total employees covered by collective bargaining agreements.  Describe the organization's supply chain.	Our Business That Extends Across Society		
G4-13	Report any significant changes during the reporting period regarding the organization's	Not Applica	ahle	l
	size, structure, ownership, or its supply chain.  VTS TO EXTERNAL INITIATIVES	Тост фрио		
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	CSR Concept, Compliance, Risk Management	1, 59, 61	
	·····		1	
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	CSR Concept	'	
G4-15 G4-16		CSR Concept —		
G4-16	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.	CSR Concept	_	
G4-16	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or	CSR Concept	_	
G4-16	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.	CSR Concept  — The Corporate Information and G of the Company		iions
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G4-16  titified Material G4-17	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  I Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents.  b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries.  b. Explain how the organization has implemented the Reporting Principles for	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter	s website	ions
G4-16  G4-17  G4-18	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  I Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents.  b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries.  b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance, Activity Achievements in Line with CSR	s website	ions
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G4-16  G4-17  G4-18  G4-19	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  I Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents.  b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries.  b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.  List all the material Aspects identified in the process for defining report content.	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter Compliance with and Improvement of Materiality Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance Activity Achievements in Line with CSR	4, 21, 33, 54  - 4, 21, 33, 54	ions
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G4-16  G4-17  G4-18  G4-19  G4-20  G4-21  G4-22  G4-23	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  I Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents.  b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries.  b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.  List all the material Aspects identified in the process for defining report content.  For each material Aspect, report the Aspect Boundary within the organization.  For each material Aspect, report the Aspect Boundary outside the organization.  Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.  Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter Compliance with and Improvement of Materiality  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter  Not Applications and Strengthening of Each Chapter	4, 21, 33, 54  4, 21, 33, 54  4, 21, 33, 54	ions
G4-16  G4-17  G4-18  G4-19  G4-20  G4-21  G4-22  G4-23  ceholder Engage	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  I Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents.  b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries.  b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.  List all the material Aspects identified in the process for defining report content.  For each material Aspect, report the Aspect Boundary within the organization.  For each material Aspect, report the Aspect Boundary outside the organization.  Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.  Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter  Compliance with and Improvement of Materiality  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter  Not Applications of the Complex of the Complex of Corporate Governance Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter	4, 21, 33, 54  4, 21, 33, 54  4, 21, 33, 54  — able	ions
G4-16  G4-17  G4-18  G4-19  G4-20  G4-21  G4-22  G4-23  seholder Engag	other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.    Aspects and Boundaries	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter Compliance with and Improvement of Materiality  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter  Not Applications and Strengthening of Each Chapter	4, 21, 33, 54  4, 21, 33, 54  4, 21, 33, 54	ions
G4-16  G4-17  G4-18  G4-19  G4-20  G4-21  G4-22  G4-23  Seholder Engage  G4-24  G4-25	Other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.  List all the material Aspects identified in the process for defining report content.  For each material Aspect, report the Aspect Boundary within the organization.  For each material Aspect, report the Aspect Boundary outside the organization.  Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.  Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.  Agement  Provide a list of stakeholder groups engaged by the organization.  Report the basis for identification and selection of stakeholders with whom to engage.  Report the organization's approach to stakeholder engagement, including frequency of	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter Compliance with and Improvement of Materiality  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter  Not Application  Not Application  Continuous Strengthening of Corporate Governance  — Continuous Verification of Activities,	4, 21, 33, 54  4, 21, 33, 54  4, 21, 33, 54	ions
G4-16  G4-17  G4-18  G4-19  G4-20  G4-21  G4-22  G4-23  seholder Engag	Other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  I Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.  List all the material Aspects identified in the process for defining report content.  For each material Aspect, report the Aspect Boundary within the organization.  Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.  Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.  agement  Provide a list of stakeholder groups engaged by the organization.  Report 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.	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter Compliance with and Improvement of Materiality  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance  Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter  Not Application  Not Application  Continuous Strengthening of Corporate Governance  ———————————————————————————————————	4, 21, 33, 54  4, 21, 33, 54  4, 21, 33, 54  — able	ions
G4-16  G4-17  G4-18  G4-19  G4-20  G4-21  G4-22  G4-23  Seholder Engage  G4-24  G4-25	Other initiatives to which the organization subscribes or which it endorses.  Details of any external associations including industry associations and national or international advocacy groups in which the organization is a member.  Aspects and Boundaries  a. List all entities included in the organization's consolidated financial statements or equivalent documents. b. Report whether any entity included in the organization's consolidated financial statements or equivalent documents is not covered by the report.  a. Explain the process for defining the report content and the Aspect Boundaries. b. Explain how the organization has implemented the Reporting Principles for Defining Report Content.  List all the material Aspects identified in the process for defining report content.  For each material Aspect, report the Aspect Boundary within the organization.  Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.  Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.  Report the basis for identification and selection of stakeholders with whom to engage.  Report 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	The Corporate Information and G of the Company  NTT Communications CSR  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter Compliance with and Improvement of Materiality  Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter  Not Application  Continuous Strengthening of Corporate Governance  — Continuous Verification of Activities, Continuous Strengthening of Corporate	4, 21, 33, 54  4, 21, 33, 54  4, 21, 33, 54	ions

	Indicator	Description	Relevant Section	Expanded Version	Digest Version			
GEN	NERAL STAND	ARD DISCLOSURES						
Rep	Report Profile							
			About the Reporting Medium	_	18			
	G4-28	Reporting period (such as fiscal or calendar year) for information provided.	CSR Website About t	he CSR Report				
	04.00		About the Reporting Medium	-	18			
	G4-29	Date of most recent previous report (if any).	CSR Website About t	he CSR Report				
	G4-30	Reporting cycle (such as annual, biennial).	About the Reporting Medium	_	18			
	Q4 30	Reporting cycle (such as annual, biennial).	CSR Website About t	he CSR Report				
L	G4-31	Provide the contact point for questions regarding the report or its contents.	CSR Website	nquiries				
	GRI CONTENT							
	G4-32	<ul> <li>a. Report the 'in accordance' option the organization has chosen.</li> <li>b. Report the GRI Content Index for the chosen option (see tables below).</li> <li>c. Report the reference to the External Assurance Report, if the report has been externally assured. GRI recommends the use of external assurance but it is not a requirement to be 'in accordance' with the Guidelines.</li> </ul>	Reference	ce				
,	ASSURANCE							
	G4-33	a. Report the organization's policy and current practice with regard to seeking external assurance for the report.  b. If not included in the assurance report accompanying the sustainability report, report the scope and basis of any external assurance provided.  c. Report the relationship between the organization and the assurance providers.  d. Report whether the highest governance body or senior executives are involved in seeking assurance for the organization's sustainability report.	_	_	_			
Gov	ernance							
		STRUCTURE AND COMPOSITION						
	G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Governance	57	_			
	G4-35	Report the process for delegating authority for economic, environmental and social topics from the highest governance body to senior executives and other employees.	CSR Governance	58	_			
	G4-36	Report whether the organization has appointed an executive-level position or positions with responsibility for economic, environmental and social topics, and whether post holders report directly to the highest governance body.	Governance	57	_			
	G4-37	Report processes for consultation between stakeholders and the highest governance body on economic, environmental and social topics. If consultation is delegated, describe to whom and any feedback processes to the highest governance body.	CSR Governance	58	-			
	G4-38	Report the composition of the highest governance body and its committees by next category	_	-	_			
	G4-39	Report whether the Chair of the highest governance body is also an executive officer (and, if so, his or her function within the organization's management and the reasons for this arrangement).	Governance	57	-			
	G4-40	Report the nomination and selection processes for the highest governance body and its committees, and the criteria used for nominating and selecting highest governance body members, including:  • Whether and how diversity is considered  • Whether and how independence is considered  • Whether and how expertise and experience relating to economic, environmental and social topics are considered  • Whether and how stakeholders (including shareholders) are involved	_	-	-			
	G4-41	Report processes for the highest governance body to ensure conflicts of interest are avoided and managed. Report whether conflicts of interest are disclosed to stake-holders, including, as a minimum:  • Cross-board membership  • Cross-shareholding with suppliers and other stakeholders  • Existence of controlling shareholder  • Related party disclosures	_	-	-			
	HIGHEST GOV	ERNANCE BODY'S ROLE IN SETTING PURPOSE, VALUES, AND STRATEGY	-					
	G4-42	Report the 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 impacts.	CSR Governance	58	-			
I	HIGHEST GOV	ERNANCE BODY'S COMPETENCIES AND PERFORMANCE EVALUATION						
	G4-43	Report the measures taken to develop and enhance the highest governance body's collective knowledge of economic, environmental and social topics.	_	_	_			
	G4-44	a. Report the processes for evaluation of the highest governance body's performance with respect to governance of economic, environmental and social topics. Report whether such evaluation is independent or not, and its frequency. Report whether such evaluation is a self-assessment.  b. Report 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.	CSR Governance	58	-			
	HIGHEST GOVERNANCE BODY'S ROLE IN RISK MANAGEMENT							
	G4-45	a. Report the highest governance body's role in the identification and management of economic, environmental and social impacts, risks, and opportunities. Include the highest governance body's role in the implementation of due diligence processes.     b. Report whether stakeholder consultation is used to support the highest governance body's identification and management of economic, environmental and social impacts, risks, and opportunities.	Risk Management	61	-			
	G4-46	Report the highest governance body's role in reviewing the effectiveness of the organi-	_	_	_			
	G4-47	zation's risk management processes for economic, environmental and social topics.  Report the frequency of the highest governance body's review of economic, environmental and social impacts, risks, and opportunities.		_	_			

ERAL STANIC	Description  ARD DISCLOSURES	Relevant Section	Expanded Version	
	/ERNANCE BODY'S ROLE IN SUSTAINABILITY REPORTING		<u> </u>	
G4-48	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	CSR Governance	58	
IIGHEST GOV	/ERNANCE BODY'S ROLE IN EVALUATING ECONOMIC, ENVIRONMENTAL AND SOCI	IAL		
G4-49	Report the process for communicating critical concerns to the highest governance body.	CSR Governance	58	
G4-50	Report the nature and total number of critical concerns that were communicated to the highest governance body and the mechanism(s) used to address and resolve them.	_	_	
EMUNERATI	ON AND INCENTIVES	I		
G4-51	a. Report the remuneration policies for the highest governance body and senior executives for the below types of remuneration:  • Fixed pay and variable pay:  -Performance-based pay  -Equity-based pay  -Bonuses  -Deferred or vested shares  • Sign-on bonuses or recruitment incentive payments  • Termination payments  • Clawbacks  • Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees  b. Report how performance criteria in the remuneration policy relate to the highest governance body's and senior executives' economic, environmental and social objectives.	_	_	
G4-52	Report the process for determining remuneration. Report whether remuneration consultants are involved in determining remuneration and whether they are independent of management. Report any other relationships which the remuneration consultants have with the organization.	-	_	
G4-53	Report how stakeholders' views are sought and taken into account regarding remuneration, including the results of votes on remuneration policies and proposals, if applicable.	_	_	
G4-54	Report the 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.	_	_	
G4-55	Report the ratio of 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.	_	_	
and Integrit				
and Integrity		CSR Concept	1	
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Sharing and Promoting Increased Awareness Toward the Fundamental CSR Policy	_	
G4-57	Report the internal and external mechanisms for seeking advice on ethical and lawful behavior, and matters related to organizational integrity, such as helplines or advice lines.  Report the internal and external mechanisms for reporting concerns about unethical or	Compliance, Respect for Human Rights	46, 47	
G4-58	unlawful behavior, and matters related to organizational integrity, such as escalation through line management, whistleblowing mechanisms or hotlines.	Compliance, Respect for Human Rights	46, 47	
CIFIC STANDA	ARD DISCLOSURES			
osures on Mar	nagement Approach			
ENERIC DIS	CLOSURES ON MANAGEMENT APPROACH			
G4-DMA	a. Report why the Aspect is material. Report the impacts that make this Aspect material. b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including:  • The mechanisms for evaluating the effectiveness of the management approach.  • The results of the evaluation of the management approach.  • Any related adjustments to the management approach.	Expanded Version: NTT Communications CSR, Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strengthening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter and the Policies and Approach at the Beginning of Major Categories  Digest Version: Contributions to Society, Contributions to the Global Environment.	3, 7, 9, 11, 13, 15, 17, 19, 20, 23, 26, 29, 32, 35, 39, 45, 47, 50, 53, 56	
G4-DMA	material.  b. Report how the organization manages the material Aspect or its impacts. c. Report the evaluation of the management approach, including: • The mechanisms for evaluating the effectiveness of the management approach • The results of the evaluation of the management approach	CSR, Contributions to Society, Respect for Human Resources, Contributions to the Global Environment, Continuous Strength- ening of Corporate Governance, Activity Achievements in Line with CSR Indexes at the Beginning of Each Chapter and the Policies and Approach at the Beginning of Major Categories	13, 15, 17, 19, 20, 23, 26, 29, 32, 35, 39, 45,	7, 9, 11
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ndicator	Description	Relevant Section	Expanded Version	Digest Vers
CIFIC STANDA	ARD DISCLOSURES			
Procurement Pr	ractices			
G4-EC9	Proportion of spending on local suppliers at significant locations of operation	_	_	
ronmental				
Materials				
G4-EN1	Materials used by weight or volume	Environmental Impact of Business	36	
		Activities  Environmental Impact of Business		
G4-EN2	Percentage of materials used that are recycled input materials	Activities	36	
Energy			T	ı
G4-EN3	Energy consumption within the organization	Environmental Impact of Business Activities, A Future That is Conducive to a Low-Carbon Society	36, 39	
G4-EN4	Energy consumption outside of the organization	Environmental Impact of Business Activities, A Future That is Conducive to a Low-Carbon Society	36, 39	
G4-EN5	Energy intensity	Environmental Impact of Business Activities	36	
		Environmental Impact of Business Activities, A Future That is Conducive to a	36, 39	
G4-EN6	Reduction of energy consumption	Low-Carbon Society  Contributions to the Global Environment, CSR Activity Achievements	_	10,
		A Future That is Conducive to a		
G4-EN7	Reductions in energy requirements of products and services	Low-Carbon Society	39	
Water		1		
G4-EN8	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	Environmental Impact of Business Activities	36	
G4-EN9	Water sources significantly affected by withdrawal of water		_	
G4-EN10 Biodiversity	Percentage and total volume of water recycled and reused	_		
G4-EN11	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Upon Construction and Dismantling of Relay Stations	48	
G4-EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas	Planning a Future of Natural Harmony	47	
G4-EN13	Habitats protected or restored	Upon Construction and Dismantling of Relay Stations	48	
G4-EN14	Total number of IUCN Red List species and national conservation list species with	_	_	
Emissions	habitats in areas affected by operations, by level of extinction risk			
11115510115		Environmental Impact of Business Activi-		
G4-EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	ties, A Future That is Conducive to a Low-Carbon Society	36, 39	
G4-EN16	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	Environmental Impact of Business Activities, A Future That is Conducive to a Low-Carbon Society	36, 39	
G4-EN17	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Environmental Impact of Business Activities	36	
G4-EN18	Greenhouse gas (GHG) emissions intensity	Environmental Impact of Business Activities, A Future That is Conducive to a Low-Carbon Society	36, 39	
G4-EN19	Reduction of greenhouse gas (GHG) emissions	Activity Achievements in Line with CSR Indexes, A Future That is Conducive to a	33, 39	
C4 ENO0	[	Low-Carbon Society	50	
G4-EN20 G4-EN21	Emissions of ozone-depleting substances (ODS)  NOx, SOx, and other significant air emissions	Preventing Environmental Pollution  Preventing Environmental Pollution	50	
Effluents and W		Trotomany Environmentary endead.		l
G4-EN22	Total water discharge by quality and destination	_	_	
G4-EN23	Total weight of waste by type and disposal method	A Future That is Conducive to Closed Loop	45	
G4-EN24	Total number and volume of significant spills	Recycling		
G4-EN25	Weight of transported, imported, exported, or treated waste deemed hazardous under the terms of the basel convention 2 annex I, II, III, and VIII, and percentage of trans-	Preventing Environmental Pollution	50	
G4-EN26	ported waste shipped internationally  Identity, size, protected status, and biodiversity value of water bodies and related	_		
Products and S	habitats significantly affected by the organization's discharges of water and runoff ervices			
G4-EN27	Extent of impact mitigation of environmental impacts of products and services	Reducing the Carbon Footprint of Society through Our Services	43	
G4-EN28	Percentage of products sold and their packaging materials that are reclaimed by		_	
	category			
Compliance	Monoton value of significant fines and take number of			
G4-EN29	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations	Not applic	able	
Transport			1	1
G4-EN30	Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	Transportation Initiatives	42	

dicator	Description	Relevant Section	Expanded Version	Digest
FIC STANDA	ARD DISCLOSURES			
pplier Enviror	nmental Assessment			
G4-EN32	Percentage of new suppliers that were screened using environmental criteria	_	_	
G4-EN33	Significant actual and potential negative environmental impacts in the supply chain and	_	_	
	actions taken			
vironmental (	Grievance Mechanisms	I	I	T
G4-EN34	Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms	_	_	
nor Practices	s and Decent Work			
Employmen				
	Total number and rates of new employee hires and employee turnover by age group,		1	
G4-LA1	gender and region	_	_	
G4-LA2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation	Work-life balance	30	
04140		Maintaining and Improving Employee		
G4-LA3	Return to work and retention rates after parental leave, by gender	Health	29	
Labor/Mana	agement Relations			,
G4-LA4	Minimum notice periods regarding operational changes, including whether these are specified in collective agreements	_	_	
Occupation	al Health and Safety		l .	
Jecupationa	Percentage of total workforce represented in formal joint management—worker health			
G4-LA5	and safety committees that help monitor and advise on occupational health and safety	_	_	
	programs  Type of injury and rates of injury occupational disposes lest days and absorbasism and	Maintaining and Improving Family as	ļ	<u> </u>
G4-LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	Maintaining and Improving Employee Health	29	<u> </u>
G4-LA7	Workers with high incidence or high risk of diseases related to their occupation	_	_	
G4-LA8	Health and safety topics covered in formal agreements with trade unions	Maintaining and Improving Employee	29	
		Health		
Training and	T		I	T
G4-LA9	Average hours of training per year per employee by gender, and by employee category			
G4-LA10	Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings	Human Resource Development	23	
G4-LA11	Percentage of employees receiving regular performance and career development	Human Resource Development	23	
	reviews, by gender and by employee category	Transarrios Sarios Barolopinoni		
,	d Equal Opportunity		I	Γ
G4-LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	Personnel Data	20	
Equal Remu	uneration for Women and Men			
G4-LA13	Ratio of basic salary and remuneration of women to men by employee category, by	_	_	
Consultan As	significant locations of operation			
	sessment for Labor Practices	I _	_	Ι
G4-LA14	Percentage of new suppliers that were screened using labor practices criteria  Significant actual and potential negative impacts for labor practices in the supply chain	_		
G4-LA15	and actions taken	_	_	
Labor Pract	tices Grievance Mechanisms			
G4-LA16	Number of grievances about labor practices filed, addressed, and resolved through	_	_	
	formal grievance mechanisms			L
man Rights				
Investment	Total number and percentage of significant investment agreements and contracts that			
G4-HR1	include human rights clauses or that underwent human rights screening	_	_	
04.1150	Total hours of employee training on human rights policies or procedures concerning	B 16 11 5:11		Ţ
G4-HR2	aspects of human rights that are relevant to operations, including the percentage of employees trained	Respect for Human Rights	60	
Non-discrim		1		
G4-HR3	Total number of incidents of discrimination and corrective actions taken	Not Applic	able	
Freedom of	f Association and Collective Bargaining			
	Operations and suppliers identified in which the right to exercise freedom of association			
G4-HR4	and collective bargaining may be violated or at significant risk, and measures taken to support these rights	_	_	
Child Labor			1	
	Operations and suppliers identified as having significant risk for incidents of child labor,			
CALIDE	and measures taken to contribute to the effective abolition of child labor	_	_	ļ
G4-HR5	and measures taken to contribute to the chective aboutton of child labor	t and the second	1	
	Operations and suppliers identified as having significant risk for incidents of forced or	_	_	1
G4-HR5 G4-HR6	<u></u>			
	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor	_	_	
G4-HR6	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor actices  Percentage of security personnel trained in the organization's human rights policies or	_		
G4-HR6 Security Pra	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor actices  Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations	_	_	
G4-HR6 Security Pra	Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor, and measures to contribute to the elimination of all forms of forced or compulsory labor actices  Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations		_	

	Ind	icator	Description	Relevant Section	Expanded Version	Digest Version		
SPE	ECIF	FIC STANDA	ARD DISCLOSURES					
T	Assessment							
		G4-HR9	Total number and percentage of operations that have been subject to human rights reviews or impact assessments	-	_	_		
	ľ	Supplier Hui	man Rights Assessment		I			
		G4-HR10	Percentage of new suppliers that were screened using human rights criteria	_	_	_		
		G4-HR11	Significant actual and potential negative human rights impacts in the supply chain and actions taken	_	_	_		
	L	Human Righ	ats Grievance Mechanisms	I	I	ı		
		G4-HR12	Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms	_	_	_		
L	Soc	ciety						
	-	Local Comm		I	I	I		
		G4-S01	Percentage of operations with implemented local community engagement, impact assessments, and development programs	_	_	_		
	-	G4-SO2 Anti-corrupti	Operations with significant actual and potential negative impacts on local communities	_	_	_		
	ı	G4-S03	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	_	_	_		
		G4-S04	Communication and training on anti-corruption policies and procedures	_		_		
		G4-S05	Confirmed incidents of corruption and actions taken	_	_	_		
		Public Policy	l					
		G4-S06	Total value of political contributions by country and recipient/beneficiary	_	_	_		
		Anti-compet	itive Behavior					
		G4-S07	Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes	Not Applic	able			
	-	Compliance		I	1	ı		
		G4-S08	Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations	_	_	_		
	-		sessment for Impacts on Society		Γ			
	-	G4-S09	Percentage of new suppliers that were screened using criteria for impacts on society	_	_	_		
		G4-S010	Significant actual and potential negative impacts on society in the supply chain and actions taken	_	_	_		
		Grievance M	lechanisms for Impacts on Society			,		
		G4-SO11	Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms	_	_	_		
	Pro	duct Respon	•					
	-	Customer H	ealth and Safety	I		1		
		G4-PR1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	Ensuring Stable and Reliable Services as Mission-Critical Infrastructure, Continuous improvement in customer satisfaction	9, 13	_		
		G4-PR2	Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts of products and services during their life cycle, by type of outcomes	_	-	_		
	L	Product and	Service Labeling			ı		
		G4-PR3	Type of product and service information required by the organization's procedures for product and service information and labeling, and percentage of significant product and service categories subject to such information requirements	_	_	_		
		G4-PR4	Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes	_	_	_		
		G4-PR5	Results of surveys measuring customer satisfaction	Continuous improvement in customer satisfaction	13	-		
			, , , , , , , , , , , , , , , , , , , ,	Post and disclose Improvement Report www.ntt.com/cs/p		cial website		
		Marketing Communications						
		G4-PR6	Sale of banned or disputed products	_	_	_		
		G4-PR7	Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by type of outcomes	Not Applic	able			
		Customer Pi	1: 2 31					
		G4-PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	Not Applic	able			
	Compliance							
		G4-PR9	Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services	Not Applic	able			