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We will continue rising to the challenge of creating a new way of communication as your value partner to open up new possibilities for people and the world toward realizing a sustainable future.

Over the years, the NTT Communications Group has engaged in 16 CSR Priority Activities in the four Priority Areas of contributions to society, contributions to the global environment, respect for employees, and continuous strengthening of corporate governance based on the Fundamental CSR Policy, which was revised in June 2016. In fiscal 2020, we continued to promote initiatives under this policy while also incorporating changes in the business environment.

Meanwhile, we are facing global issues and risks that are increasingly diverse, complex, and severe, and the business environment is evolving dramatically, as seen in developments related to the SDGs and ESG.

In response, the NTT Communications Group decided to revise its Fundamental CSR Policy at a meeting of the CSR Committee in June 2020. Since then, we have followed the process of identifying our materiality and held a number of discussions on revising the policy. In doing so, we examined the impact of the changing business environment and various trends in Japan and overseas; incorporated Our Mission and Our Core Beliefs, established in July 2019, into the Re-connect X business vision, established in October 2020; and determined the

status of our initiatives as a member of the NTT Group while also analyzing the results and assessments of our activities up to fiscal 2020.

In May 2021, we formulated our new Sustainability Policy to address the complex and diverse issues facing society and to usher in the future by becoming a corporate group that creates a sustainable future.


Under this new policy, we will uphold Our Mission and Our Core Beliefs to pursue the Re-connect X business vision as “your value partner,” with the intention of opening up endless possibilities for people and the world and consistently serving society to realize a sustainable future.

By implementing this policy, we will co-create with various stakeholders, overcome hurdles, and break through boundaries through our daily operations and business activities, and also create a new way of communication to sustainably serve society across the entire value chain. By building on these efforts, we will promote DX, GX, and SX for society as a whole, contribute to achieving the SDGs, pursue efforts to realize a sustainable future, and steadfastly enhance our corporate value.


Priority Areas in the Sustainability Policy and Our Vision for the Future

Priority Areas*	Our Vision for the Future
 Society	A better future characterized by innovation, vitality, resilience, safety, and security, in which sustainable development is achieved through value creation.
 Environment	An eco-friendly future characterized by carbon neutrality, resource recycling, and harmonious coexistence with nature based on the preservation of biodiversity.
 Human Resources	A future rich in diversity based on mutual respect and enhancement and where everyone can shine in their own way and play a valuable role in society.
 Governance	A future in which the Company is trusted for its lofty ethics and solid governance and develops a sustainable society for the future based on diverse co-creation.


*Priority areas in the Sustainability Policy, formulated in May 2021.

 For details on our previous Fundamental CSR Policy, Priority Areas, and CSR Priority Activities, refer to “CSR Priority Activities and KPIs” in this report.

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 To learn more about our process for identifying our materiality, refer to “Designation of New Sustainability Priority Activities and KPIs” in this report.

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 For our Sustainability Policy, refer to “Our Vision of Society” in this report.

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Tomohiro Ando
Executive Vice President

Addressing the worsening climate change situation, as well as other global issues and risks laid out by the SDGs and ESG, has become even more urgent today in order to pass on a sustainable society to the next generation and secure our future. In May 2021, the NTT Communications Group revised its Fundamental CSR Policy and formulated the new Sustainability Policy in response to trends in SDGs and ESG in Japan and overseas and subsequent changes underway in the business environment, as well as trends in cutting-edge technologies that will support a future society. The new policy is based on Our Mission and Our Core Beliefs, determined with the participation of all employees. It depends on each of us striving to realize a sustainable future by seizing the initiative to act, inspiring one another, and demonstrating our distinct abilities to meet social expectations through our daily operations, business activities, and the Re-connect X business vision. We intend to pursue this policy by focusing on these points.

Our new Sustainability Policy is composed of the four Priority Areas of society, the environment, human resources, and governance, and we have determined Our Vision of Society and 12 Sustainability Priority Activities by linking them to the SDGs. We hope to promote the Priority Activities to further demonstrate the positive impact of our business operations on society by advancing ICT and DX across the value chain while striving to minimize risk and negative impacts. By doing so, we will advance toward resolving various social issues, helping achieve the SDGs, and realizing our vision of the future of society.

We deliver DX solutions and platforms such as the Smart World and Smart Data Platform for X that leverage cutting-edge technologies, as well as ICT infrastructures such as our new fixed-

mobile convergence services and solutions. These services may hold the key to resolving complex and diverse issues faced by society today, including climate change, large-scale disasters, the declining birthrate and aging population, infectious diseases, and threats to information and cyberspace security. They could also prove to be essential for promoting DX, GX, and SX across broad areas of society, and for creating value that will support society's future. We live in a time when all areas of human activity across the world must focus on the SDGs and ESG to advance together toward a better future. The joy of serving society by connecting various areas around the world through our business activities holds significant value for our employees.

Looking ahead, the NTT Communications Group will continue to develop and deliver services and platforms that support the next generation and our vision of a future society. We will also provide solutions for social issues that are increasingly complex and diverse and pursue the endless possibilities of ICT and DX to usher in the future. Furthermore, we will make a united Group effort under our new Sustainability Policy to meet public expectations and demands by practicing CSV and CSR through our unique business activities as an ICT company. We will work with various stakeholders to co-create and drive the emergence of new value in a robust effort to promote the SDGs and ESG and to realize a sustainable future full of dreams, which consists of innovative, creative, resilient, safe, secure, eco-friendly, and vigorous local communities that co-exist with nature, where people respect and inspire each other and allow everyone to shine in their own way and play a valuable role in society.

Our Sustainability Policy and Creating a New Way of Communication

Our initiatives for creating a new way of communication involve continuously challenging the infinite possibilities that communication has in creating innovative, user-friendly communication methods that optimize the flow of information in our society across every barrier and boundary, serving as a bridge between today and the future, and open up new possibilities for people, our world, and a future that lies beyond our imagination and allows for new wealth for society and the world.

This is the NTT Communications Group's corporate mission and reason for existence, and it constitutes the core of Our Mission. These initiatives and our basic approach, together with the three Core Beliefs, represent the backbone of the NTT Communications Group's sustainability and related basic policies and also reflect the aspirations expressed in our Corporate Message and Tagline, shown at right.

Corporate Message

Connecting into Tomorrow

We will constantly mediate between today and tomorrow to continually create a desirable future while contributing to society today.

Tagline

Go the Distance.

This tagline expresses our commitment to seek out and offer new value by going beyond time and distance and creating innovative and unprecedented communication methods.

There is also an underlying meaning to persevere, alluding to our resolution to surpass the expectations of our clients and society, be true to our core beliefs, and realize our mission with the integrity that we have embraced for a long time.

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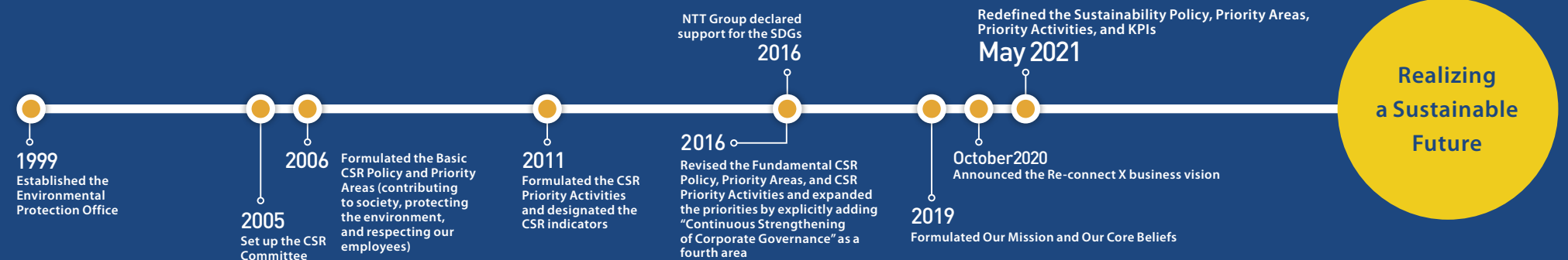
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Supporting the UN's SDGs as the NTT Group



In fiscal 2016, the NTT Group announced its support for the UN's Sustainable Development Goals (SDGs). As a member of the NTT Group, we also began promoting efforts to contribute to the SDGs in fiscal 2016. We have been training employees to raise awareness of CSR and the SDGs and will seek to achieve these goals through business activities, including the Sustainability Priority Activities linked to them.



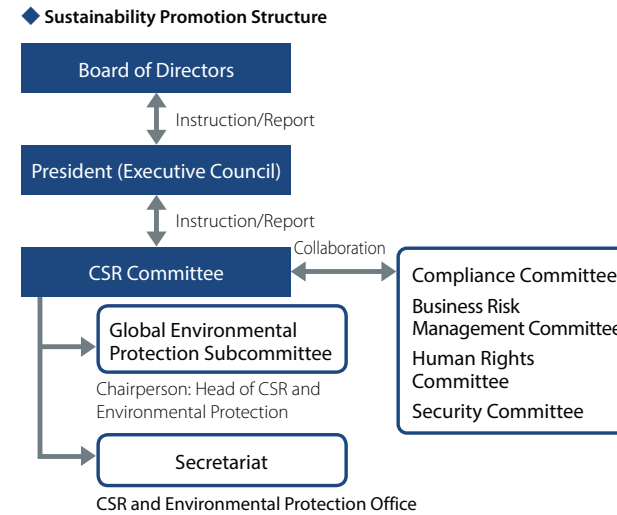
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Structure for Promoting and Managing Sustainability

Sustainability Promotion Structure

The NTT Communications Group promotes CSR initiatives through the CSR Committee. Chaired by the executive vice president in charge of CSR, the committee is responsible for establishing a structure for implementing management initiatives from economic, environmental, and social perspectives. Under this committee, we have set up the Environmental Protection Subcommittee. Matters reported to and discussed by the committee, including important information related to social or environmental risks, are shared with the Board of Directors as needed. Starting in fiscal 2021, the CSR Committee will meet twice a year, while the promotion structure has been enhanced from the standpoint of strengthening Group management by calling for the attendance of the presidents of Group companies, instead of the vice presidents of planning, who had participated in the past.

The CSR Committee will also collaborate with other committees, including the Compliance Committee, Business Risk Management Committee, Human Rights Committee, and Security Committee. Under this structure, it will promote initiatives based on the new Sustainability Policy.



CSR Committee Members

Chairperson	Executive vice president in charge of CSR
Members	Heads of each organization and presidents of NTT Communications Group companies
Secretariat	CSR and Environmental Protection, Human Resources

Promoting Management

To effectively engage in CSR activities, we created and consistently applied a mechanism for verifying and evaluating the results of our activities. Specifically, we designate CSR indicators (KPIs) that serve as targets for the CSR Priority Activities for each fiscal year. We verify, evaluate, and review the level of achievement regarding each KPI as a reference point when setting the indicators for the next fiscal year. By following this PDCA cycle, we ensure the effectiveness of our CSR management for appropriately engaging in CSR activities. The CSR Committee implements these processes, which include reviewing the KPIs for each fiscal year as well as reconsidering the Fundamental CSR Policy and priority issues. Accordingly, in May 2021, the committee revised the Fundamental CSR Policy and established the Sustainability Policy. In the years ahead, the CSR Committee will adhere to this new Sustainability Policy and monitor the status of activities in the four Priority Areas of society, the environment, human resources, and governance in a timely manner and in cooperation with each organization responsible for the main initiatives. We will share the evaluation results for initiatives based on the new KPIs, the latest social trends, examples of model initiatives by other companies, and external evaluations and follow the PDCA cycle to pursue sustainability management and promote the NTT Communications Group's initiatives for effectively realizing a sustainable future.

For information about the process of identifying our materiality, refer to "Designation of New Sustainability Priority Activities and KPIs" in this report.

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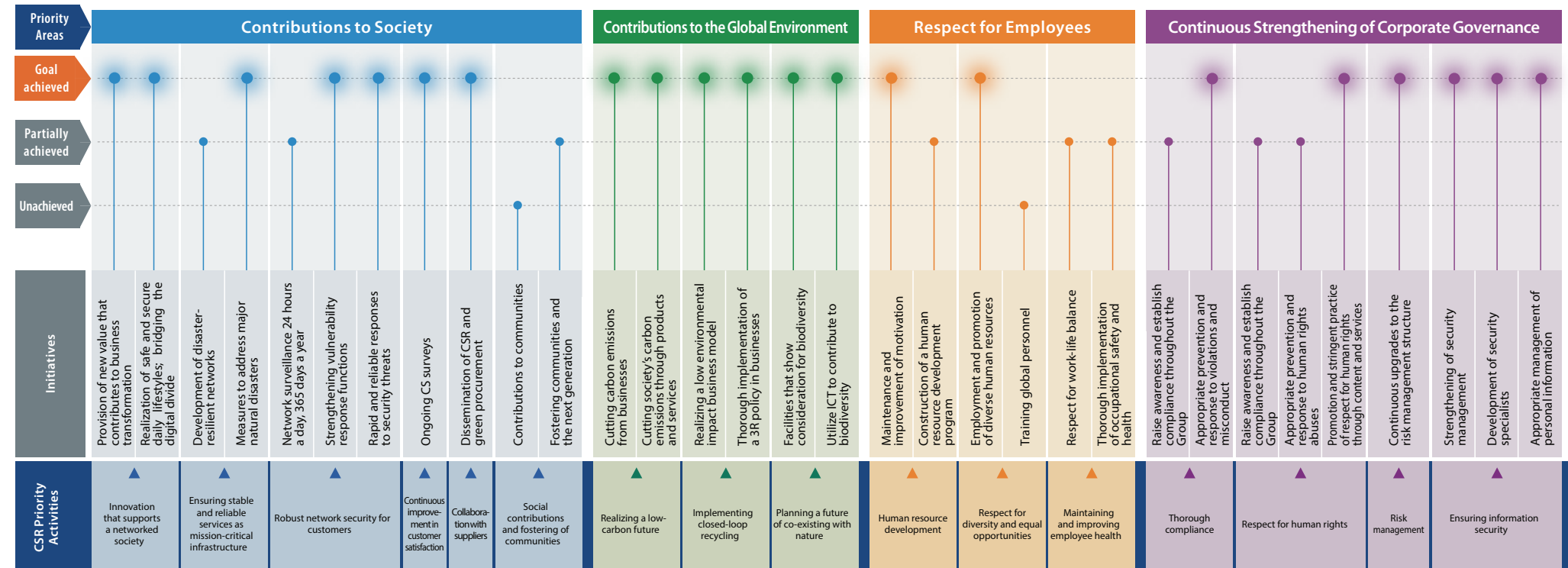
Sustainability Priority Activities and KPIs

Review of Activities up to Fiscal 2020

With respect to the CSR Priority Activities (fiscal 2016 to fiscal 2020), we had been measuring the effectiveness of our CSR management by verifying and reviewing the level of achievement for the CSR KPIs designated for each fiscal year. In fiscal 2020, which marked the final year, we concluded that the relevant targets had essentially been achieved. In terms of management, we are aware that the key to accelerating our sustainability activities is to engage in initiatives linked to our business strategy, setting and managing quantitative targets to address each identified social issue, and executing an effective action plan. In addition, we confirmed that the CSR Committee will promote these activities Groupwide under the new Sustainability Priority Activities.

Fundamental CSR Policy (FY2016 to FY2020)

As a partner that links the present to the future, the NTT Communications Group contributes to the realization of a safe, comfortable, and abundant society by working to resolve social issues and create new value for society on a global scale through ICT.



*We report on the concrete results starting with page 020.

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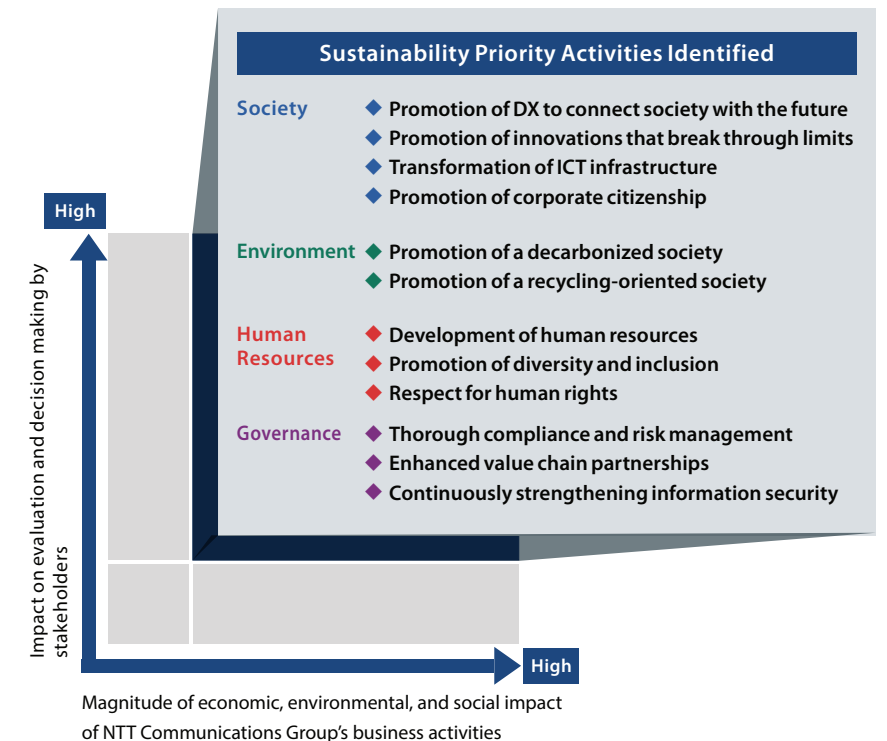
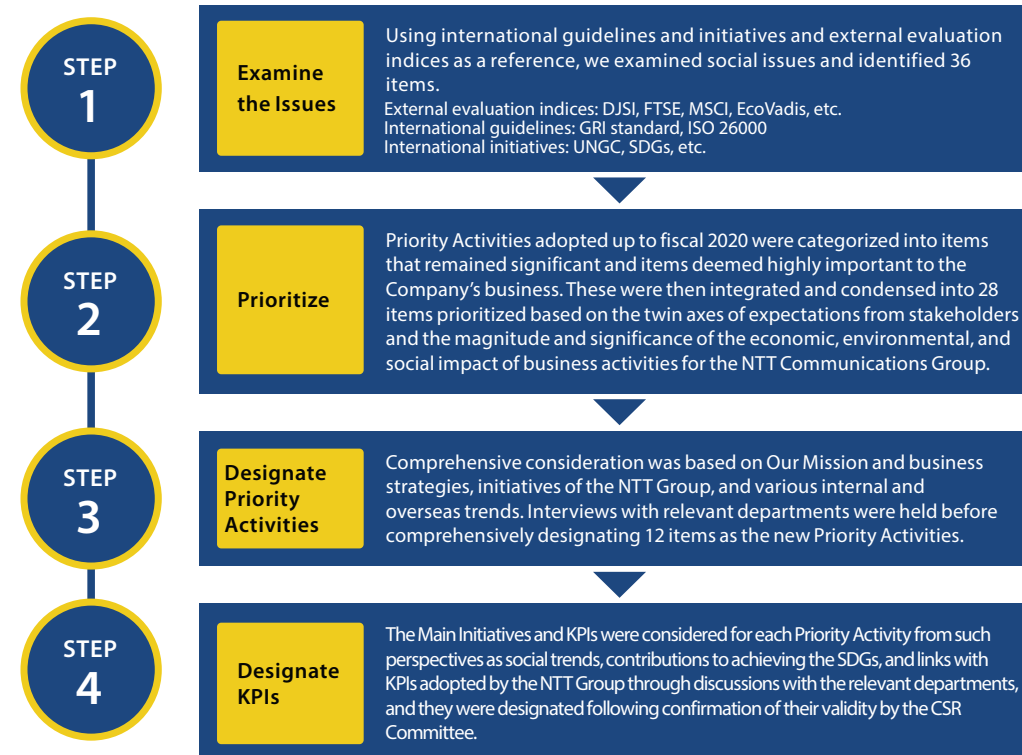
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Designation of New Sustainability Priority Activities and KPIs

To become a corporate group that creates a sustainable future, the NTT Communications Group identified its materiality based on the process outlined below to formulate its Sustainability Policy and subsequently revised its Priority Activities. In doing so, we paid due consideration to public demands and expectations for addressing climate change and other issues related to the SDGs and ESG, the NTT Group's business strategies and initiatives, and various trends in Japan and overseas. As shown in the diagram entitled Sustainability Priority Activities Identified by the Process, at bottom right, our new Priority Activities consist of 12 divided into the four Priority Areas of society, the environment, human resources, and governance. From here on, the NTT Communications Group will engage in sustainability activities that align with these Priority Activities.

Process of Identifying Materiality



Sustainability Management

Main Initiatives and KPIs

We designated the Main Initiatives and KPIs for each Priority Activity and applied a PDCA cycle under the leadership of the responsible departments. The Main Initiatives and KPIs are discussed by the CSR Committee, convened twice a year, and revised as needed to reflect trends related to society and stakeholders. We are now preparing to reflect the level of achievement for certain KPIs in executive compensation. In addition, we will promote green electricity and initiatives for reducing power consumption toward realizing carbon neutrality* by reducing CO₂ emissions generated by our operations, such as data centers and networks, to zero by fiscal 2030.



Our Vision of the Future We envision a better future characterized by innovation, vitality, resilience, safety, and security, in which sustainable development is achieved through value creation.

Priority Activities	Main Initiatives	KPIs
Promotion of DX to connect society with the future	Promote DX in society and industry	Qualitative • Promote Smart World projects based on BBX strategy Quantitative • Number of service projects: 8
	Promote DX in workstyles and lifestyles	
	Promote DX in global business	
Promotion of innovations that break through boundaries	Generate creative innovations	Qualitative • Promote creative and innovative SmartX projects
	Promote innovation management	Qualitative • Promote unique innovations in collaboration with internal and external members
Transformation of ICT infrastructure	Enhance network infrastructures that are resilient against natural disaster, highly reliable, safe, and secure	Qualitative • Assess the vulnerability level of existing routes and incorporate results in an upgraded policy for nationwide DSM (dedicated service handling module) cables • Promptly secure redundancy for critical connections in the event of a disaster • Construct networks less susceptible to disruptions in the event of a disaster • Reinforce security of the internal surveillance network
	Provide advanced and robust information and cyber security	Quantitative • Develop security services and add a menu (2 cases)
	Provide advanced and flexible network services	Quantitative • Promote advanced projects including those related to edge computing, drones, and local 5G (2 projects)
	Promote social contribution activities that are beneficial to a sustainable future	Quantitative • Participate in activities that contribute to local communities (year-on-year increase)



Our Vision of the Future We envision an eco-friendly future characterized by carbon neutrality, resource recycling, and harmonious coexistence with nature based on the preservation of biodiversity.

Priority Activities	Main Initiatives	KPIs
Promotion of a decarbonized society	Promote the use of green electricity	Quantitative • Percentage of internal renewable energy use: 50% or more in FY2030
	Reduce power consumption	Quantitative • Reduce CO ₂ emissions (down 50% in FY2030 compared to FY2018)
	Introduce electric vehicles (EVs)	Quantitative • Percentages of EVs in fleet: 50% by FY2024, 100% by FY2030
	Provide services that help reduce CO ₂ emissions	Quantitative • Power efficiency in our telecommunications businesses (at least 10 times better in FY2030 than in FY2013)
Promotion of a recycling-oriented society	Improve energy efficiency	Quantitative • Contribute to reducing CO ₂ emissions across society (reduce more than 10 times the emissions of the NTT Communications Group in FY2030)
	Thoroughly implement the 3Rs (reduce, recycle, and reuse)	Quantitative • Final waste disposal ratio: 1.5% or less in FY2030
	Promote the recycling of plastics	

*Reductions are targeted at Scope 1 (direct greenhouse gas emissions by the Company) and Scope 2 (indirect emissions associated with the use of purchased electricity, heat, or steam) emissions under the Greenhouse Gas Protocol.

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Human Resources



Our Vision of the Future We envision a future rich in diversity based on mutual respect and enhancement, where everyone can shine in their own way and play a role in society.

Priority Activities	Main Initiatives	KPIs
Development of human resources	<ul style="list-style-type: none"> Disseminate recognition and promote a new human resource development program Enhance skills enhancement support programs 	Quantitative <ul style="list-style-type: none"> Educational costs per person: 228,000 yen per year
		Quantitative <ul style="list-style-type: none"> Percentage of women in managerial positions: 10% in FY2025
Promotion of diversity and inclusion	Promote hiring, development, assignment, and equal opportunities for diverse human resources	Quantitative <ul style="list-style-type: none"> Percentage of men taking childcare leave: 25% in FY2025
		Quantitative <ul style="list-style-type: none"> Percentage of employees with disabilities: 2.3%
		Quantitative <ul style="list-style-type: none"> Percentage of employees with disabilities: 2.3%
	Promote work-life balance	Quantitative <ul style="list-style-type: none"> Employee job satisfaction (higher than in previous fiscal year)
		Quantitative <ul style="list-style-type: none"> Percentage of digitization of business forms: 70%
Thoroughly implement occupational safety and health and health management for employees	Quantitative <ul style="list-style-type: none"> Percentage of employees working from home: 70% 	
	Quantitative <ul style="list-style-type: none"> Percentages of employees receiving special health guidance: 16.5% in FY2021, 14.5% in FY2023 	
	Quantitative <ul style="list-style-type: none"> Percentages of special health guidance completed: 43% in FY2021, 55% in FY2023 	
Respect for human rights	Proactively promote activities for human rights education	Quantitative <ul style="list-style-type: none"> Attendance of human rights training (higher than in previous fiscal year)
		Quantitative <ul style="list-style-type: none"> Human rights due diligence (more than once a year)
		Quantitative <ul style="list-style-type: none"> Human rights violations: 0 cases

Governance



Our Vision of the Future We envision a future in which the Company is trusted for its lofty ethics and solid governance and develops a sustainable society for the future based on diverse co-creation.

Priority Activities	Main Initiatives	KPIs
Thorough compliance and risk management	Continuously enhance initiatives on compliance	Qualitative <ul style="list-style-type: none"> Implement compliance training and foster awareness of risk management
	Continuously upgrade the risk management structure	Qualitative <ul style="list-style-type: none"> Promote Companywide risk management
Enhanced value chain partnerships	Collaborate with suppliers to ensure thorough CSR and green procurement	Quantitative <ul style="list-style-type: none"> Response to CSR survey: 100% Checks on procurement status of high-risk suppliers (100%) Corrective response to suppliers associated with risk (100%)
	Enhance stakeholder engagement	Qualitative <ul style="list-style-type: none"> Hold stakeholder dialogues and respond to requests
Continuously strengthen information security	Continuously reinforce security management	Qualitative <ul style="list-style-type: none"> Conduct system audits and information security audits, implement security measures, and enhance the management structure Quantitative <ul style="list-style-type: none"> Number of serious security incidents: 0
	Develop security specialists	Quantitative <ul style="list-style-type: none"> Develop security specialists skilled in both information technology and operational technology (30 per year) Number of specialists with the level 3 qualification in ODYSSEY security category, or higher: more than 200 in total in FY2024
	Appropriately manage personal information	Quantitative <ul style="list-style-type: none"> Serious incidents of personal information leakage: 0 cases

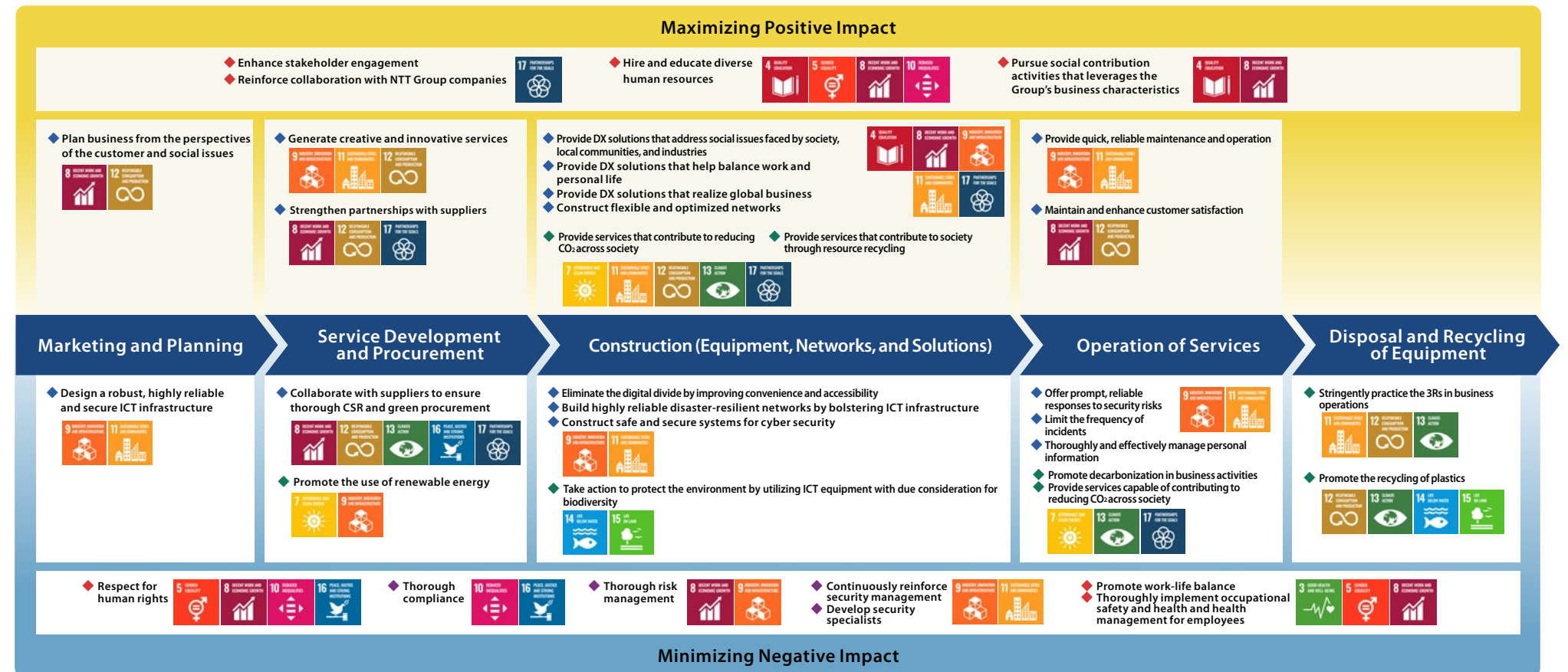
*In principle, indicators without a target fiscal year signify single-year targets that should be attained by the end of fiscal 2021.

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Initiatives for Realizing a Sustainable Future through the NTT Communications Group Value Chain

The NTT Communications Group has clearly redefined the main issues it must address by gauging the social and environmental impact of its business activities across its value chain, adhering to its new Sustainability Policy and referencing the SDGs. Toward achieving the SDGs and realizing a sustainable future, we will enhance our value chain partnerships as we implement initiatives for addressing the main issues through our business activities by reinforcing the positive impact and minimizing the risks and negative impact on society.

Four Priority Areas ◆ Society ◆ Human Resources ◆ Environment ◆ Governance



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Relationship with the NTT Group

Promoting CSR throughout the Entire Group

NTT Communications engages in initiatives Groupwide to address social issues as a member of the NTT Group by adhering to the NTT Group Sustainability Charter, established in November 2021 as a revision to the NTT Group CSR Charter. As part of the revision, the NTT Group set up the Sustainability Committee, chaired by the CEO to discuss the basic strategies, status of activities, and information disclosure related to sustainability to promote its initiatives. NTT Communications participates in these discussions as an operating company, and decisions made by the committee are reflected in our own activities.

Furthermore, the NTT Group has been holding NTT Group CSR Conferences since fiscal 2013 to encourage awareness of the SDGs for understanding and promoting CSR activities. NTT Communications has consistently received awards at the conference since fiscal 2016. In fiscal 2021, we proactively shared and reported on initiatives and services beneficial from the perspective of CSR.



For more information on the NTT Group Sustainability Charter, refer to the following link.

<https://group.ntt/en/newsrelease/2021/11/10/211110d.html>

◆ NTT Group CSR Conference



Relationship with External Entities

Participation in External Groups

NTT Communications actively participates in external organizations and shares information so that initiatives for addressing social issues can be shared beyond corporate boundaries.

Participation in External Organizations (Major Groups Only)

- Japan Climate Initiative (JCI)
- Okinawa Open Laboratory (Member of the Board)
- Advanced IT Architect Human Resource Development Council (Member of the Board)
- Internet Content Safety Association (ICSA) (Member of the Board)
- Security Promotion Council (SPREAD)

Outside Advice for Management

We believe that we have an important responsibility for conducting business with due consideration to the diverse outlook of our stakeholders. With this in mind, each executive not only participates in dialogues as part of daily business but also takes part in internal and external meetings and individual interviews. To incorporate the perspective of sustainability into our business strategies, we believe it is important to exchange opinions with internal and external experts, and we will continue to convene dialogues involving management and outside experts. In fiscal 2020, we invited Kazuo Tase, President and CEO of SDG Partners Inc., to take part in a dialogue with our CSR Committee chairperson. Ongoing dialogue with experts by department personnel delegated by management to promote the sustainability strategy is shared with management as appropriate by the CSR Committee.



For details on dialogues involving management and outside experts, refer to the following link.

https://www.ntt.com/en/about-us/csr/dialog/dialog_2020.html