

Top Message on Compliance

To Employees and Partner Employees of NTT Communications

To continue to be trusted and respected by society

The year 2019 marks NTT Communications 20th anniversary. Starting from this year, we are striving to achieve our Re-born initiative, which aims to achieve sustainable growth in the future. In this milestone year toward this goal, we are focusing on enforcing structural reform plans directed at One NTT and encouraging individual employees' self-directed actions to build a new corporate culture.

Taking a look at the business environment, each country and economy is dynamically changing their trade and competition policies, mainly in connection with intensifying leadership struggle for big data handling rules, driven by innovative developments of AI and IoT technologies. In this environment, business enterprises should be even more aware of the importance of corporate ethics and compliance, given the recent tendency of stakeholders to be less tolerant to the inappropriate or dishonest behavior of corporate organizations and individuals. In fact, there seems to be no end to reports on corporate scandals and misconduct resulting in distrust in responsible companies and even their market withdrawal. We must also regrettably admit that this issue has also plagued us. Some of the NTT Group companies were held accountable for falsifying data to be reported to the regulatory authorities.

In this context, the NTT Group announced Your Value Partner 2025, a new medium-term management strategy, in November 2018. The NTT Group pledged to pursue "connection" "trust" and "integrity" over the long term as its shared values. While working to fulfill this pledge, the NTT Group is accelerating self-transformation efforts to achieve continuous increase of corporate value.

These rapidly changing times are bringing a sweeping transformation to the environment surrounding our business. In order to overcome the uncertainty of this turbulent environment, it is essential that individuals think and act on their own yet based on shared values.

The NTT Communications Group has promoted compliance management mainly through "connection" related business development, and has built strong relationships based on trust with customers and partners, thanks in large part to the tremendous efforts of all employees of the NTT Communications Group. Going forward, we will explore approaches to "trust" and "integrity" as new themes for compliance management. I ask each of you to undertake this task, and let's act together as one so that the NTT Communications Group will continue to be trusted by customers and wider society as "Your Value Partner," thereby contributing to creating a peaceful, trusting society.

In conclusion, I would like to make one request to you all. We are focusing on promoting DX Enabler™ initiatives, engaging the entire organization and workforce in digitalizing operations. In this intensive digitalization movement, you may possibly notice something inappropriate or suspicious about working procedures and operation methods. If you do, never turn away or hesitate to speak up, so that we can share the issue to discuss improvements. I believe that the accumulation of such specific actions, even if small individually, will make a difference that contribute to the United Nations'

Compliance-related Initiatives by NTT Communications

Compliance-related information is released on our Enterprise Information Portal. If you notice a violation of the internal rules, an act against social norms, harassment or other acts considered inappropriate from an ethical point of view, please contact the compliance person in charge at each organization or consult with the following contact desks.

Reference to Corporate Ethics (Legal Affairs and Internal Auditing)

<http://kmportal.info.ntt.com/sites/le/ethics/Pages/default.aspx>

【In-house hotline】 NTT Communications Group Compliance Hotline

« For compliance issues »

Compliance Committee Office (Legal Affairs and Internal Auditing)

http://kmportal.info.ntt.com/sites/le/ethics/Pages/Contact_Points.aspx

« Sexual/Power Harassment/Human Rights »

Human Rights Office (Human Resources)

<http://kmportal.info.ntt.com/sites/hr/diversity/Pages/madoguchi.aspx>

【External hotline】 Group-wide Corporate Ethics Help Line (Law firm*)

http://kmportal.info.ntt.com/sites/le/ethics/Pages/Contact_Points.aspx

*Note;

-Reports received at the law firm will be informed to NTT Compliance Committee. The committee informed to the relevant company without disclosing personal information of the reporter.

-The compliance committee office of the relevant company will investigate the issues.

【Consultation】 NTT Group Harassment Hotline

<http://kmportal.info.ntt.com/sites/hr/diversity/Pages/madoguchi.aspx>