



## Material KPIs

### FY2020 Results

ESG	Materiality	Issues	FY2020 Material KPIs	Boundary (scope of aggregation)		FY2020 Results	
				KDDI Unconsolidated	KDDI Group	Results	Evaluation**
S • Society	1 Safer and more resilient connected world	<ul style="list-style-type: none"> <li>Resilience to extreme weather events</li> <li>Risk management</li> </ul>	4G LTE population coverage rate over 99.9% (FY2021)	●		99.9%	Still under way
			Implement measure to enhance the resilience of telecommunication routes	●		The Shikoku Route was made more resilient (February 2021)	Achieved
			Number of serious accidents: 0 (Note) Following the guidelines of the accident reporting criteria of Japan's Ministry of Internal Affairs and Communications	●		0 (no accidents)	Achieved
			Implement measures to prevent leaks and enhance earthquake protections at communication stations (FY2021)	●		Measures to prevent leaks were taken at 11 additional communication stations (March 2021)	Still under way
	2 Cyber security and privacy protection	<ul style="list-style-type: none"> <li>Utilization of information assets and tightening of security</li> <li>Data privacy</li> </ul>	Data security incidents: 0 (Note) Data breaches, complaints, etc., that are illegal or subject to regulatory guidance	●	●	0	Achieved
			Data security training for all employees: held at least once a year	●		3 times (Implemented an e-learning program for all employees)	Achieved
	3 Fulfilled life brought through ICTs	<ul style="list-style-type: none"> <li>Contribution to economic growth through robust information communication infrastructure</li> <li>Improvement of access to education, medicine and other public services through ICTs</li> <li>Promotion of employment creation and capacity building</li> <li>Innovation management</li> </ul>	Provide 5G services in all prefectures of Japan (FY2021)	●		All prefectures	Achieved
			60 regional revitalization projects (initiatives to co-create solutions for issues with regions using IoT and ICT) (cumulative total FY2020.3–FY2022.3)	●		20 (FY2020)	Still under way
			Reach 78 million mobile connections*2 in developing countries where KDDI has a communications business presence (FY2021)	●	●	73,990,000	Still under way
			Realize highly effective learning environments using adaptive learning*3 and other advanced techniques (FY2021)	●	●	Began providing "English Time," which enables dialogue-based English vocabulary training by talking with a device installed with Amazon Alexa (February 2021)	Still under way
			Transaction Volume of Settlement/Loan: 6.0 trillion yen (FY2021)	●	●	9.0 trillion yen (FY2020)	Still under way
	4 Rewarding workplaces for diverse talents	<ul style="list-style-type: none"> <li>Promotion of diversity and inclusion</li> <li>Human resource development and career development</li> <li>Pursuit of employee satisfaction</li> <li>Promotion of health-focused management</li> </ul>	<ul style="list-style-type: none"> <li>Promoting measures to hire 200 female line managers (by the end of FY2020)</li> <li>Building KDDI's Group-wide system for the professional advancement of women</li> </ul>	●		Female core managers 175 (as of April 1, 2021)	Not achieved yet
			Percentage of newly hired female graduates: 30% (by the end of FY2020)	●		32.4% (FY2020)	Achieved
			Disability employment rate: statutory rate achieved	●	*4	2.50% as of June 2021	Achieved
			As a leading company in promoting the professional advancement of elder employees, establish a foundation for promoting such advancement (FY2021 target)	●		<ul style="list-style-type: none"> <li>Established a scheme for elder employees to apply for in-house positions</li> <li>Implemented career seminars for elder employees as planned, and finished establishing a foundation for promoting advancement</li> </ul>	Still under way
			Healthcare management initiatives <ul style="list-style-type: none"> <li>Illness detection rate (legally mandated): 55% or less (target figure for FY2020 end)</li> <li>Rate of smokers: 18% or less (target figure for FY2020 end)</li> </ul>	●		<ul style="list-style-type: none"> <li>Illness detection rate: 63.7% (FY2020)</li> <li>Rate of smokers: 24.3% (FY2020)</li> </ul>	Not achieved yet
G • Governance	5 Respect for human rights and fairness in business	<ul style="list-style-type: none"> <li>Pursuit of sustainable procurement</li> <li>Respect for workers' rights</li> <li>Prevention of corruption and bribery</li> <li>Promotion of fair and proactive communication</li> </ul>	Number of cases of human rights violation: 0 Note: Human rights violation refers to abuse of human rights, such as power harassment, subject to disciplinary action.	●		2	Not achieved yet
			KDDI Group Philosophy Study Session attendance: 100%	●		93.8%	Not achieved yet
			Measures for instilling the KDDI Code of Business Conduct company-wide: 12 or more per year	●		A direct link to the KDDI Code of Business Conduct was provided in the company cars of all employees, enabling them to reference it at any time	Achieved
			Collection rate of sustainable procurement surveys: 90%	●		96%	Achieved
			KDDI Smartphone & Mobile Phone Safety Classes, Comprehension Rate, Satisfaction Rate <ul style="list-style-type: none"> <li>For youths: satisfaction with lecturers: 99%; desire to reapply: 85%; start new types of courses</li> <li>For older people: comprehension rate: 86%; usage rate: 92%</li> </ul>	●		<ul style="list-style-type: none"> <li>For youths: satisfaction with lecturers: 98.9%; desire to reapply: 86.9%; start of online courses</li> <li>For older people: comprehension rate: 85.5%; usage rate: 94.1%</li> </ul>	Partially achieved
				●			
E • Environment	6 An energy-efficient, circular economy	<ul style="list-style-type: none"> <li>Energy efficiency improvement and utilization of clean energy</li> <li>Zero emissions and 3Rs</li> <li>Mitigation of society's impact on environment through ICTs</li> </ul>	7% reduction in CO <sub>2</sub> emissions in FY2030, compared to FY2013 for KDDI (in Japan, non-consolidated).	●		FY2020 target: 1,002,522t-CO <sub>2</sub> *5 FY2020 results: 1,056,125t-CO <sub>2</sub> *5	Still under way
			Maintain zero emissions from retired telecommunication facilities Final disposal rate: 1% or less (Zero emissions is defined as having a final disposal rate of 1% or less) (FY2030)	●		Final disposal rate: 0.02% (FY2020)	Still under way
			Upgrading to highly energy-efficient data centers in Japan and abroad (FY2030)	●	●	Began providing the domestic data center TELEHOUSE TOKYO Tama5 (July 2020)	Still under way
			Maintain material recycling rate of 99.8% for post-consumer mobile phones (FY2030)	●		99.8% (FY2020)	Still under way
			Post-consumer mobile phones collected over 5 years (aggregated): 6 million (Target for FY2018-FY2022)	●		FY2020 target: 3,600,000 (cumulative) FY2020 results: 3,546,860 (cumulative)	Still under way

\*1 The status of KPIs with a target set to achieve by FY2021 and beyond are indicated as "Still under way" across the board, including those progressing according to the FY2020 plan.

\*2 Number of mobile connections: Number of activated SIM cards (GSMAs "Mobile connections, including licensed cellular IoT") We have revised upward the FY2021 target.

\*3 Adaptive learning: The provision of study materials and learning methods optimized for each individual, based on each student's level of understanding and progress.

\*4 Includes KDDI Challenged (special subsidiary) and KDDI Engineering

\*5 The CO<sub>2</sub> emissions are calculated using the emission factors furnished by electric utility operators. (Emissions from heat, steam and hot and chilled water consumption are included.)

# Material KPIs

## FY2021 Targets

ESG	Materiality	Issues	FY2021 Material KPIs	Boundary (scope of aggregation)	
				KDDI Unconsolidated	KDDI Group
S • Society	1 Safer and more resilient connected world	<ul style="list-style-type: none"> <li>Resilience to extreme weather events</li> <li>Risk management</li> </ul>	4G LTE population coverage rate over 99.9% (FY2021)	●	
			Create 5G areas at the platforms and stations of major legs of 21 Kanto train lines and 5 Kansai train lines, including JR and private train companies, as well as inside the trains that run between these stations (FY2021)	●	
			Number of serious accidents: 0 * Following the guidelines of the accident reporting criteria of Japan's Ministry of Internal Affairs and Communications	●	
			Implement measures to prevent leaks and enhance earthquake protections at communication stations (FY2021)	●	
	2 Cyber security and privacy protection	<ul style="list-style-type: none"> <li>Utilization of information assets and tightening of security</li> <li>Data privacy</li> </ul>	Data security incidents: 0 Note: Data breaches, complaints, etc., that are illegal or subject to regulatory guidance	●	●
			Data security training for all employees: held at least once a year	●	
	3 Fulfilled life brought through ICTs	<ul style="list-style-type: none"> <li>Contribution to economic growth through robust information communication infrastructure</li> <li>Improvement of access to education, medicine and other public services through ICTs</li> <li>Promotion of employment creation and capacity building</li> <li>Innovation management</li> </ul>	60 regional revitalization projects (initiatives to co-create solutions for issues with regions using IoT and ICT) (cumulative total FY2019–FY2021)	●	
			Reach 78 million mobile connections*1 in developing countries where KDDI has a communications business presence (FY2021)	●	●
			Realize highly effective learning environments using adaptive learning** and other advanced techniques (FY2021)	●	●
			Transaction Volume of Settlement/Loan: 9.3 trillion yen (FY2021)	●	●
	4 Rewarding workplaces for diverse talents	<ul style="list-style-type: none"> <li>Promotion of diversity and inclusion</li> <li>Human resource development and career development</li> <li>Pursuit of employee satisfaction</li> <li>Promotion of health-focused management</li> </ul>	Promoting measures to hire 200 female line managers (by the end of FY2022)	●	
			Percentage of newly hired female graduates: 30% (by the end of FY2021)	●	
			Disability employment rate: statutory rate achieved	●*3	
			As a leading company in promoting the professional advancement of elder employees, establish a foundation for promoting such advancement (FY2021)	●	
			Training security personnel: maintain 200 employees	●	
			LGBTQ+ ally recognition rate: 70% (by the end of FY2021)	●	
Usage rate of annual paid leave: 80% (by the end of FY2021)			●		
Rate of return from parental leave of absence for: 100% for both men and women (by the end of FY2021)			●		
Healthcare management initiatives <ul style="list-style-type: none"> <li>Illness detection rate (legally mandated): 62.4% or less (by the end of FY2021)</li> <li>Rate of smokers: 20.3% or less (by the end of FY2021)</li> </ul>	●				
G • Governance	5 Respect for human rights and fairness in business	<ul style="list-style-type: none"> <li>Pursuit of sustainable procurement</li> <li>Respect for workers' rights</li> <li>Prevention of corruption and bribery</li> <li>Promotion of fair and proactive communication</li> </ul>	Number of cases of human rights violation: 0 Note: Human rights violation refers to abuse of human rights, such as power harassment, subject to disciplinary action.	●	
			KDDI Group Philosophy Study Session attendance: 100%	●	
			Conduct Group company executive officer training Post-training satisfaction survey rate: 95%	●	●
			Collection rate of sustainable procurement surveys: 90%	●	
			KDDI Smartphone & Mobile Phone Safety Classes, Comprehension Rate, Satisfaction Rate <ul style="list-style-type: none"> <li>For youths: satisfaction with lecturers: 99%; desire to reapply: 85%; establish online courses</li> <li>For older people: comprehension rate: 86%; usage rate: 92%</li> </ul>	●	
E • Environment	6 An energy-efficient, circular economy	<ul style="list-style-type: none"> <li>Energy efficiency improvement and utilization of clean energy</li> <li>Zero emissions and 3Rs</li> <li>Mitigation of society's impact on environment through ICTs</li> </ul>	50% reduction in CO <sub>2</sub> emissions in FY2030, compared to FY2019 for KDDI (in Japan, non-consolidated).	●	
			Achieve zero CO <sub>2</sub> emissions by 2050	●	
			Maintain zero emissions from retired telecommunication facilities Final disposal rate: 1% or less (Zero emissions is defined as having a final disposal rate of 1% or less) (FY2030)	●	
			Utilizing renewable energy and upgrading to highly energy-efficient data centers, mobile phone base stations and other equipment (FY2030)	●	●
			Maintain material recycling rate of 99.8% for post-consumer mobile phones (FY2030)	●	
Post-consumer mobile phones collected over 5 years (aggregated): 6 million (Target for FY2018-FY2022)	●				

\*1 Number of mobile connections: Number of activated SIM cards (GSMA's "Mobile connections, including licensed cellular IoT")

\*2 Adaptive learning: The provision of study materials and learning methods optimized for each individual, based on each student's level of understanding and progress.

\*3 Includes KDDI Challenged (special subsidiary) and KDDI Engineering