

We have committed to work diligently towards achieving a decarbonized society, while still maintaining our highest ethical standards, and respect for all human rights.

NTT is taking bold action to help this future take shape:



## WELLBEING

NTT is dedicated to the wellbeing of all employees through its policies and initiatives for diversity, inclusion, and an overall respect for human rights.

### 1 Global Human Rights Policy at NTT

NTT will adhere to the Universal Declaration of Human Rights across its corporate activities fulfilling its commitment to be a socially responsible global employer.



Attendance for Human rights training



Ratio of direct dialogue with important suppliers

Established the NTT Human Rights Committee



### 2 Human Rights For the Benefit of Society

By adopting the highest possible standards in human rights, we will work to ensure our suppliers and partners adopt the same principles as NTT, respecting local country laws and cultures.



NTT Group Global Human Rights Policy applies to the entire NTT Group value chain

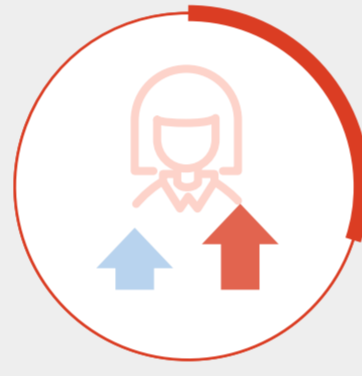


### 3 Encouraging a Diverse Workforce

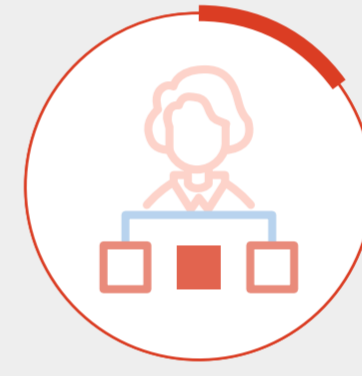
We will work to ensure all employees can achieve their full potential and provide more opportunities for people from diverse backgrounds.



30% Greater ratio of new female graduate hires



30% Ratio of women newly promoted to management positions



15% Ratio of women in management roles by 2025



25-30% Ratio of female directors by 2025 (directors + audit and supervisory board members + senior vice presidents)

### 4 Creating Welcoming Workplaces

NTT is an organization where everyone is valued and has equal access to opportunities regardless of their gender identity, ethnicity and sexual orientation. Employees with disabilities are given equal access to opportunities in a welcoming workplace.



2.3%

Percentage of employees with disabilities



NTT has received the PRIDE Gold ranking for six consecutive years



### 5 Supporting Family Care

We will provide opportunities for people to more easily manage their commitments in providing care for children or elderly relatives through workplace flexibility and a culture that values time spent with family.

### 6 Enabling Flexible Working

By embracing digital technologies NTT can support greater diversity in employee work styles with increased remote and flexible working patterns.

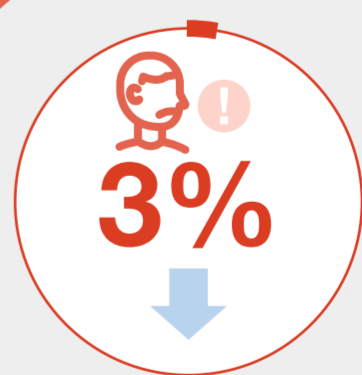


70% Remote work ratio in 2022



### 7 Promoting Employee Health

Through prioritizing employee health we hope to improve overall wellbeing. Since employee safety is of paramount importance we have set up a Health Management Promotion Committee to collaborate across the Group and support a balanced and positive working culture.



3% Reduction in number of employees taking leave for mental health compared to previous year

### 8 Supporting Career Development

To ensure employee satisfaction we are more actively promoting training opportunities for employees through on-the-job learning, in-house certification and attainment of external qualifications. NTT seeks to enable every employee to maximise their abilities and grow their professional careers.



### 9 Promoting Digital Transformation

NTT is working to automate and digitize processes in order to reduce waste. Through new digital processes NTT will eliminate the need for paper-based printing in bills and order processing.



90% By 2023 paper usage will shrink by 90% on 2008 levels



60% Established a closed loop recycling system for telephone directories which account for more than 60% of our paper consumption