

Environment

Scope of reporting for FY2021 (unless otherwise indicated): NTT Communications Corporation and 14 Group companies (NTT Com Engineering Corporation, NTT Com Online Marketing Solutions Corporation, NTT Com CHEO Corporation, NTT Com DD Corporation, NTT Smart Trade Inc., NTTPC Communications, Inc., NTT World Engineering Marine Corporation, NTT Com Marketing Corporation, N. F. Laboratories, Inc., NTT BizLink, Inc., codeTakt Inc., Phone APPLI Inc., NTT Resonant Inc., and NTT Com Solutions Corporation.

Material Flow

| INPUT | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-----------------------------------------------------------------------------------|-------------------------|---------|---------|--------|--------|--------|
| Procurement | | | | | | |
| Items purchased through green procurement (non-office supplies + office supplies) | Million | 1.54 | 2.04 | 2.57 | 3.30 | 0.75 |
| Procurement systems assessed | Companies | 9 | 0 | 4 | 8 | 2 |
| Telecommunications Facilities (including data centers) | | | | | | |
| Power | TWh | 0.69 | 0.45 | 0.46 | 0.42 | 0.44 |
| Green power | TWh | — | — | — | 0.04 | 0.16 |
| Fuel | Million liters | 4.7 | 1.5 | 1.7 | 1.3 | 1.5 |
| Gas | Thousand m ³ | 331 | 290 | 296 | 191 | 135 |
| Heat | TJ | 2.3 | 2.5 | 1.9 | 2.1 | 2.1 |
| Offices | | | | | | |
| Power | TWh | 0.04 | 0.04 | 0.03 | 0.03 | 0.03 |
| Green power | TWh | — | — | — | 0 | 0.003 |
| Heat | TJ | — | — | 42.8 | 39.7 | 37.3 |
| Water | Thousand m ³ | 206 | 157 | 96 | 59 | 102 |
| Paper | t | 279.9 | 217.6 | 174.2 | 46.8 | 30.2 |
| Recycled paper and eco-friendly pulp | t | — | — | 164.3 | 40.9 | 28.5 |
| Sales | | | | | | |
| Paper (brochures) | t | 2,607.8 | 2,235.1 | 7.6 | 7.2 | 10.4 |
| Invoices | t | 152.1 | 138.5 | 112.4 | 143.2 | 124.9 |
| Fuel (automobile) | Kilo liters | 183 | 129 | 100 | 55 | 41 |

| OUTPUT | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-----------------------------------------------------------|-------------------------|---------|---------|---------|---------|---------|
| Telecommunications Facilities | | | | | | |
| Power | kt-CO ₂ | 241 | 239 | 213 | 172 | 117 |
| Fuel | kt-CO ₂ | 13 | 4 | 5 | 4 | 4 |
| Gas | kt-CO ₂ | 0.8 | 0.7 | 0.7 | 0.4 | 0.3 |
| Heat | kt-CO ₂ | 0.1 | 0.1 | 0.1 | 0.1 | 0.1 |
| General waste generated | t | 691.0 | 666.0 | 633.6 | 426.5 | 472.5 |
| Industrial waste generated | t | 2,960.2 | 4,769.6 | 3,140.3 | 3,887.9 | 3,734.9 |
| General waste landfills | t | 7.3 | 6.5 | 3.1 | 2.5 | 2.5 |
| Industrial waste landfills | t | 2.2 | 2.1 | 1.1 | 3.9 | 16.8 |
| Offices* | | | | | | |
| Greenhouse gases (power) | kt-CO ₂ | 18 | 19 | 14 | 12 | 13 |
| Greenhouse gases (heat) | kt-CO ₂ | — | — | 2 | 2 | 2 |
| General waste generated | t | 1,045.6 | 913.7 | 703.3 | 394.3 | 357.5 |
| Plastic waste generated | t | — | — | 40.6 | 21.2 | 14.4 |
| Industrial waste generated | t | — | — | 433.4 | 62.1 | 117.9 |
| Plastic waste generated | t | — | — | 100.9 | 26.8 | 59.5 |
| General waste landfills | t | 20.7 | 16.5 | 12.7 | 5.3 | 4.0 |
| Industrial waste landfills | t | 7.4 | 6.8 | 5.9 | 1.9 | 0.7 |
| Total wastewater volume | Thousand m ³ | — | — | — | 59 | 102 |
| Sales | | | | | | |
| Fuel (greenhouse gases) | kt-CO ₂ | 0.4 | 0.3 | 0.2 | 0.1 | 0.1 |
| Reuse | | | | | | |
| In-house reuse of dismantled telecommunications equipment | Units | 110 | 112 | 106 | 124 | 119 |
| Equipment and packaging | Units | 9,136 | 8,794 | 6,923 | 7,797 | 6,537 |
| Recycle | | | | | | |
| Collection of confidential documents | t | 402.6 | 305.2 | 259.8 | 167.3 | 161.0 |

*We separate waste insofar as possible to improve the recycling rate.

| CO ₂ Emissions by Scope and Category | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|----------------------------------------------------------------------------------------------------------------------|--------------------|-----------------|--------|-----------------|-----------------|-----------------|
| Scope 1 (direct emissions of greenhouse gases from our own sources, such as fuel combustion)* ¹ | kt-CO ₂ | | 6 | 7 | 7 | 7 |
| Scope 2 (indirect emissions from the use of electricity, heat, and steam supplied by other companies) | kt-CO ₂ | | 237 | 230 | 187 | 132 |
| Scope 3 (indirect emissions other than Scopes 1 and 2, such as emissions by others related to our activities) | kt-CO ₂ | 4,343 | 5,114 | 3,447 | 3,809 | 2,086 |
| Category 1. Purchased goods and services* ² | kt-CO ₂ | 1,159 | 1,521 | 271 | 889 | 756 |
| Category 2. Capital goods* ² | kt-CO ₂ | 692 | 726 | 517 | 324 | 361 |
| Category 3. Fuel and energy activities not included in Scope 1 and Scope 2 | kt-CO ₂ | 91 | 95 | 38 | 37 | 69 |
| Category 4. Upstream transportation and distribution | kt-CO ₂ | 11 | 14 | 3 | 8 | 8 |
| Category 5. Waste generated through business activities | kt-CO ₂ | 0* ⁶ | 1 | 0* ⁶ | 0* ⁶ | 0* ⁶ |
| Category 6. Business travel* ² | kt-CO ₂ | 15 | 16 | 8 | 8 | 2 |
| Category 7. Employee commutations* ² | kt-CO ₂ | 12 | 13 | 7 | 7 | 1 |
| Category 8. Upstream leased assets* ³ | kt-CO ₂ | — | — | — | — | — |
| Category 9. Downstream transportation and distribution* ⁴ | kt-CO ₂ | — | — | — | — | — |
| Category 10. Processing of products sold* ⁵ | kt-CO ₂ | — | — | — | — | — |
| Category 11. Use of products sold* ² | kt-CO ₂ | 2,255 | 2,414 | 2,309 | 2,246 | 671 |
| Category 12. Disposal of products sold | kt-CO ₂ | 90 | 90 | 86 | 84 | 2 |
| Category 13. Downstream leased assets | kt-CO ₂ | — | 214 | 203 | 207 | 216 |
| Category 14. Franchise* ⁷ | kt-CO ₂ | 17 | 10 | 5 | — | — |
| Category 15. Investments* ⁷ | kt-CO ₂ | — | — | — | — | — |

*1 Includes CO₂-equivalent emissions of greenhouse gases other than CO₂ (CFC substitutes, etc.) from FY2018

*2 The calculation method for categories 1, 2, 6, 7, and 11 of Scope 3 was revised to improve accuracy from FY2021

*3 Not included in the calculation (fuel and electricity used by leased assets are calculated under Scope 1 or 2)

*4 Not included in the calculation (mostly outsourced transportation calculated under category 4)

*5 Not included in the calculation (no intermediate product processing in main businesses)

*6 Less than 0.5

*7 Not applicable

| Environmental Accounting: Environmental Conservation Costs (Categories and Investment Corresponding to Business Activities) | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-----------------------------------------------------------------------------------------------------------------------------|-------------|------------|------------|------------|------------|------------|
| (1) Business area cost | Million yen | 603 | 593 | 850 | 862 | 942 |
| Pollution prevention costs | Million yen | 73 | 142 | 231 | 289 | 198 |
| • Oil tank facility for power generator use • Management of items using PCBs | | | | | | |
| Global environmental conservation costs | Million yen | 530 | 450 | 618 | 573 | 744 |
| • Measures to reduce CO ₂ emissions resulting from electricity use | | | | | | |
| Resource circulation costs | Million yen | 1 | 0 | 0 | 0 | 0 |
| • Waste disposal and reuse expenses | | | | | | |
| (2) Upstream/downstream costs | Million yen | 79 | 14 | 73 | 42 | 32 |
| • Measures to recover, recycle, and reuse telecommunications equipment | | | | | | |
| (3) Administrative costs | Million yen | 0 | 0 | 0 | 0 | 0 |
| • Environmental conservation management activities | | | | | | |
| (4) R&D costs | Million yen | 0 | 0 | 0 | 0 | 0 |
| • Allocated portion of the NTT Group's environmental R&D costs | | | | | | |
| (5) Social activity costs | Million yen | 0 | 0 | 0 | 0 | 0 |
| • Costs of supporting volunteer participation | | | | | | |
| (6) Environmental remediation costs | Million yen | 0 | 0 | 0 | 0 | 0 |
| Total | Million yen | 683 | 607 | 924 | 904 | 974 |

| Environmental Accounting: Environmental Conservation Costs (Categories and Expenses Corresponding to Business Activities) | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|----------------------------------------------------------------------------------------------------------------------------------|--------------------|--------------|--------------|--------------|------------|--------------|
| (1) Business area cost | Million yen | 739 | 993 | 1219 | 790 | 1,549 |
| Pollution prevention costs | Million yen | 72 | 80 | 164 | 65 | 93 |
| • Oil tank facility for power generator use | | | | | | |
| • Management of items using PCBs | | | | | | |
| Global environmental conservation costs | Million yen | 205 | 577 | 526 | 180 | 600 |
| • Measures to reduce CO2 emissions resulting from electricity use | | | | | | |
| Resource circulation costs | Million yen | 462 | 336 | 529 | 545 | 856 |
| • Waste disposal and reuse expenses | | | | | | |
| (2) Upstream/downstream costs | Million yen | 315 | 338 | 47 | 1 | 1 |
| • Measures to recover, recycle, and reuse telecommunications equipment | | | | | | |
| (3) Administrative costs | Million yen | 66 | 69 | 73 | 117 | 70 |
| • Environmental conservation management activities | | | | | | |
| (4) R&D costs | Million yen | 32 | 10 | 1 | 23 | 0 |
| • Allocated portion of the NTT Group's environmental R&D costs | | | | | | |
| (5) Social activity costs | Million yen | 5 | 4 | 2 | 2 | 2 |
| • Costs of supporting volunteer participation | | | | | | |
| (6) Environmental remediation costs | Million yen | 0 | 0 | 0 | 0 | 0 |
| Total | Million yen | 1,156 | 1,414 | 1,342 | 931 | 1,622 |

*FY2020 and FY2021 results do not include depreciation.

| Economic Benefits Associated with Environmental Conservation Activities (Real Financial Impact) | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|--------------------------------------------------------------------------------------------------------|--------------------|--------------|--------------|--------------|--------------|--------------|
| Revenue | | | | | | |
| • Revenues from sales (cables, metal scrap, etc.) | Million yen | 243 | 433 | 239 | 315 | 374 |
| Cost Reductions | | | | | | |
| • Reductions in expenses as a result of measures such as those related to reducing electricity use | Million yen | 591 | 517 | 391 | 490 | 401 |
| • Reductions in purchase cost as a result of reusing dismantled telecommunications equipment | Million yen | 404 | 380 | 400 | 442 | 274 |
| • Decrease in postal and paper costs due to use of Mypage (online account page) | Million yen | 527 | 422 | 533 | 433 | 470 |
| • Other | Million yen | 3 | 0 | 0 | 0 | 1 |
| Total | Million yen | 1,768 | 1,753 | 1,565 | 1,682 | 1,521 |

| Status of Green Procurement and Green Purchasing | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|---------------------------------------------------------|---------|--------|--------|--------|--------|--------|
| Green procurement of goods, excluding office supplies | Million | 1.54 | 2.04 | 2.57 | 3.30 | 0.75 |
| Green procurement of office supplies | Million | 0.22 | 0.21 | 0.24 | 0.33 | 0.3 |

| CO₂ Emissions from Business Activities | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-----------------------------------------------------------------------------------------|--------------------|--------|--------|--------|--------|--------|
| Total emissions | kt-CO ₂ | 374 | 242 | 236 | 195 | 139 |
| Electricity consumption* ¹ | kt-CO ₂ | 357 | 234 | 227 | 185 | 130 |
| Fuel for corporate vehicles and consumption of heavy oil and gas | kt-CO ₂ | 17 | 8 | 8 | 7 | 7 |
| Other greenhouse gas emissions (converted to CO ₂ equivalents)* ² | kt-CO ₂ | — | — | 1 | 3 | 2 |

*1 CO₂ emissions were calculated using emission factors obtained from electric power companies

*2 CO₂-equivalent emissions of greenhouse gases other than CO₂, such as CFC substitutes, included from the FY2019 result

| Other Greenhouse Gas Emissions (Converted to CO₂ Equivalents) | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021* |
|---------------------------------------------------------------------------------|-------------------|---------|--------|---------|---------|---------|
| Total emissions | t-CO ₂ | 1,190.9 | 927.9 | 1,010.8 | 3,088.0 | 2,191.3 |
| CH ₄ | t-CO ₂ | 243.7 | 76.5 | 83.0 | 63.1 | 73.7 |
| N ₂ O | t-CO ₂ | 115.4 | 47.4 | 44.6 | 32.8 | 34.5 |
| HFC | t-CO ₂ | 831.7 | 804.0 | 883.3 | 2,992.1 | 2,083.2 |

*Emissions from Company vehicles, telecommunications buildings (including data centers), and offices (figures retroactively adjusted to reflect changes in the scope of calculation)

| Power Consumption (Scope 2) | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------|------|--------|--------|--------|--------|--------|
| Power consumption (Scope 2) | TWh | 0.73 | 0.49 | 0.49 | 0.4 | 0.5 |

| Overall Amounts of Electricity Generated by Solar Panels at Data Centers | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|---------------------------------------------------------------------------------|------|---------|---------|---------|---------|---------|
| Overall amounts of electricity generated by solar panels at data centers | kWh | 372,069 | 367,108 | 344,848 | 359,542 | 516,888 |

| Goods Transportation Volume under the Revised Energy Conservation Law | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------------------------------------|---------------------------|--------|--------|--------|--------|--------|
| Total volume | Thousand tonne-kilometers | 360 | 386 | 317 | 254 | 245 |
| Invoices | Thousand tonne-kilometers | 50 | 45 | 39 | 41 | 35 |
| Connection notes | Thousand tonne-kilometers | 13 | 4 | 3 | 2 | 4 |
| Sales promotion tools | Thousand tonne-kilometers | 4 | 1 | 0* | 0* | 0* |
| Telecommunications equipment dismantled | Thousand tonne-kilometers | 60 | 117 | 78 | 96 | 93 |
| Waste | Thousand tonne-kilometers | 52 | 44 | 43 | 22 | 23 |
| Other | Thousand tonne-kilometers | 182 | 175 | 155 | 92 | 90 |

Scope: NTT Communications Corporation

*Less than 0.5

| Fuel Consumption by Company Vehicles | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|---------------------------------------------|-------------|--------|--------|--------|--------|--------|
| Total volume | Kilo liters | 183 | 129 | 101 | 57 | 41 |
| Gasoline | Kilo liters | 165 | 121 | 93 | 50 | 35 |
| Diesel | Kilo liters | 18 | 8 | 8 | 7 | 6 |

| Landfill and Total Waste Generation | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|--------------------------------------------|------|-----------|----------|----------|----------|----------|
| Office waste | t | 37.3 | 31.5 | 22.6 | 10.5 | 8.1 |
| Construction waste | t | 183.4 | 187.1 | 282.3 | 287.7 | 388.2 |
| Dismantles telecommunications equipment | t | 0.3 | 0.3 | 0.2 | 3.1 | 15.9 |
| Volume of Waste Generated | t | 261,388.8 | 11,149.8 | 14,579.0 | 19,455.8 | 25,965.9 |

| Total Volume and Landfill Rate of Dismantled Telecommunications Equipment | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|----------------------------------------------------------------------------------|------|---------|---------|---------|---------|---------|
| Total Volume | t | 2,704.9 | 4,512.9 | 2,892.4 | 3,729.5 | 3,606.1 |
| Waste | t | 0.3 | 0.3 | 0.2 | 3.1 | 15.9 |
| Communication cables (recycling, etc.) | t | 430.1 | 617.2 | 444.0 | 746.1 | 475.4 |
| Other items (recycling, etc.) | t | 1,500.1 | 2,310.1 | 1,397.1 | 1,813.6 | 1,904.4 |
| Switching equipment (recycling, etc.) | t | 774.4 | 1,585.2 | 1,051.2 | 1,164.3 | 1,210.3 |
| Landfill rate | % | 0.01 | 0.01 | 0.01 | 0.08 | 0.44 |

| Volume of Reused Fiber-optic Cable | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-------------------------------------------|------|--------|--------|--------|--------|--------|
| Volume of Reused Fiber-optic Cable | km | 4.6 | 2.2 | 1.3 | 1.2 | 0 |

| Construction Waste Generation and Landfill Rate | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|--------------------------------------------------------|------|--------|--------|--------|--------|--------|
| Waste generated | t | 20,918 | 4,434 | 9668 | 14,685 | 21,283 |
| Landfill rate | % | 0.9 | 4.2 | 2.9 | 2.0 | 1.8 |

| Total Office Waste and Landfill Rate | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|---------------------------------------------|------|---------|---------|---------|---------|---------|
| Volume recycled | t | 2,363.4 | 2,049.1 | 1,943.1 | 995.9 | 1,043.8 |
| Total waste generated | t | 2,516.0 | 2,202.8 | 2,018.2 | 1,041.3 | 1,076.8 |
| Landfill rate | % | 1.5 | 1.4 | 1.1 | 1.0 | 0.8 |

| Total and Office Paper Use per Employee | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------|--------|--------|--------|--------|--------|--------|
| Total paper use | t | 280 | 218 | 174.2 | 46.8 | 30.2 |
| Recycled paper | t | — | — | 129.8 | 25.8 | 21.4 |
| Environmentally sound, virgin wood pulp paper | t | — | — | 34.5 | 15.1 | 7.1 |
| Other virgin wood pulp paper | t | — | — | 9.9 | 6.0 | 1.7 |
| Number of sheets | Sheets | 5,480 | 4,224 | 3,585 | 951 | 610 |

| NOx Emissions | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|----------------------------------|------|--------|--------|--------|--------|--------|
| Total Emissions | t | 279.7 | 225.5 | 193.6 | 155.5 | 128.4 |
| Electricity consumptions | t | 72.7 | 67.8 | 65.4 | 67.3 | 66.9 |
| Gas consumptions | t | 0.6 | 0.6 | 0.4 | 0.3 | 0.3 |
| Heavy oil consumptions | t | 6.9 | 2.0 | 2.4 | 1.7 | 2.0 |
| Gasoline and diesel consumptions | t | 199.5 | 155.2 | 125.3 | 86.1 | 59.2 |

| SOx Emissions | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|----------------------------------|------|--------|--------|--------|--------|--------|
| Total Emissions | t | 44 | 26 | 25 | 25 | 25 |
| Electricity consumptions | t | 36.4 | 22.6 | 21.8 | 22.4 | 22.3 |
| Gas consumptions | t | 0 | 0 | 0 | 0 | 0 |
| Heavy oil consumptions | t | 6.9 | 2.0 | 2.4 | 1.7 | 2.0 |
| Gasoline and diesel consumptions | t | 1.4 | 1.4 | 1.2 | 0.9 | 0.6 |

| Volume of Specified Halons Used in Fire-extinguishing Equipment | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------------------------------|------|--------|--------|--------|--------|--------|
| Volume of specified halons used in fire-extinguishing equipment | t | 143.0 | 142.6 | 142.6 | 142.6 | 142.6 |

| Volume of Specified CFCs Used in Air-conditioning Systems | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------------------------|------|--------|--------|--------|--------|--------|
| CFC | t | 0 | 0 | 0 | 0 | 0 |
| HCFC | t | 14.0 | 12.7 | 3.8 | 3.3 | 1.8 |
| HFC | t | 264.0 | 270.4 | 254.3 | 249.9 | 256.3 |

| Asbestos Emissions | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|---------------------------|------|--------|--------|--------|--------|--------|
| Asbestos Emissions | t | 0 | 0 | 0 | 0 | 0 |

| Number of Transformers Stored | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|--------------------------------------|-------|--------|--------|--------|--------|--------|
| Number of transformers stored | Units | 0 | 0 | 0 | 6 | 0 |

| Number of Capacitors Stored | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------|-------|--------|--------|--------|--------|--------|
| High-voltage capacitors | Units | 0 | 0 | 0 | 0 | 0 |
| Low-voltage capacitors | Units | 0 | 0 | 0 | 2 | 12 |

| Number of Electric Ballasts Stored | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-------------------------------------------|-------|--------|--------|--------|--------|--------|
| Number of electric ballasts stored | Units | 1,480 | 1,488 | 123 | 363 | 276 |

Society

Scope (unless otherwise indicated): NTT Communications Corporation

| Employee Composition, Diversity, and Mobility | Units | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-----------------------------------------------------------------------------|-----------|----------|----------|---------|---------|----------------------|
| Number of Employees* ¹ | | | | | | |
| Consolidated | Persons | 22,055 | 23,337 | 11,494 | 11,602 | 11,846* ² |
| Non-consolidated | Persons | 6,261 | 6,142 | 5,523 | 5,533 | 6,760 |
| Male | Persons | 5,256 | 5,122 | 4,590 | 4,552 | 5,550 |
| Female | Persons | 1,005 | 1,020 | 933 | 981 | 1,210 |
| 20s | Persons | — | — | — | — | 1,024 (15.1%) |
| 30s | Persons | — | — | — | — | 1,310 (19.4%) |
| 40s | Persons | — | — | — | — | 2,109 (31.2%) |
| 50s | Persons | — | — | — | — | 2,291 (33.9%) |
| 60s | Persons | — | — | — | — | 26 (0.4%) |
| Average age* ¹ | Years old | — | — | — | — | 43.5 |
| Average years of service | Years | — | — | — | — | 18.6 |
| Average total working hours | Hours | 1,895 | 1,904 | 1,885 | 1,980 | 1,956 |
| Average overtime | Hours | — | — | — | — | 24.9 |
| Average annual salary* ³ | Yen | — | — | — | — | 8,669,000 |
| Ratio of basic salary and remuneration per employee by gender* ⁴ | | | | | | |
| Managerial positions | | | | | | |
| Base salary | | — | — | — | 1:1.02 | 1:1.01 |
| Total remuneration | | — | — | — | 1:1.03 | 1:1.01 |
| General positions | | | | | | |
| Base salary | | — | — | — | 1:1.17 | 1:1.16 |
| Total remuneration | | — | — | — | 1:1.17 | 1:1.17 |
| Total number of employees in managerial positions | Persons | — | — | — | — | 2,144 |
| Male* ⁵ | Persons | — | — | — | — | 1,967 |
| Female* ⁵ | Persons | — | — | — | — | 177 |
| Percentage of women in managerial positions* ⁵ | % | 5.4 | 6.1 | 6.7 | 7.2 | 8.3 |
| Turnover rate* ⁶ | % | 3.2 | 4.1 | 3.6 | 2.4 | 2.6 |
| New employees (foreign nationals)* ⁷ | Persons | 203 (16) | 237 (10) | 203 (7) | 203 (5) | 257 (8) |
| Male | Persons | 136 (9) | 163 (7) | 137 (4) | 137 (2) | 176 (4) |
| Female | Persons | 67 (7) | 74 (3) | 66 (3) | 66 (3) | 81 (4) |
| Ratio of female employees | % | 33.0 | 31.2 | 32.5 | 32.5 | 31.5 |
| Number of experienced personnel hires | Persons | 19 | 60 | 50 | 76 | 79 |
| Percentage of experienced personnel hires among new hires | % | 8.6 | 20.2 | 19.8 | 27.2 | 23.5 |
| Number of rehires* ⁷ | Persons | 45 | 57 | 57 | 47 | 113 |
| Ratio of employees with disabilities* ⁸ | | | | | | |
| Non-consolidated and domestic Group companies | % | 2.17 | 2.11 | 2.27 | 2.23 | 2.34* ⁹ |
| Non-consolidated | % | 2.21 | 2.19 | 2.39 | 2.41 | 2.38 |

*1 As of March 31 for each fiscal year

*2 NTT Communications Corporation and its 13 Group companies (NTT Com Engineering Corporation, NTT Com Online Marketing Solutions Corporation, NTT Com CHEO Corporation, NTT Com DD Corporation, NTT Smart Trade Inc., NTTPC Communications, Inc., NTT World Engineering Marine Corporation, NTT Com Marketing Corporation, N. F. Laboratories, Inc., NTT BizLink, Inc., codeTakt Inc., Phone Appli Inc., NTT Resonant Inc.)

*3 Employees in managerial positions and regular employees to whom employee work regulations apply

*4 Same salary structure applied to both male and female employees; differences are due to age structure, grade structure, etc., and the ratio is female to male

*5 As of March 31 for each fiscal year, scope: NTT Communications Corporation, including seconded employees

*6 As of March 31 for each fiscal year

*7 As of April 1 for each fiscal year

*8 As of June 1 of the following year for each fiscal year

*9 NTT Communications Corporation and its 9 Group companies (NTT Com Engineering Corporation, NTT Com Online Marketing Solutions Corporation, NTT Com CHEO Corporation, NTT Com DD Corporation, NTTPC Communications, Inc., NTT World Engineering Marine Corporation, NTT Com Marketing Corporation, NTT BizLink, Inc., Phone Appli Inc.)

| Human Resource Development | Units | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|---------------------------------------------------------------------------------|------------|--------|--------|--------|--------|--------|
| Average training cost per employee | 10,000 yen | 6.6 | 6.3 | 12 | 8 | 20.2 |
| Average training hours per employee | Hours | 21 | 22 | 18 | 13 | 22 |
| Number of employees dispatched to the Global Human Resource Development Program | Persons | 52 | 30 | 32 | 0 | 22 |
| Number of assignments under the Internal Job Posting System | Persons | — | — | — | — | 57 |

| Number of Employees Who Took Maternity, Childcare, or Nursing-care Leave* ¹ | Units | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|--------|--------|--------|--------|---------------------|
| Maternity leave | Persons | 84 | 63 | 55 | 54 | 34 |
| Childcare leave | Persons | 89 | 173 | 121 | 98 | 84 |
| Female | Persons | 84 | 161 | 111 | 92 | 46 |
| Male | Persons | 5 | 12 | 11 | 6 | 38 |
| Percentage of male employees taking leave for childcare* ² | % | — | — | — | — | 67.8 |
| Total number of reinstated employees from childcare leave | Persons | 64 | 82 | 70 | 77 | 76 |
| Female | Persons | 58 | 72 | 61 | 60 | 48 |
| Male | Persons | 6 | 10 | 9 | 17 | 28 |
| Total number of employees who were still with the Company as of 12 months after reinstatement from childcare leave | Persons | 64 | 78 | 67 | 74 | 70* ³ |
| Female | Persons | 58 | 68 | 59 | 58 | 54 |
| Male | Persons | 6 | 10 | 8 | 16 | 16 |
| Reinstatement rate (%) of employees after childcare leave | | | | | | |
| Female | % | 100.0 | 96.0 | 96.8 | 96.8 | 100.0* ⁴ |
| Male | % | 100.0 | 90.9 | 100.0 | 100.0 | 100.0* ⁴ |
| Retention rate (%) of employees after childcare leave | | | | | | |
| Female | % | 100.0 | 94.4 | 96.7 | 96.7 | 90.0* ⁵ |
| Male | % | 100.0 | 100.0 | 88.9 | 94.1 | 94.1* ⁵ |
| Number of employees using the shorter working hour system for childcare | Persons | — | — | — | — | 111 |
| Nursing care leave | Persons | 4 | 4 | 8 | 8 | 5 |
| Female | Persons | 2 | 3 | 5 | 4 | 3 |
| Male | Persons | 2 | 1 | 3 | 4 | 2 |
| Number of employees registered for re-employment (Number of employees re-employed for reasons related to childcare, transfer, or nursing care)(persons)* ⁶ | Persons | — | — | — | — | 22(1) |
| Average number of paid leave days taken | Days | 17.4 | 17.7 | 16.2 | 14.0 | 16.4 |
| Average paid leave acquisition rate | % | 87 | 89 | 81 | 70 | 82 |
| Resignation without reinstatement | | | | | | 0 |
| Female | Persons | 0 | 3 | 2 | 2 | 0 |
| Male | Persons | 0 | 1 | 0 | 0 | 0 |

*1 Scope: NTT Communications Corporation, including seconded employees

*2 Denominator: male employee whose partner gave birth during the fiscal year, numerator: male employee with a pre-elementary school child who took childcare leave, etc. (including the Company's unique leave system for childcare) during the fiscal year

*3 Number of reinstated employees after childcare leave in fiscal 2020 that were still with the Company 12 months later

*4 (Number of reinstated employees in fiscal 2021 ÷ (Number of reinstated employees in fiscal 2021 + Number of employees who resigned without reinstatement from childcare leave in fiscal 2021))

*5 (Number of employees who were still with the Company as of 12 months after reinstatement from childcare leave in fiscal 2020 ÷ Number of reinstated employees from childcare leave in fiscal 2020)

*6 as of March 31 for each fiscal year

| Health and Safety | Units | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------------------|-------|--------|--------|--------|--------|--------|
| Number of Workplace Accidents (Occupational Accidents) | Cases | 4 | 5 | 2 | 1 | 1 |
| Percentages of employees receiving special health guidance | % | — | — | — | — | 22.0 |
| Percentages of special health guidance completed | % | — | — | — | — | 67.0 |

| Compliance and Labor Practices | Units | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------|-------|--------|--------|--------|--------|--------|
| Attendance rate of human rights training | % | 90 | 88 | 89 | 87 | 96 |

| Social Contribution Activities | Units | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------|----------|------------|------------|------------|---------------|------------|
| Preservation of the Natural Environment | | | | | | |
| Number of projects | Projects | 16 | 21 | 28 | 17 | 21 |
| Number of participants | Persons | 1,376 | 1,095 | 1,019 | 577 | 586 |
| Activity expenditure | Yen | 17,449,529 | 7,523,153 | 7,425,925 | 2,191,600 | 2,011,550 |
| Social Welfare | | | | | | |
| Number of projects | Projects | 34 | 23 | 37 | 24 | 30 |
| Number of participants | Persons | 1,495 | 7 | 120 | 249 | 357 |
| Activity expenditure | Yen | 5,899,112 | 28,065,924 | 3,313,607 | 1,593,800 | 27,049,094 |
| Promotion of Education and Culture | | | | | | |
| Number of projects | Projects | 9 | 11 | 16 | 11 | 11 |
| Number of participants | Persons | 29 | 163 | 413 | 142 | 1,141 |
| Activity expenditure | Yen | 5,500,650 | 3,438,860 | 9,419,971 | 1,141,356,800 | 10,283,574 |
| Regional Development and Exchange | | | | | | |
| Number of projects | Projects | 5 | 7 | 9 | 4 | 5 |
| Number of participants | Persons | 8 | 147 | 298 | 22 | 88 |
| Activity expenditure | Yen | 548,000 | 11,760,000 | 5,144,900 | 1,003,300 | 432,200 |
| International Exchange | | | | | | |
| Number of projects | Projects | 0 | 3 | 3 | — | — |
| Number of participants | Persons | 0 | 0 | 0 | — | — |
| Activity expenditure | Yen | 0 | 5,006,000 | 0 | — | — |
| Promotion of Sports | | | | | | |
| Number of projects | Projects | 6 | 4 | 2 | — | — |
| Number of participants | Persons | 287 | 378 | 2 | — | — |
| Activity expenditure | Yen | 3,203,200 | 11,760,000 | 20,000 | — | — |
| Others | | | | | | |
| Number of projects | Projects | 5 | 2 | 3 | — | — |
| Number of participants | Persons | 85 | 1 | 41 | — | — |
| Activity expenditure | Yen | 16,257,851 | 33,200 | 12,000 | — | — |
| Total | | | | | | |
| Number of projects | Projects | 75 | 71 | 98 | 56 | 67 |
| Number of participants | Persons | 3,280 | 1,791 | 1,893 | 990 | 2,172 |
| Activity expenditure | Yen | 48,858,342 | 67,587,137 | 25,336,403 | 1,146,145,500 | 39,776,418 |

Japan Rugby Top League Fundraising Led by Shining Arcs (NTT Communications)

| Season | 2012–2013 | 2013–2014 | 2014–2015 | 2015–2016 | 2016–2017 | 2017–2018 |
|----------------------------|--------------------------------------------|---------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------|------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|
| Money donated (yen) | 404,800 | About 2 million | 2,306,040 | 2,270,170 | 2,252,561 | 805,643 |
| Participating team(s) | NTT Communications | All Top League teams | All Top League teams | All Top League teams | All Top League teams | All Top League teams |
| Recipient and use of funds | Donated to the Miyagi Rugby Football Union | Invited children from disasteraffected regions to a Japanese national rugby team game held in June 2014 | Held charity event for children from the city of Kamaishi, Iwate Prefecture (October 24, 2015) and invited children from Kamaishi to the LIXIL CUP 2016 rugby game | Held rugby classes in areas affected by the Kumamoto earthquake | Provided career education and rugby classes in the Tohoku region | Donated to disaster-affected regions through the Central Community Chest of Japan (Red Feather) |

| Season | 2018–2019 | 2019–2020 | 2020–2021 | 2021–2022 |
|----------------------------|-------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|-----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Money donated (yen) | 1,390,002 | 170,680 | — | 367,071 |
| Participating team(s) | All Top League teams | NTT Communications | — | NTT Communications |
| Recipient and use of funds | Donated to disaster-affected regions through the Central Community Chest of Japan (Red Feather) | Donated to help resolve global hunger-related issues through the NPO TABLE FOR TWO International | — | Funds raised through the next-generation sports viewing app used to support those impacted by the volcanic eruption and tsunami in Tonga and seriously injured high school rugby players. |

Governance

Scope: NTT Communications Corporation

| Compliance | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|----------------------------------------------------------|------|--------|--------|--------|--------|--------|
| Attendance at Companywide compliance seminars | % | — | — | — | 93.1 | 98.8 |
| Percentage of corporate ethics questionnaire implemented | % | — | — | — | 83.8 | 94.1 |

| Information Security Training Attendance | Unit | FY2017 | FY2018 | FY2019 | FY2020 | FY2021 |
|------------------------------------------------------------------------------------------|---------|--------|--------|--------|--------|--------|
| Information security training (total) | Persons | 13,050 | 15,055 | 11,641 | 16,449 | 19,783 |
| Companywide security training/assessment of understanding | Persons | 12,928 | 14,941 | 11,527 | 16,291 | 19,588 |
| Training programs for managers and leaders in charge of implementing security management | Persons | 122 | 114 | 114 | 158 | 195 |