



Policy

Sustainability Policy

NTT Ltd.

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## 1. Sustainability Policy

### 1.1. Objectives

The NTT Ltd Sustainability Policy focuses on improving sustainability performance across the organization. This Policy outlines our approach to integrating effective management of sustainability and climate-related risks and opportunities into our everyday decision-making and delivery of our business strategy.

Sustainability is fundamental to the business strategy and is underpinned by our Sustainability Ambition and public commitments.

### 1.2. Scope

This policy applies to all NTT Ltd. employees, contractors, suppliers and clients.

## 2. Foreword

In November 2021, we publicly launched our Sustainability Ambition, with a goal to direct everything we do toward a more sustainable and inclusive future for all. We know that the greatest opportunity we have is to make a positive impact through our core business, including our smart solutions and the work that we do with clients, vendors and partners.

Together, we enable the connected future, realized through a digital economy. Connectivity, however, is not enough. There are choices we can make as a purpose-driven business to amplify our positive impact on the world by making connections across our three sustainability ambition themes of planet, economy and communities.

Our people, operations and solutions deliver technology that addresses the world's most pressing needs to ensure a better, more connected future.

As one of the largest technology companies in the world, our contributions to making the world more sustainable can have a significant impact, using technology to transform the world for a more sustainable and connected future.

## 3. Governance

Our Group governance framework supports effective decision-making and the delivery of our strategy. The integrated Risk and Sustainability function is led by the Chief Risk and Sustainability Officer, who is a member of the NTT Ltd. Executive Leadership Team.

The Sustainability Executive Committee, chaired by the CEO, meets quarterly and oversees the execution of our sustainability strategy and plans.

The Sustainability Operations Committee, chaired by the SVP for Sustainability, meets monthly to develop and monitor execution plans, and to ensure organization-wide integration.

Each region and division meet monthly to execute their plans for their respective areas.

In line with other business agendas, sustainability-related matters are reported directly to the CEO and CFO through the company's Quarterly Business Review process. Sustainability updates are published on the company website annually.

## 4. Strategy

Our sustainability strategy is informed by a materiality matrix that focuses our efforts on the most material issues that affect our business and stakeholders. It is aligned to the UN Sustainable Development Goals (UN SDGs) and the 1.5-degree pathway (Paris Agreement), and supports the Science Based Targets initiative goal to achieve net-zero carbon emissions by 2050.

Our strategy comprises three interconnected themes of **planet, economy and communities**, as this is where we believe we can have the greatest sustainability impact through our people, operations and solutions:

- **Connected Planet:** Use technology solutions that help protect, restore and regenerate the natural world, conserving precious natural resources for future generations.
- **Connected Economy:** Use our trusted technology to help organizations thrive and make their contributions to a sustainable and resilient digital future.
- **Connected Communities:** Supporting diverse and inclusive communities where we operate, enabling access so everyone has the opportunity to realize their potential.

## 5. Risk

The integrated Risk and Sustainability function is led by the Chief Risk and Sustainability Officer, who is a member of the NTT Ltd. Executive Leadership Team.

The NTT Ltd. board of directors has identified 13 principal risks considered to be of the greatest significance to NTT. These principal risks have the potential to materially and adversely affect the key value drivers or our brand and reputation, governance, financial performance, and operating efficiencies and effectiveness.

Sustainability has been identified as a principal risk that can be mitigated by driving the adoption and implementation of business practices that support our sustainability goals to:

- Be a responsible contributor to society
- Drive sustainable business performance
- Use technology to protect and restore the environment

For sustainability as a principal risk, a risk owner is identified. In addition, a programmatic approach to mitigation is developed to facilitate the effective management of all risks and set out the implementation and reporting requirements and expectations of each our regions and service divisions.

Risk reports are produced and presented to the Group Risk and Compliance Committee, which is a subcommittee of the Group Audit and Risk Committee. The assessment and management of sustainability-related risks is also subject to quarterly review by the Sustainability Executive Committee, which is chaired by the Group CEO and whose members are the Executive Leadership Team.

## 6. Metrics

Aligned to each of our three interconnected themes of **planet, economy and communities** we have set the following public commitments:

### 6.1. Connected planet

- Net-zero emissions across our operations (Scope 1 and 2) by 2030, and value chain (Scope 3) by 2040.
- 100% renewable energy in our data centers by 2030, and in our offices and facilities by 2035.
- Technology solutions focused on the protection and regeneration of biodiversity on every continent where we operate by 2025.
- Incorporate circular design by 2026 to reduce waste and carbon emissions.

### 6.2. Connected economy

- Grow our portfolio of smart solutions to support our clients and partners in reducing 200 million tonnes of greenhouse gas (GHG) emissions by 2026.
- Establish the Sustainability Innovation Fund and a mentorship program for climate technology and smart solutions.
- Maintain the highest standards of cybersecurity, data privacy and data protection.
- Focus on our own standards of ethical behavior, in line with our Code of Business Conduct and Ethics and as underpinned by the values of NTT Group: integrity, trust, connect.

### 6.3. Connected communities

- Provide 5 million young people and children from underprivileged areas with digital access and education opportunities by 2030.
- Have our people contributing 1 million hours of volunteering every year from 2025, focused on education and conservation.
- Have over 50% of employees belonging to one or more diversity categories by 2025.
- Double the diversity of our Executive Leadership Team by 2025.

## 7. Document control

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