

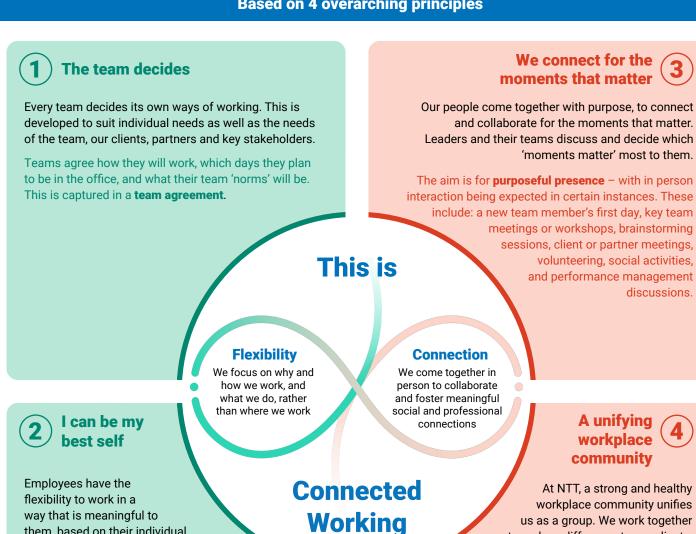


Connected Working

NTT's unique approach to hybrid working is a simple philosophy that balances flexibility with human connection.

It is a consistent global model that allows for tailoring on a country-by-country basis.

Based on 4 overarching principles



them, based on their individual needs and circumstances, as well as their role in the team.

Our 'One Small Thing' initiative encourages and makes it possible for all employees to agree with their direct line manager the one small thing that would help improve their work-life balance. One small thing might be: making 1:1 meetings walking meetings; taking a longer lunch break to go to the gym and working a little later; or starting and finishing a little later when coming into the office.

A unifying workplace community



discussions.

At NTT, a strong and healthy workplace community unifies us as a group. We work together to make a difference to our clients, our partners, society and one another. This is a place where our people care for one another and grow together.

The aim is for **purposeful presence** – with in person interaction being expected in certain instances. These include: a new team member's first day, key team meetings or workshops, brainstorming sessions, client or partner meetings, volunteering, social activities, and performance management discussions.