

# CSR Promotion Framework

## Policy

KDDI

### Approach to CSR Promotion

KDDI's CSR activities, which serve as the base for KDDI's business, consist of operational improvements through opportunities for dialogue with various stakeholders, CSR procurement, promotion of diversity and inclusion, response to the business continuity plan (BCP), and more. Based on these activities, and our value chain, we recognize the impact of our business activities on society and, through the provision of products and services, expand CSR activities that resolve issues which occur.

By promoting CSR Initiatives Through Business and CSR Initiatives Supporting Operations, KDDI will develop its business as well as develop a sustainable society.

## System

KDDI

### CSR Promotion Framework

The CSR & Environment Management Department designs and plans measures for the strategic integration of management and CSR at KDDI and the promotion of CSR activities throughout the company. The CSR committee meets twice a year to formulate CSR policies and important topics. This committee is chaired by the Executive Director, Corporate Sector (Executive Vice President, Director) with the CSR & Environment Management Department as the secretariat. The content of the committee's discussions is reported to the Corporate Management Committee in the form of periodic reports.

With the CSR & Environment Management Department taking the role of promotion, KDDI spreads the policies formulated by the CSR Committee to the relevant departments domestically and internationally,

after which it conducts activities that cut across departments. There are also two subcommittees under the CSR Committee, the Human Rights Subcommittee and the Environment Subcommittee.

The executives in charge of CSR and the environment conduct management under a system where the degree to which KPI in CSR and environmental issues is achieved is linked to remuneration and responsibility is clearly defined.

#### Major Issues Addressed by the CSR Committee in 2016

- Formulation of the Fourth Environmental Conservation Plan (KDDI GREEN PLAN 2017-2030)
- Sharing of domestic and international CSR topics

#### Human Rights Subcommittee

The Human Rights Subcommittee discusses measures, as needed, to ensure respect for human rights in all business activities of the KDDI Group based on KDDI's human right policy.

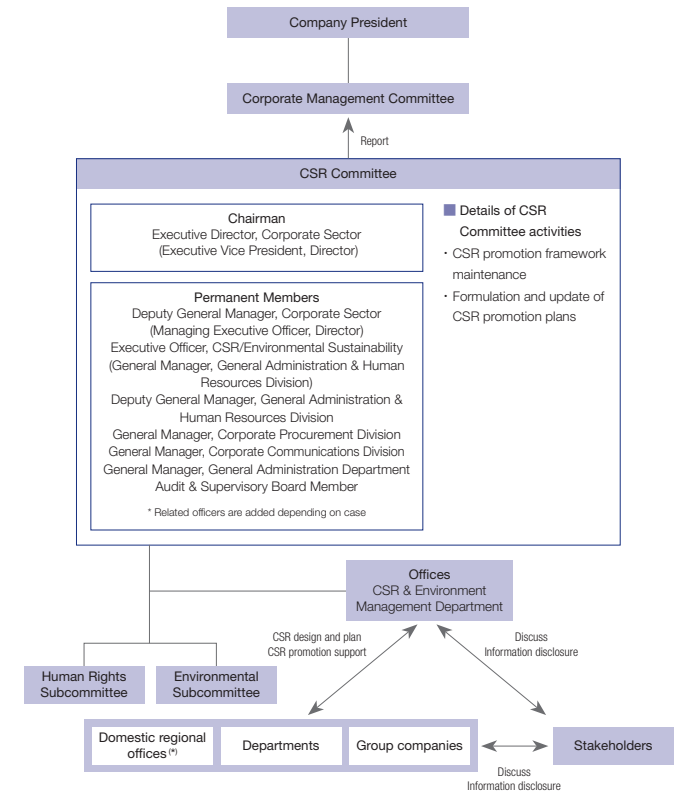
Human rights include the following.

- Prohibition of child labor or forced labor
- Prohibition of racial discrimination in business activities (based on race, sex, religion, nationality, age, sexual orientation, etc.)
- (Relating to telecommunications business) Restrictions on protection of privacy of communications or freedom of expression, eviction demands related to construction of base stations, etc.

#### Environment Subcommittee

The Environment Subcommittee discusses matters related to policy and planning of the environmental protection activities of KDDI and the KDDI Group.

### CSR Promotion and Company Infusion System



\* For the ten regions throughout Japan, the division that controls the CSR activities, general administration, and human resources of their respective region