

# Social

As a good corporate citizen, the Group is proactively addressing the expectations of stakeholders and the issues they now confront on diverse fronts by, for example, respecting human rights, assisting employees in their pursuit of career success, supporting employee health, valuing diversity, and participating in local communities.

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## Respect for Human Rights

Respect for human rights is a fundamental corporate responsibility. To ensure that the human rights of all people involved in its businesses are respected, the Group develops and implements appropriate systems. In addition, we established our Human Rights Policy, which sets out basic matters related to human rights, as we work to raise awareness of respect for human rights throughout the Group through training and other means. We also require our investees and business partners to act in compliance with all laws and regulations related to human rights.

 See our website for the full text of our Human Rights Policy.

### Identifying Human Rights Risks

#### Human Rights Survey


SBG

In February 2022, as part of its human rights due diligence, SBG conducted a human rights survey of officers and employees to better understand human rights risks in business activities and consider preventive and remedial measures, with a response rate of approximately 77%. From the responses, we confirmed human rights issues that had occurred within the last 12 months and ascertained potential human rights risks that could occur in the future. Responses included references to overwork, harassment, discrimination based on gender or other grounds, and human rights risks associated with AI and other technologies used or developed by our portfolio companies.

For the identified human rights risks, we will continue to take measures to prevent an occurrence of such risks by providing ongoing training and other measures, while exploring countermeasures based on the findings from yearly monitoring. In addition, we continue to consider initiatives aimed at expanding our human rights due diligence efforts, such as by promoting action on human rights for business partners and Group companies.

### Respect for Human Rights in the Supply Chain

Modern business cannot function alone, they need to collaborate with a range of business partners. When promoting its businesses, SBG believes that it is essential not only to comply with laws, but also to conduct business based on high ethical standards. As such, SBG established the Supplier Code of Conduct that stipulates matters where compliance is expected of these business partners. Our goals are to ensure the promotion of business activities that comply with high ethical standards. This includes respecting the human rights of workers and ensuring a safe and sanitary working environment.

 See our website for the full text of our Supplier Code of Conduct.

### Group Company Initiatives

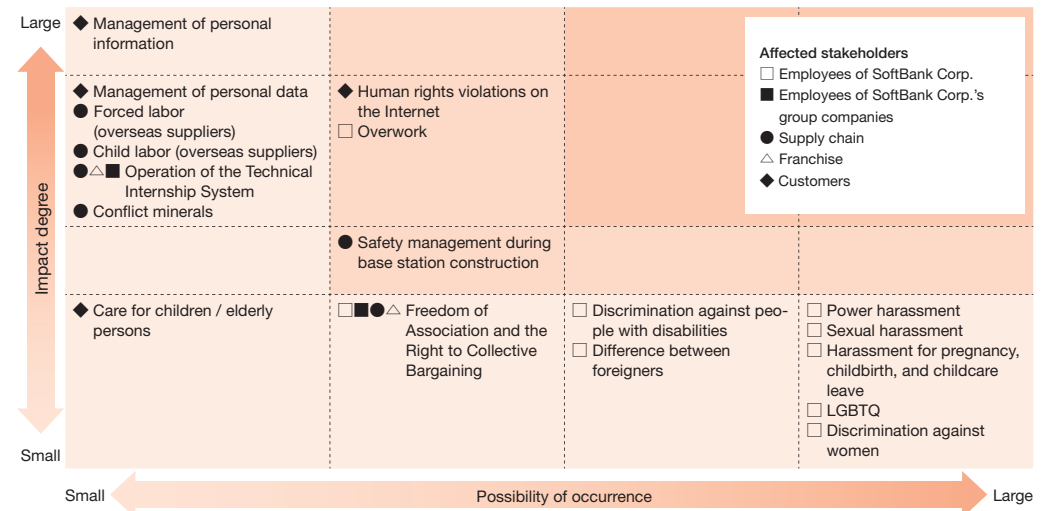
#### Human Rights Due Diligence

SoftBank Corp.

SoftBank Corp. conducts human rights due diligence in accordance with the UN's Guiding Principles on Business and Human Rights to respect the human rights of all of its stakeholders. In identifying human rights risks, based on exchanging opinions with experts, the company has mapped out risks originating from its business activities or trade relations that could negatively impact human rights. Thinking the company needs to address these risks as priorities, it identifies and evaluates potential impacts of these risks on human rights, and takes appropriate measures to reduce latent risks. Should a risk emerge, the company works to quickly resolve problems and take appropriate remedial measures.

In a continuation from fiscal 2020, SoftBank Corp. conducted a fiscal 2021 self-assessment related to human rights initiatives for its employees, subsidiaries and affiliates, joint venture portfolio companies, business partners who are major suppliers, and distributors operating *SoftBank* and *Y!mobile* shops, which serve as direct lines to customers and key sales channels. Although no cases of human rights impacts were identified, the company worked to solve problems and take corrective measures for subsidiaries and business partners where there were latent human rights risks. Going forward, the company will continue to conduct continuous monitoring and offer improvement recommendations in an effort to further reduce risks.

#### Human rights risk mapping





## Human Resources Strategy

Human resources are the source of the Group's value creation, and employees are important stakeholders that support sustainable growth. We are continually working on development and promotion of human resources in various ways. This is based on the belief that creating an environment where employees can take on challenges and play an active role while making the most of their individuality and abilities, will increase corporate value.

### Human Resources Management

#### Professional Recruitment Emphasizing Core Competencies

SBG

SBG hires professionals with an emphasis on the "Three Core Competencies" of Professionalism, Smart, and Relation. Our basic policy is to hire the best person for the position regardless of age, gender, nationality, disability, and other factors. We are hiring excellent and diverse personnel. In addition, SBG has established a system for self-driven career development so that each employee can continually enhance their Three Core Competencies after being hired. Furthermore, we have also established a dual-employment system, under which employees may engage in a second job in line with the concept that personal growth through diverse experiences leads to career development.

#### "Three Core Competencies" We Seek in Our Employees

##### Professionalism

High level of expertise in a relevant field



##### Smart

Capacity to think logically and tackle unprecedented challenges using numbers and reasoning



##### Relation

Communication skills required to engage in business with leading companies in the world

#### Advancement of Professionals



Daisuke Suzuki

##### Certified Public Accountant; Accounting Department, Consolidation Accounting Group

SBG continues to take on dynamic challenges, and I am responsible for operations that control consolidated accounting, such as compiling points of discussion on Group company performance and reconciliation with independent auditors. Because I also sometimes handle new projects that could establish precedent, there are many opportunities to test my knowledge and skills as a CPA and support the company's dynamic management decisions as an accounting professional.



Aya Tominaga

##### Lawyer; Corporate Legal Department/CLO Office

As an in-house lawyer, I am responsible for contract review, dispute management, and governance related work such as preliminary reviews of Board meeting materials. My job requires knowledge, negotiation and coordination skills as a lawyer in order to handle many important management matters and first-time projects. As a key player in both SBG's offensive and defensive strategies, I leverage my own skills to contribute to its sustainable growth.

### Human Resources Development

The Group emphasizes the importance of self-driven career development. When each employee determines and enhances the knowledge and skills they need on their own, both the individual and organization are strengthened. In line with this thought, we provide internal training programs where employees can voluntarily participate, such as English conversation courses and SoftBank University.\*<sup>1</sup> Also to enable employees to autonomously choose external training programs, we provide such support as allotting each department with an educational budget and covering the costs necessary to maintain qualifications.

#### Human Resource Development Programs Aimed at Enhancing Value

SoftBank Corp.

SoftBank Corp. has established a job posting system for in-house recruitment of members to start up new businesses and companies, a free agent system that enables ambitious employees to transfer to the department of their choice, and a system to support the acquisition of certifications as opportunities for career development, helping employees achieve their career plans. The company allows secondary jobs as long as it does not have an impact on the company's business, based on the belief that the experience will lead to the revitalization of its business and innovation. The company has also introduced an internal secondary job system, which allows employees to experience work in other departments. This system expands opportunities for employees to develop abilities and revitalize organizations through interdepartmental exchanges.

#### AI-savvy Personnel Development

SoftBank Corp.

Z Holdings Corporation



For society to fully enjoy the benefits of AI, we believe that it is important to improve AI literacy on both the developer and user sides. We are therefore working to develop AI talent for the Group as a whole.

Aiming for AI skill acquisition for all its employees, SoftBank Corp. launched AI Campus within SoftBank University\*<sup>1</sup> as we accelerate the acquisition of talent who possess AI-related knowledge and skills. Having established Z AI Academia, a community to develop expertise in AI, Z Holdings Corporation is promoting knowledge sharing and business collaboration utilizing AI. Employees in diverse occupations, not just researchers and engineers, are eligible for training, and the company is focusing on developing AI-savvy personnel.

\*<sup>1</sup> An employee training program established in September 2010 with the purpose of developing human resources who help achieve the corporate philosophy.

## Diversity & Inclusion

The Group believes that the full exercise of each employee's individuality and ability is the force driving the growth of the entire Group. By advancing hiring and management promotions regardless of age, gender, nationality or disability, we are creating a workplace rich in diversity where everyone can play an active role.

 [See our website for human resources and diversity data.](#)

### Empowerment of Women

Diversity is a driving force underpinning the growth of the entire Group. We are promoting diversity to foster an environment where employees, who are key stakeholders, can thrive. Throughout the Group, we are proactively advancing diversity with a particular focus on the empowerment of women.

#### Advancement of Women Regardless of Grade

SBG



SBG hires and promotes employees based on their abilities without regard to gender. Approximately 44% of all employees and 22% of managers are female. Females occupy a wide range of positions, from Board Directors to junior managers, including approximately 11% of the Board Directors, 18% of senior managers, and 28% of junior managers.\*1 Each of them is engaged in their profession by making the best use of their expertise.

#### Working to Eliminate the Gender Gap in Venture Capital

SBIA

SBGI



In November 2021, Lydia Jett became the first female investor to hold the rank of managing partner at SBIA, which manages the SoftBank Vision Funds. This is one result of our efforts to promote women empowerment. In fiscal 2021, 40% of promotions to Investment Partner and Managing Partner were female. Year after year, the ratio of women across the company has steadily risen.

In addition, measures to promote diversity have yielded progress at SoftBank Group International (SBGI), which is the global asset management arm of SBG, where the diversity of new hires in 2021 was high: 51% women and 55% people of color.

While expanding the diversity of new hires, SBIA and SBGI are also proactively working to eliminate the gender gap in part by conducting training to root out bias.

#### Aiming to Increase the Ratio of Female Managers

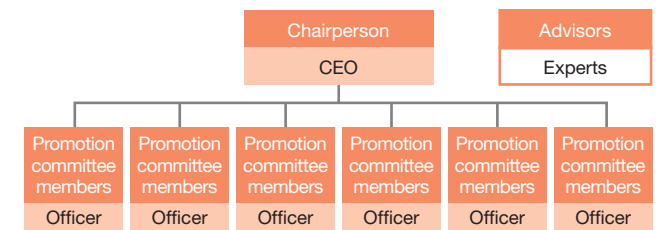
SoftBank Corp.



SoftBank Corp. has positioned the promotion of diversity as a management priority. With the objective of promoting the advancement of women in its workforce, the company has set targets of roughly doubling women's representation in management from 7.1% in fiscal 2021 to 15% in fiscal 2030 and to have roughly tripled the ratio to 20% by fiscal 2035. Toward achieving these targets, the Advancement of Women Promotion Committee, which comprises executives and outside experts, was established in July 2021. Other specific measures being taken include workshops for female employees, mentorship programs led by female managers and other role models, and e-learning programs for all employees related to unconscious bias.

Going forward, the company will continue to further expand these initiatives while introducing and promoting new measures based on the discussions at the Advancement of Women Promotion Committee with the aim of realizing an organization brimming with vitality.

#### Advancement of Women Promotion Committee



#### Promoting the Advancement of Foreign Employees



SBG advances the hiring and promotion of employees to management positions regardless of nationality. We are fostering an environment where foreign employees can thrive by, for example, providing most internal notices, training content, systems, and more in both Japanese and English.

#### Advancing the Promotion of People with Disabilities



SoftBank Corp. wants all employees to excel in their work by making the most of their unique abilities. In principle, therefore, the same standards are applied to hiring people with disabilities and those without. Nor is any distinction



made in subsequent compensation. The company is also promoting a new workstyle called short time work, where people can work shorter hours depending on their disability, both inside and outside the company, as it strives to create an environment where everyone can work to the full extent of their abilities.

\*1 As of March 31, 2022.

## Creating a Supportive Working Environment

The Group aims to maintain working environments in which all employees can exercise self-expression and work passionately while preserving their physical and mental well-being. To ensure our success in this endeavor, we pay careful attention to worker health and safety, and have instituted various programs that help employees strike an optimal work-life balance.

### Work-style Reform

The Group has established various systems to realize the appropriate balance between work and quality of life, placing importance on work-life balance. We have also undertaken various measures to reduce long working hours, such as the utilization of technology.

#### Work-style Reform Measures (Examples)

SBG SoftBank Corp. Others



- Company-wide introduction of remote work
- Company-wide introduction of the super flextime system\*<sup>1</sup>
- Attendance management linked to the office entry-exit management system using facial recognition
- Periodic delivery of attendance alert e-mails using an RPA\*<sup>2</sup> system (to monitor attendance status, to alert employees of excessive working hours based on predictive simulation, and to encourage employees to take annual leave)
- Promotion of “No Overtime Days” and “Premium Friday”\*<sup>3</sup>

### Benefits

The Group provides various programs to foster a working environment where employees can work secure in mind and body.

#### Benefits (Examples)

SBG SoftBank Corp. Others



- Full social insurance (health insurance, welfare pension insurance/workers' compensation insurance, and employment insurance)
- Corporate pension plans (defined-contribution pension plan/defined-benefit pension plan)
- Asset-building savings (general, pension, housing/incentives provided)
- Employee stock ownership plan (incentives provided)
- Group insurance, membership benefit services, point-based prize programs

### Employee Well-being

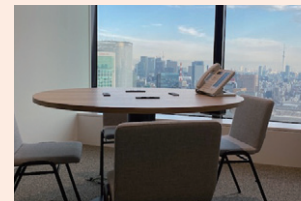
The Group is taking various measures to manage, maintain, and improve employee health with the belief that the physical and mental health of employees is important to sustainable corporate growth.

#### Healthcare Measures (Examples)

SBG SoftBank Corp. Z Holdings Corporation Others



- Conducting regular health checkups and encouraging checkups
- Conducting individual follow-ups for employees recognized as needing improvement in their health checkup
- Providing counseling from an industrial physician, public nurse, or counselor
- Conducting regular stress checks
- Providing meals or bento boxed lunches inspected and certified as a Smart Meal\*<sup>4</sup> and a buffet with a healthy balance between main and side dishes enabling employees to customize their meal for how they feel that day
- Providing massage rooms
- Providing health-related videos
- Providing online medical counseling services
- Taking measures to support employees who want to quit smoking
- Regularly conducting saliva PCR tests for employees (a COVID-19 countermeasure)



Counseling room



Cafeteria serving healthy food



Massage room

\*1 Flextime system without core time.

\*2 RPA stands for robotic process automation, a technology that automates business processes and tasks, previously performed by humans, and instead carries them out on computers.

\*3 A private-public initiative aimed at revitalizing consumption and changing lifestyles by moving the end of the workday forward on the last Friday of each month.

\*4 A common term for a nutritionally balanced meal that includes health-boosting food certified by the Healthy Meal and Food Environment Consortium.

## Industrial Safety and Health

The Group strives to identify and address risks associated with occupational safety and health, with the aim of maintaining a working environment in which everyone can work while staying mentally and physically healthy.

### Vaccinations at Workplaces for Safe and Secure Working Environments



To contribute to an earlier rollout of vaccinations against COVID-19 in Japan, from June 2021, SBG cooperated with its Group companies in administering approximately 240,000\*1 doses of vaccine at a total of 13 sites nationwide to employees of Group companies, their families, business partners, healthcare workers, and local residents. The management of vaccinations at workplaces was achieved efficiently by utilizing digital solutions. These included smooth reception and registration of vaccination completion procedures using the HELPO healthcare app provided by Group company Healthcare Technologies Corp.; health consultations where doctors and others respond via chat 24 hours a day, 365 days a year; and the effective filling of slots canceled on the same day by utilizing a vaccination slot notification service provided by Yahoo Japan Corporation. At SBG, time spent by employees for vaccinations, including time needed to go to vaccination sites, is deemed to be part of their working hours. Moreover, special paid leave is granted to those who need to take time off due to side effects, etc. By creating a working environment where employees can work with peace of mind, SBG is contributing to the early containment of COVID-19 infections in Japan.

### Contribution to Early Containment of COVID-19 Infections—Providing Flexible Testing



SB Coronavirus Inspection Center Corp., a subsidiary of SBG, provides high quality saliva PCR testing at affordable prices. Since its establishment in July 2020, the company performed a cumulative total of more than 4.7 million rounds of testing.\*2 On April 1, 2022, the company introduced a mobile PCR testing vehicle in order to more flexibly accommodate testing demand. Current regulations hinder the utilization of such a vehicle because PCR testing sites are allowed to operate only on registered locations, but the company was granted special approval from the Ministry of Health, Labour and Welfare after negotiating with the ministry and relevant local governments. Thanks to the introduction of this vehicle, the company is now able to smoothly perform highly accurate PCR testing without geographical restrictions. For example, the vehicle can be deployed in mountain areas and underpopulated areas, where robust testing facilities are not in place, as well as event sites, sightseeing spots and other places that attract large crowds. Looking ahead, the company will continue contributing to the development of a robust COVID-19 testing system through the provision of mobile PCR testing services.



### Work Styles for the Post-COVID Era



The Group has realized the stability and continuity of its business operations while ensuring the safety of its employees even when the spread of COVID-19 infections became more pronounced. In a post-pandemic future, we are aiming for an optimal mix of work styles aligned with the business characteristics of each Group company in a bid to better respond whenever an emergency strikes, including natural disasters such as earthquakes and typhoons, and pandemics.

#### Group company initiatives

Company	Initiatives
SoftBank Group Corp.	<ul style="list-style-type: none"> <li>With a focus on in-office work, make effective use of remote work and super flextime system</li> <li>Furnish each employee with two business-use PCs (office and remote) to lessen employee burden and ensure security</li> </ul>
SoftBank Corp.	<ul style="list-style-type: none"> <li>Promote the best mix of work styles that combines, for example, in-office work, remote work, and satellite office work</li> <li>Allow each division to set its own standard for the frequency of office attendance, etc., instead of setting a uniform company-wide standard</li> <li>Reflect results of employee questionnaires in work systems</li> </ul>
Yahoo Japan Corporation	<ul style="list-style-type: none"> <li>Institutionalized <i>Office Anywhere</i> program, whereby employees can freely choose where they work, in 2014</li> <li>Removed upper limits in 2020 on use of <i>Office Anywhere</i> program</li> <li>Expanded the means of commuting and the areas where employees can live while abolishing the cap on one-way transportation expenses in 2022</li> <li>Increased the <i>Office Anywhere</i> allowance to improve the working environment</li> </ul>
PayPay Corporation	<ul style="list-style-type: none"> <li>Institutionalized the Work From Anywhere at Anytime (WFA), which allows employees to work anywhere in Japan at any place and time they want, as long as it is in a performance environment.</li> </ul>

\*1 Total number of first to third vaccinations as of May 31, 2022. Includes the Tokyo Nogizaka Vaccination Center and the WeWork Minatomirai Site, which cooperated as vaccination sites.

\*2 Cumulative total from July 2020 to March 2022.



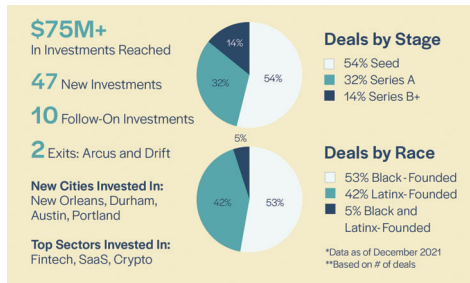
### Support for Entrepreneurs

#### Supporting Underrepresented Founders in the U.S.

SB Opportunity Fund Manager LLC



Amid ongoing issues of racial injustice in the U.S., we launched the \$100 million SB Opportunity Fund in 2020 to support Black, Latinx, and Native American founders. SB Opportunity Fund has already invested in more than 70 start-ups and will invest in many more in the years to come.



Second anniversary event at Nasdaq Photo courtesy of Nasdaq

2021 Year in review

See the fund's website for further details.

#### Program for Underrepresented Founders

SBIA



In 2019, SBIA launched Emerge, a seed stage investment program designed to help underrepresented founders access the capital, network connections and strategic insights to grow their businesses. In achieving selection for the program, founders receive direct funding from SBIA, alongside capital commitments from other leading VCs. In addition to direct investment, members of the Emerge cohort gain access to workshops on a range of business growth areas and mentoring sessions, as well as dialogue with operating specialists from across the Group's ecosystem. Each cohort culminates with a live showcase event where founders can pitch their business to potential investors. In 2022, SBIA is expanding the program's geographic coverage to Europe, the Middle East, and India to reach even more underrepresented entrepreneurs.



See the program website for further details.

### Initiatives to Resolve Social Issues through the Businesses of Portfolio Companies and Group Companies

#### SoftBank Vision Funds

##### Quality Education for All

Unacademy



Unacademy is India's largest online learning platform. Designed with the goal of democratizing access to high-quality education, the platform provides content to prepare students for specific examinations and more than a million video lessons that are free to view.



##### Curing Disease through a New Genome Engineering Technology

Tessera Therapeutics



Tessera Therapeutics has developed a new biotechnology that can write and rewrite DNA into the genome, creating an opportunity to cure diseases at their source.



##### High-quality and Affordable Healthcare for Seniors

Devoted Health



Devoted Health provides high-quality and affordable healthcare to seniors in the U.S. At a time when healthcare is all too often confusing and impersonal, Devoted Health provides seamless medical services, making healthcare easier and better suited to the person's needs.



##### Using Predictive AI to Reduce Driver Error and Make the Roads Safer

Nauto



Nauto uses a dual-facing camera and external sensors to detect and warn the driver of risks associated with distracted driving and tailgating, etc., preventing traffic accidents before they occur.



#### Group Companies

##### Japan's First Incubation Community Specializing in AI

DEEPCORE Inc.



DEEPCORE Inc. operates the incubation community KERNEL, which is the first in Japan to focus on AI engineers, with the aim of developing engineers and researchers in the AI field (especially deep learning) into entrepreneurs. Through this community, the company collaborates with various research institutions and companies, connects deep learning engineers and researchers with industries, and supports entrepreneurs, including financial backing through investments from VC funds it operates.



## Participation in Our Community

In addition to contributing to society through its business activities, the Group engages in ongoing communication with local communities while working to help solve community issues and contribute to community development.

### SBG Initiatives

#### Pepper Social Contribution Program

SBG has been conducting the Pepper Social Contribution Program since 2017, lending out its humanoid robot Pepper with the goal of supporting education and society. These support activities for educational institutions using Pepper are not limited to Japan, but are also being implemented in the United States\*1 and China.



Elementary and junior high school students participating in the program

See our website for further details.

#### TOMODACHI SoftBank Leadership Program\*2

The TOMODACHI SoftBank Leadership Program is a program conducted by SBG in support of the TOMODACHI Initiative led by the U.S. Embassy in Japan and the U.S.-Japan Council. This program invites high school students from areas affected by the Great East Japan Earthquake to a fully paid program at a U.S. university where they learn about community service and problem solving. Students then take part in various projects in their local areas by leveraging the knowledge they have learned in the program. In this way, the program supports the development of next-generation leaders who will support the future of the Tohoku region.



Participants at the University of California, Berkeley (4<sup>th</sup> year)

See our website for further details.

### The SoftBank Group's Initiatives

#### Humanitarian Aid for Ukraine

SBG    SoftBank Corp.    SBIA    SBGI

The Group has taken a variety of measures to provide humanitarian aid to Ukraine. SBIA and SBGI matched employee donations to organizations helping provide aid. SBG and SoftBank Corp. have been loaning out around 2,000 smartphones to refugees in Japan free of charge as a way for them to stay in touch and collect information during their stay. In these and other ways, each Group company is leveraging its own unique strengths to provide aid to the people of Ukraine.

#### Providing Affordable Broadband in Africa

SoftBank Corp.



SoftBank Corp. and Smart Africa Secretariat\*3 are working to bridge the digital divide in Africa by providing affordable broadband to areas with poor Internet connectivity.

#### Support for Economic Revitalization through the Use of Payment Platforms

PayPay Corporation



In order to revitalize local economies, which have been suffering from a decline due to the spread of COVID-19, PayPay Corporation is conducting the "Support Your Town Project," a campaign to promote local consumption through the PayPay payment platform, in collaboration with local governments.

See PayPay Corporation's website for further details (available only in Japanese).

#### Sustainable Mobility Services Using Self-driving Technology

BOLDLY Inc.



BOLDLY Inc., subsidiary of SoftBank Corp. is using self-driving and other technologies to offer solutions to a range of public transportation-related social issues, such as growing numbers of people who have difficulty getting around due to regional depopulation and driver shortages. Specifically, through demonstration tests and the practical application of self-driving buses, as well as the development and provision of its "Dispatcher" self-driving fleet management platform, BOLDLY Inc. is working to quickly realize convenient and sustainable mobility services.



Self-driving bus

See BOLDLY Inc.'s website for further details.

#### Making Kyushu Brighter as a Locally Rooted Team

Fukuoka SoftBank HAWKS Corp.



"Fight! Kyushu" is a project launched by Fukuoka SoftBank HAWKS Corp. in April 2016 to support the recovery from the Kumamoto and Oita earthquake. Its objective has since been expanded, redefining the project as ongoing "HAWKS' activities to make Kyushu brighter." In 2022, the project is promoting a variety of activities to protect Kyushu's rich natural environment and brighten up the community.



Fight! Kyushu project website

See Fukuoka SoftBank HAWKS Corp.'s website for further details (available only in Japanese).

\*1 The program in the United States ended September 30, 2021.

\*2 Due to the COVID-19 pandemic, the portion of the program conducted in the United States has been suspended since 2020.

\*3 An alliance of 32 African countries, international organizations, and global private-sector players tasked with Africa's digital agenda.



## AI Ethics

Since its foundation, SBG has consistently invested in the technologies that have driven the Information Revolution, such as the Internet and mobile technologies, with AI currently becoming pivotal to that revolution. Of the myriad technologies that humankind has produced thus far, it is believed that AI will bring innovation to many more industries and has the potential to contribute to the realization of human well-being to an unprecedented extent. In contrast, misuse of AI could have negative consequences on human rights, including infringements of people's self-determination. SBG will consider establishing Group-wide AI ethics as the responsibility of a company that invests in AI, to ensure AI is utilized for people's well-being.

### ■ Principles of AI Ethics

SBG is advancing studies toward the establishment of its basic principles that will guide the Group's AI ethics. While AI is a promising technology that could bring considerable benefits, it should be handled with great care because its advancement could have significant impacts on society. Accordingly, international discussions on AI ethics are now under way. Aware of these international trends regarding AI ethics, we are collaborating with Yutaka Matsuo, a leading expert in AI and deep learning in Japan and an External Board Director of SBG, and with domestic and overseas Group companies that are responsible for major businesses, while discussing the AI ethics for which we should be aiming. By clarifying common principles that should be used as guidelines for the Group, we will help build a society where people can use AI with peace of mind.

### ■ Group Company Initiatives

#### SoftBank AI Ethics Policy

SoftBank Corp.

SoftBank Corp. has established the SoftBank AI Ethics Policy in order to provide customers with safe and secure services via the appropriate use of AI. With the principles stipulated in this policy informing business management, service development, and other undertakings by SoftBank Corp., its group companies will develop their own structure for supporting the practice of this policy, with the aim of ensuring the safe and secure utilization of AI through robust collaboration among them. Furthermore, its plans call for formulating guidelines designed to provide more detailed rules in addition to strengthening its relevant structure by considering the establishment of a special committee consisting of external experts on AI.

#### SoftBank AI Ethics Policy

- |   |   |
|---|---|
| 1. Principle of Human-Centeredness            | 4. Ensuring Safety                                |
| 2. Respect for Fairness                       | 5. Privacy Protection and Security                |
| 3. Pursuit of Transparency and Accountability | 6. Development of AI Human Resources and Literacy |

#### Z Holdings Group Basic Policy on AI Ethics

Z Holdings Corporation

To enable its services to be used without anxiety, Z Holdings Corporation has established the Z Holdings Group Basic Policy on AI Ethics with respect to the utilization of AI technologies. This basic policy declares that Z Holdings Corporation will safely use AI while respecting user privacy, and will contribute to the realization of a society in which each individual is able to achieve various forms of happiness, leveraging the diversity of information. In order to maintain a high level of transparency in addition to fairness and impartiality, Z Holdings Corporation will continue to receive external input on the status of AI utilization, such as from the Expert Panel, and will formulate specific voluntary rules under this Basic Policy.

#### Z Holdings Group Basic Policy on AI Ethics

- |   |   |
|---|---|
| 1. Creation of a better future and contribution to mankind prompted by the diversity of information | 5. Pursuit of transparency and accountability |
| 2. Realization of a peaceful and sustainable society  | 6. Ensuring safety and security               |
| 3. Governance controls  | 7. Protection of privacy                      |
| 4. Pursuit of fairness and impartiality   | 8. AI human capital development               |