

SoftBank Group Corp.

Sustainability Activity Web Archive 2023

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(Website information as of the end of March 2024)

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We seek to bring about a society that enriches the lives of people throughout the world.

SoftBank Group Sustainability

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Contributing to society through technology

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YouTube

Our Approach to Sustainability

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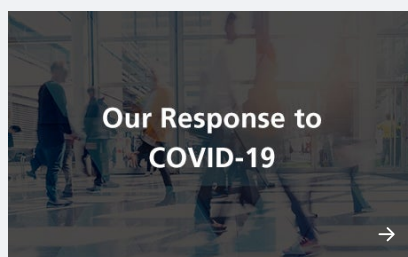
Top Message

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Sustainability Report

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TOPICS



* Available only in Japanese

Environmental Initiatives



Environment Management



Efforts to Address Climate Change



Spread of Renewable Energy



Conservation of Natural Capital



Social Initiatives



Respect of Human Rights



Creation of Sound Working Environment



Supply Chain Management



Participation in Our Community



Governance

Corporate Governance



Compliance



Information Security



Risk Management



Initiatives for Taxation



ESG Data / External Evaluation

ESG Data



External Evaluation



Top Message

Message for Sustainability



Guided by our corporate philosophy, “Information Revolution — Happiness for everyone,” the SoftBank Group continues to grow and advance toward its aim of becoming the corporate group most needed by people around the world.

Concerns over climate change, the widening of economic, racial and gender inequality and other challenges are becoming increasingly global and are threatening the perpetuity of not only companies but humankind itself. Also, the recent global upheaval has significantly impacted economic activities and the lives of people around the world.

Our history shows, however, that humanity can utilize its collective wisdom and do its utmost to solve any issue when confronted by a crisis. I believe the SoftBank Group will continue to help solve global challenges and support the sustainability of humankind and the planet by continuously leading the Information Revolution to accelerate innovation that drives technological evolution.

Our corporate philosophy, “Information Revolution — Happiness for everyone,” embodies our determination to bring happiness to everyone, even to future generations 300 years from now.

To create a world where people can live in harmony with the earth and realize a sustainable society, the SoftBank Group will fulfill its responsibilities as the leader of the Information Revolution.

[Masayoshi Son](#)

Representative Director, Corporate Officer, Chairman & CEO



Yoshimitsu Goto

Board Director, Corporate Officer,
Senior Vice President, CFO & CISO

Corporate responsibilities on sustainability, including climate change and human rights, are becoming even more important. In fiscal 2020, SBG started establishing its internal foundation and has been steadfastly promoting sustainability initiatives, and over the past year, I feel we have taken another vital step.

With respect to the environment, in June 2022, we disclosed information in line with recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), along with the Group's greenhouse gas emission reduction targets. SBG has already achieved Carbon Neutrality. We will continue to work together as a Group to promote these initiatives, having our several major subsidiaries set their own targets.

Regarding social responsibility, we are stepping up efforts concerning human rights, such as identifying human rights risks, and also we are putting more focus on human capital. We believe people are the most valuable capital for the investment business, and continued qualitative improvement of our employees will drive our future growth. For this reason, we will continue to support every employee to elevate the talent and become a global player.

As for governance, SBG's Board of Directors consists of highly diversified and skilled members from global business leadership and academia. Since June 2021, the ratio of External Directors exceeded 50%, further strengthening the supervisory functions of the Board.

In addition, we also promote the integration of ESG into our investment business, recognizing its significance as an investment company. Many of our portfolio companies are already working to address climate change, recycle resources, ensure diversity and inclusion, and eliminate inequality and discrimination. We believe that an important challenge for the future is how to integrate ESG seamlessly into our investment criteria. Companies that have an insufficient ESG perspective are considered to be more likely to deliver limited growth over the medium to long term, so investing in such companies could adversely affect our investment performance. It is indispensable that we address social needs head on. We will not simply integrate ESG into our investment criteria; we will continue to monitor the ESG efforts of those companies we choose to invest in and engage with them as necessary.

While these activities have already been highly rated by third-party ESG evaluation organizations, the Group plans to further deepen its initiatives with more substance. We will continue to promote ESG to enhance our vision while considering social demands and making sure of continuous improvements.

[Yoshimitsu Goto](#)

Board Director, Corporate Officer, Senior Vice President, CFO & CISO

Yotaro Agari

**Chief Sustainability Officer
Global Head of Investor Relations and
Head of Sustainability Department**



I was appointed as Chief Sustainability Officer in June 2022 and have been serving as the chair of the Sustainability Committee since then. As head of Investor Relations, I have been actively supporting sustainability initiatives. Now that I take on the dual responsibility in both sustainability and investor relations, I am committed to taking even greater ownership of our sustainability efforts.

To begin with, I would like to further accelerate our dialogue with investors and other various stakeholders. As a “Vision Capitalist for the Information Revolution,” SBG aims to continue investing in AI-driven innovation and supporting growth to realize its vision. We believe such business activities and our business model itself lead to the creation of social value and solutions to global risks. We will continue to widely communicate these matters to promote thorough understanding of our efforts.

We also seek to understand the expectations of our stakeholders well and capitalize on the findings in developing our measures. In particular, as our business activities spread globally, so do our stakeholders, we will continue to generate solutions on the front lines of the global market. The Sustainability Committee plays a very important role in this effort. We need to create a roadmap to achieve our stated vision and connect with our daily efforts. I believe it is imperative to share and convey policies and measures throughout the entire Group while SBG as an investment company and our subsidiaries/ portfolio companies in various businesses as members of the Group work on sustainability.

Yotaro Agari

Chief Sustainability Officer

Global Head of Investor Relations and Head of Sustainability Department

Our Approach to Sustainability

Sustainability Vision

“Help shape the next 300 years for our future generations and the planet”

SoftBank Group’s philosophy, “Information Revolution - Happiness for everyone” embodies our determination to bring happiness to everyone, even to future generations 300 years from now. To create a world where people can live in harmony with the earth, the SoftBank Group will fulfill our responsibility as leader in the Information Revolution to realize a sustainable society.

Sustainability Principles

SoftBank Group has established “The SoftBank Group Sustainability Principles” as a guideline for the Group's sustainability initiatives, so as to achieve sustainable growth by meeting the expectations of customers, shareholders, creditors, business partners, employees, and all other stakeholders.

Based on this policy, we have identified material issues reflecting business characteristics and social demands of each Group company. For autonomous promotion of our sustainability initiatives, we have established the Six activity themes.

Activity Themes – Our Direction

1. Drive sustainable growth and innovation in society by uniting wisdom and knowledge
2. Take responsibility by responding to emerging issues that come with technological advancement
3. Ensure the growth of the future generations and our business by creating higher quality employment for all
4. Leverage breakthrough technologies to resolve environmental issues, including energy problems
5. Demonstrate highly transparent governance and integrity to win further trust of our stakeholders
6. Maximize our potential as a group by joining forces with people around the world to make a positive impact on society

Our Material Issues - Strategic Material Issues

SoftBank Group Corp. classified issues to be addressed from two perspectives: the importance to stakeholders and to the Group. Among these issues, we identified eight key issues as Strategic Material Issues that should be addressed with priority, determined by our board of directors. As for the importance to the Group, issues in the major business sectors in which the Group is engaged are analyzed to determine the order of priority.

The Strategic Material Issues are identified in the following process:

Step 1: Identification of issues / Identify social issues

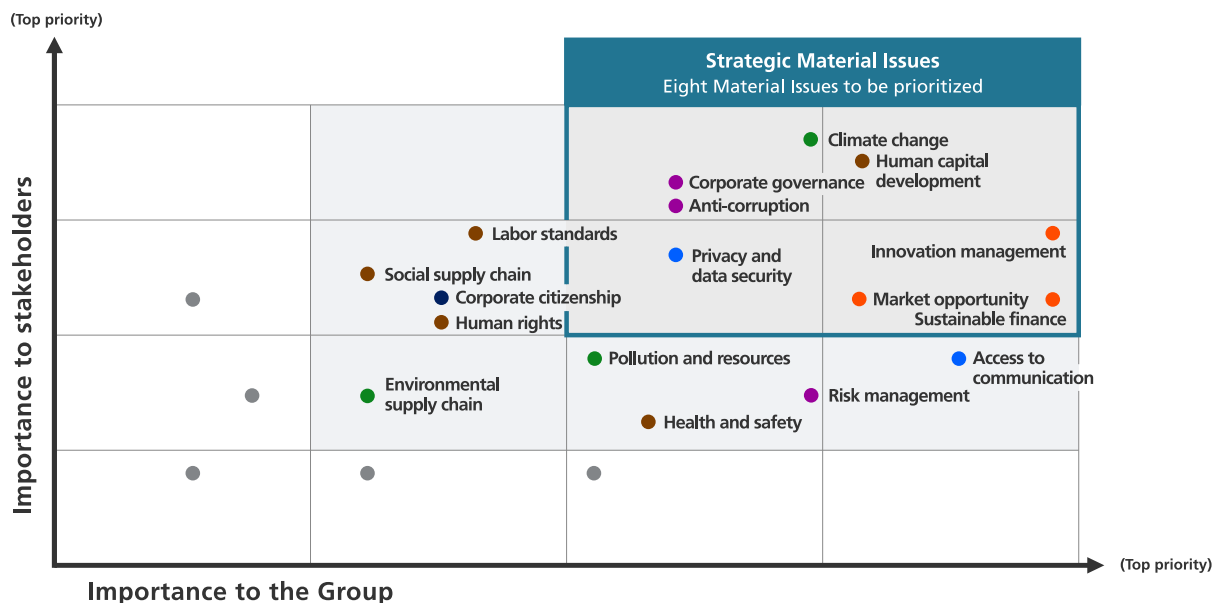
Refer to external guidelines and the opinions of experts to identify social issues in the social and business environments surrounding the Group's main business sectors.

Step 2: Materiality analysis / Analyze the importance of social issues to stakeholders and the Group

Analyze importance from two perspectives: "importance to stakeholders" and "importance to the Group."

Step 3: Identification of Material Issues / Identify the Strategic Material Issues that the Group should address in the society

Identify Strategic Material Issues the Group must address with a particular priority.



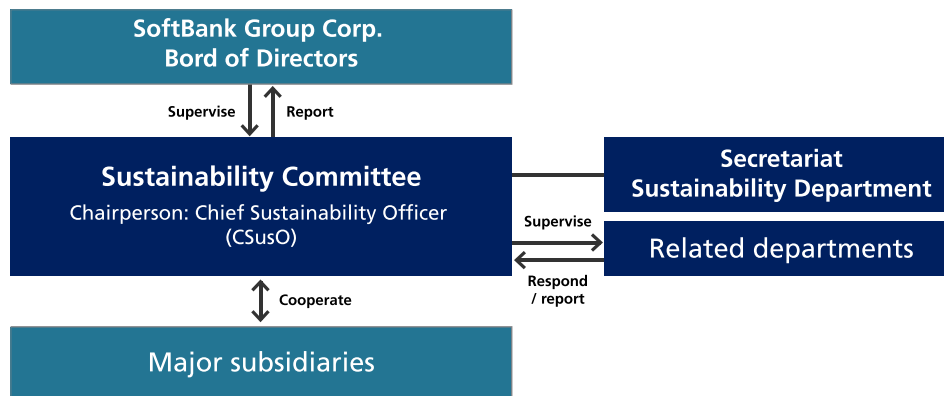
Six Activity Themes - Our Direction

- 1 Drive sustainable growth and innovation in society by uniting wisdom and knowledge
- 4 Leverage breakthrough technologies to resolve environmental issues, including energy problems
- 2 Take responsibility by responding to emerging issues that come with technological advancement
- 5 Demonstrate highly transparent governance and integrity to win further trust of our stakeholders
- 3 Ensure the growth of the future generations and our business by creating higher quality employment for all
- 6 Maximize our potential as a group by joining forces with people around the world to make a positive impact on society

Going forward, we plan to continue addressing identified Strategic Material Issues by setting relevant targets. In addition, Strategic Material Issues will be reviewed as needed to reflect changes in society and the environment, the expectations of stakeholders, and changes in the business practice of each Group company, with the aim of achieving sustainable growth for the Group as a whole.

Sustainability Governance Structure

As a sustainability governance structure, Board of the SoftBank Group Corp. has appointed Chief Sustainability Officer (CSusO) and has established the Sustainability Committee. The committee is chaired by CSusO (Head of Investor Relations Department & Head of Sustainability Department) and composed of three members including Board Director, Corporate Officer, Senior Vice President, CFO & CISO (Head of Finance Unit & Head of Administration Unit), Corporate Officer, Senior Vice President (Head of Accounting Unit), and Corporate Officer, CLO & GCO (Head of Legal Unit). The committee discusses material ESG issues surrounding the Group and its promotion policies, while taking into account the requests from our stakeholders, and report to the Board for supervision.



Initiatives for the SDGs

SoftBank Group Corp. aims to realize a society where people all over the world can live happily and prosperously. Together with the Group companies that conduct business globally, we will work to contribute to the United Nation's Sustainable Development Goals (SDGs) by addressing the six activity themes identified in our Sustainability Principles.



Environmental Initiatives

Environment Management ▾

Efforts to Address Climate Change ▾

Spread of Renewable Energy ▾

Conservation of Natural Capital ▾

[Climate-related Information Disclosures in accordance with the TCFD Recommendations →](#)

Environment Management

Our stance on the environment

To create a world where people can live in harmony with the earth, SoftBank Group defines our vision as to help shape the next 300 years for our future generations and the planet. In practice, from a sustainability standpoint, we aim to leverage breakthrough technologies to resolve environmental issues, including energy problems. Based on the recognition that the maintenance and preservation of the global environment is the foundation of the Group's sustainability and growth, we established the "Environmental Policy" as a group policy in May 2021. We require all SoftBank Group directors, officers and employees to understand the Policy and will ask stakeholders, such as investees and business partners to respond in the same way.

Environmental Policy

The SoftBank Group's "Environmental Policy" sets out the principles to take the global environment into consideration when conducting corporate activities. This policy was decided by a resolution of SoftBank Group Corp.'s Board of Directors and it requires all directors, officers and employees of the SoftBank Group to be aware of the need to reduce the burden on the global environment in all business activities, to conserve resources and energy, to improve energy efficiency and make effective use of resources in order to achieve harmony between mankind and nature, and to maintain biodiversity and contribute to the continuous improvement of the global environment. We will communicate with SoftBank Group stakeholders to promote business activities in consideration of the global environment.

[Environmental Policy !\[\]\(758ebdf4629c903da74c2e079717ae32_img.jpg\) \(195KB/2 pages\)](#)

Approach to environmental issues

SoftBank Group monitors its environmental performance, including data on greenhouse gas emissions and energy consumption in the course of its business operations, and discloses the results annually. In cooperation with our stakeholders, we are promoting initiatives contributing to solve environmental issues, such as addressing climate change and enhancing energy efficiency.

Furthermore, major operational bases of SoftBank Corp. have established and operated an environmental management system (EMS) under the International Organization for Standardization's ISO14001 Standards. SoftBank Corp. performs the PDCA (plan, do, check, act) cycle on a timely basis in our environmental management system and continuously makes improvements based on the level of impact that its business activities have on the environment. The company has strived to comply with environmental laws and regulations. There were no violations of environmental laws and regulations in fiscal 2022.

[ESG data \(Environment-related data\)](#) →

Enhanced environmental awareness

SoftBank Group established the "SoftBank Group Code of Conduct," which specifies that we are committed to:

- Introduce innovative solutions that provide a positive environmental and social impact.
- Lead globally and act locally to reduce and improve our impact on the environment.
- Conduct our business activities with consideration for the global environment and the effective utilization of limited natural resources.

SoftBank Group has thoroughly disseminated the Code of Conduct to all Group employees. Specifically, we require employees to consider the environment in our everyday work, including control and reduction of the emission of greenhouse gases and handling of industrial waste. SoftBank Group also regularly provides training sessions to promote the understanding of the Code of Conduct. In addition, SoftBank Corp. conducts e-learning-based environmental education to provide employees with basic knowledge concerning environmental conservation and raise their awareness. Additionally, the company provides practical training for employees involved in industrial waste processing that equips them with the knowledge they need to comply with laws and regulations and perform appropriate disposal. The company delivers this training through e-learning-based instruction concerning proper industrial waste disposal and electronic manifest systems. This environmental e-learning content can be used on iPads and iPhones, facilitating the effective use of employee time.

Environmentally-friendly supply chain

In order to promote environmentally-friendly business activities, the SoftBank Group has formulated ethical standards for the environment in its "Supplier Code of Conduct," and require suppliers to work in accordance with the ethical standards set forth in the Code. The SoftBank Group will proactively undertake relevant environmentally-friendly corporate activities through partnership with our stakeholders.

[Supply Chain Management →](#)

Efforts to Address Climate Change

Our stance on climate change

Natural disasters caused by climate change are becoming more severe every year and urgent action to climate change mitigation and adaptation is required. The SoftBank Group recognizes the importance of addressing climate change and is making group-wide efforts to provide the society with new and innovative technologies that contribute to solving climate change.

Climate-related Information Disclosures in accordance with the TCFD Recommendations

SoftBank Group Corp. disclosed its climate-related governance, risk management, strategy, metrics and targets in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

[Climate-related Information Disclosures in accordance with the TCFD Recommendations !\[\]\(17413706fd4997a1a4bdf85c6864eee1_img.jpg\) \(572KB/10 pages\)](#)

Commitment to achieve Carbon Neutrality by fiscal 2030

The SoftBank Group is making efforts to reduce greenhouse gas emissions from business activities. The majority of the SoftBank Group's greenhouse gas emissions come from the use of electricity. Therefore, as a step forward to achieve Carbon Neutrality, the SoftBank Group mainly focuses on a shift to electricity generated from renewable energy sources. Meanwhile, electricity and energy-saving measures utilizing IoT are also implemented at the head office building and data centers.

— Group target

SoftBank Group Corp. set a group target^{*1} as below in June 2022 and aims to reduce greenhouse gas emissions from business activities of the SoftBank Group to net zero by fiscal 2030.

Group target ^{*1}	Achieve Carbon Neutrality by fiscal 2030
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— Greenhouse gas emission reduction plan to achieve Group target

The SoftBank Group has formulated a plan for reducing greenhouse gas emissions to achieve the group target. SoftBank Group Corp. and its major subsidiaries are undertaking greenhouse gas emissions reduction initiatives in accordance with this plan.

	FY23	FY24	FY25	FY26	FY27	FY30	Boundary
Scope1&2 (t-CO ₂)	557,462	519,255	413,062	385,019	356,930	0	SBG+Major subsidiaries ^{*1*2}

— Targets of SoftBank Group Corp. and major subsidiaries

SoftBank Group Corp. has achieved Carbon Neutrality^{*3} since fiscal 2020. In addition, major subsidiaries have also set their own targets regarding greenhouse gas emission reduction, undertaking various initiatives to achieve the targets.

Targets and progress in fiscal 2022 at SoftBank Group Corp. and major subsidiaries

As of end of June 2023

	Target	Progress in fiscal 2022
SoftBank Group Corp.	Achieved Carbon Neutrality in fiscal 2020 (and continues to be carbon neutral today) ^{*3}	
SoftBank Corp.	<ul style="list-style-type: none"> • Achieve Carbon Neutrality in its group by fiscal 2030^{*3} • Achieve Net Zero in its group by fiscal 2050^{*4} 	Sourced 72.1% renewable energy for electricity used at base stations
Z Holdings Corporation ^{*5}	Achieve Carbon Neutrality in its group by fiscal 2030 ^{*3}	Sourced 52.7% renewable energy for its group's energy consumption
Yahoo Japan Corporation ^{*5}	100% shift to renewable electricity by fiscal 2023	Sourced 82.9% renewable energy for electricity consumption
Arm Limited	<ul style="list-style-type: none"> • 100% shift to renewable electricity in its group by 2023 • Achieve Net Zero in its group by 2030^{*4} 	Sourced 100% renewable energy for its group's electricity used in business activities

[SoftBank's Net Zero \(SoftBank Corp.\)](#) 

[Realizing a Low-Carbon Society \(LY Corporation\)](#) 

[Sustainability \(Arm Limited\)](#) 

- *1 Applies to greenhouse gas emissions (Scope 1 and 2) from the business activities of SBG and its major subsidiaries (in principle, "Principal Subsidiaries" in the Annual Securities Report, but there are some exceptions for reasons such as regulations)
- *2 Actual results for FY22 (see "Results" on "[ESG data](#)" > "Environment-related data") include actual data for SB Energy Corp. (now known as Terrace Energy Corporation) and SoftBank Ventures Asia Corp. As a result of the sale of 85% of SoftBank Group Corp.'s shares in SB Energy Corp. to Toyota Tsusho Corporation in April 2023 and the sale of all of SoftBank Group Corp.'s shares in SoftBank Ventures Asia Corp. to The EDGEof Korea Co., Ltd. (a subsidiary of THE EDGE OF, PTE. LTD.) in June 2023, these two companies ceased to be consolidated subsidiaries and are excluded from forecast data from FY23 onward.
- *3 Applies to greenhouse gas emissions (Scope 1 and 2)
- *4 Applies to greenhouse gas emissions (Scope 1, 2, and 3)
- *5 On October 1, 2023, Z Holdings Corporation, as the surviving company, completed an intra-group reorganization involving mainly itself and two of its core wholly owned subsidiaries, LINE Corporation and Yahoo Japan Corporation, and changed its trade name to LY Corporation.

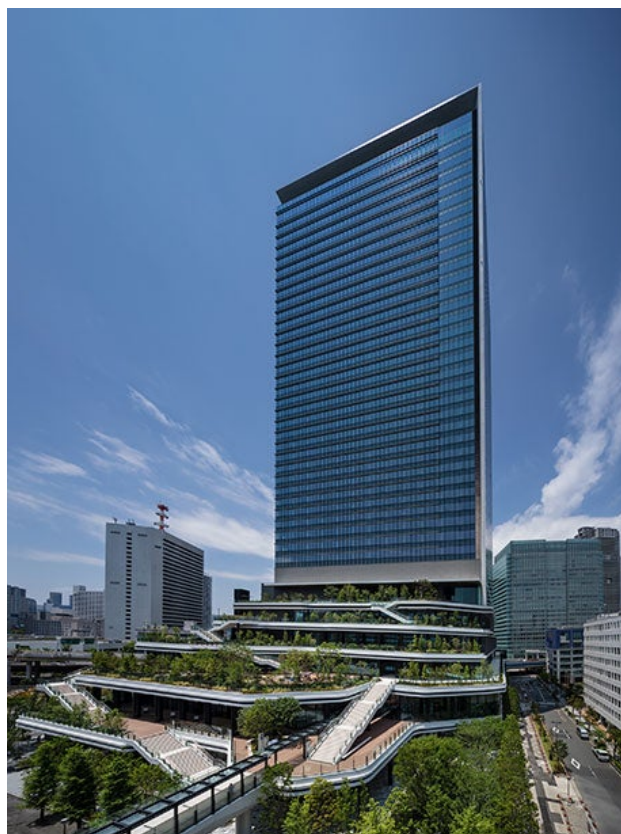
Efficient use of energy and increased reliance on renewable energy

Recognizing the importance of efficient and sustainable use of energy and resources, the SoftBank Group is working to reduce the use of energy and resources and actively introduce renewable energy.

— Switching to renewable energy sources in company headquarters (SoftBank Group Corp. and SoftBank Corp.)

The SoftBank Group has set a target for SoftBank Group Corp. and major subsidiaries to achieve carbon neutrality in Scope 1 and 2 by FY2030. As part of this initiative, since September 2022, SoftBank Group Corp. and SoftBank Corp. have switched to using renewable energy* at the company headquarters, "Tokyo Portcity Takeshiba Office Tower," where they are located. In addition, the building is equipped with energy-saving technologies, such as LED lighting that uses motion sensors to automatically adjust brightness, and blinds that open and close automatically to optimize air conditioning, in an effort to ensure the efficient use of energy.

* Electricity supplied from net 100% renewable energy from combining non-fossil certificates designated as renewable energy



Tokyo Portcity Takeshiba Office Tower

— Using renewable energy for base station power consumption (SoftBank Corp.)

SoftBank Corp. is promoting the conversion of base station power consumption to renewable energy to achieve its commitment to reducing its greenhouse gas emissions to net zero by 2030. SoftBank Corp. purchases electricity from renewable energy* from SB Power Corp., a subsidiary of the company that operates an electricity retail business. At the end of fiscal 2022, more than 72% of the electricity used at base stations has already been provided by renewable energy*. The company plans to increase the ratio to 80% or more in fiscal 2023.

* Electricity supplied from effectively 100% renewable energy, with zero net CO₂ emissions, achieved by combining non-fossil certificates designated as renewable energy.

— Data Center Energy Efficiency and Conversion to Renewable Energy (Yahoo Japan Corporation*¹)

Yahoo Japan Corporation is actively switching electricity which is a major factor of CO₂ emissions in Scope 1 and 2. In its major data centers in Japan, the corporation has been installing air conditioning systems that use outside air for exhaust heat treatment of servers, and has been working to significantly reduce electricity consumption. The company has sequentially switched its power used in Kita-Kyushu Data Center and Shirakawa Data Center to renewable energy*² from fiscal 2021.

*¹ On October 1, 2023, Z Holdings Corporation, as the surviving company, completed an intra-group reorganization involving mainly itself and two of its core wholly owned subsidiaries, LINE Corporation and Yahoo Japan Corporation, and changed its trade name to LY Corporation.

*² Electricity from 100% renewable energy sources using FIT Non-fossil Fuel Energy Certificates with Tracking Information, etc

Developing technologies and providing services to contribute to the mitigation of climate change

— Contributing to the reduction of environmental burden with next-generation batteries through the development of a battery pack for stratosphere-based high-altitude platform stations (HAPS) (SoftBank Corp.)

SoftBank Corp. is promoting R&D to achieve practical application of next-generation batteries that can reduce environmental burden, with the SoftBank Next-generation Battery Lab and the Research Institute of Advanced Technology as the focal points of these efforts.

In March 2023, SoftBank Corp. developed a battery pack for stratosphere-based high-altitude platform stations (HAPS) using a high-specific energy lithium-metal battery cell developed jointly with Enpower Japan Corp. HAPS is a general term for telecommunications service systems that deliver telecommunications services in broad areas using unmanned aircraft equipped with telecommunications base stations that circle the stratosphere. The implementation of HAPS enables telecommunications services to be delivered in challenging areas such as mountainous areas and remote islands lacking a telecommunication network, developing nations, and zones afflicted by earthquakes, typhoons, and other natural disasters. Working in cooperation with ENAX Inc., SoftBank Corp. succeeded in reducing the weight of the HAPS battery pack components, bringing the companies much closer to building a battery pack with a specific energy of 300 Wh/kg, equivalent to the highest value achieved with conventional lithium-ion batteries. A charge-discharge cycle test of the battery pack conducted in the United States in February 2023 demonstrated successful operation in stratospheric conditions, a first for such battery packs.

— Provision of a feature that displays CO₂ emissions for searched routes and enables selection of an environmentally friendly route (Yahoo Japan Corporation*1)

With effect from February 2023, Yahoo Japan Corporation introduced a feature enabling users to check the CO₂ emissions of searched routes and select environmentally friendly route options. This feature was made available in the Yahoo! Map^{*2} map application, the Yahoo! Car Navigation car navigation application, the Yahoo! Transit transit route navigation application.

Yahoo! Map and Yahoo! Car Navigation provide CO₂ emissions estimates that closely reflect actual circumstances by utilizing distance, incline, and other data as a basis for calculating estimated emissions. In addition, Yahoo! Car Navigation allows users to enter details such as vehicle weight and power classification (e.g., gasoline or hybrid). As for Yahoo! Transit, apart from displaying CO₂ emissions for searched routes, it also displays the difference in emissions when traveling by automobile as compared to by train, thus enabling users to be aware of how much traveling by train contributes to reducing emissions. Further, an ECO mark is placed next to the route with the lowest emissions so that users may see the most environmentally friendly option at a single glance.



Image as of February 2023

*1 On October 1, 2023, Z Holdings Corporation, as the surviving company, completed an intra-group reorganization involving mainly itself and two of its core wholly owned subsidiaries, LINE Corporation and Yahoo Japan Corporation, and changed its trade name to LY Corporation.

*2 As of June 28, 2023, Yahoo Japan Corporation has changed and consolidated the Yahoo! MAP and Yahoo!地図 map applications under the name Yahoo!マップ

Developing energy-efficient technology

— Semiconductor architecture that improves energy efficiency (Arm Limited)

With accelerated growth in shipments of Arm-based chips, Arm Limited architecture is found in an ever-greater range of applications, from smartphones and home appliances to vehicles and servers. Arm Limited recognizes its responsibility to develop energy-efficient designs and believes that it could be one of the solutions for helping to cut global energy consumption.

Arm Limited has developed numerous technologies that combine exceptional processing with energy efficiency. One example is Arm Ethos-U55, which provides up to 90% energy reduction for machine learning workloads on IoT devices compared to its predecessor. Another is Arm Cortex-A715, which delivers 20% power efficiency improvements to consumer markets compared to its predecessor.

Promoting decarbonization through initiatives

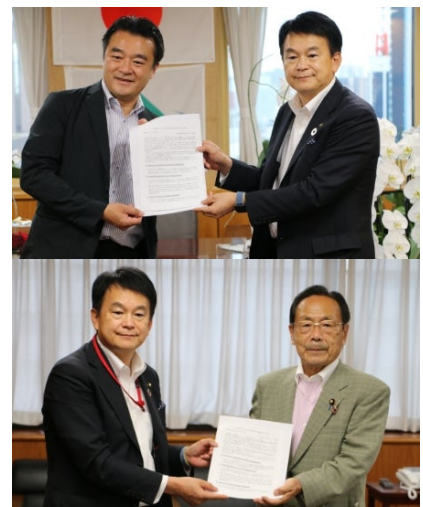
— Establishment and operation of Renewable Energy Council and GDC Renewable Energy Council (SoftBank Group Corp.)

In response to the energy crisis caused by the Great East Japan Earthquake on March 11, 2011, SoftBank Group Corp., together with prefectures across Japan, established the “Renewable Energy Council” in July 2011. In addition to the Renewable Energy Council, SoftBank Group Corp., together with government-designated cities across Japan, also established the “GDC Renewable Energy Council” in the same month. Both Councils aim to promote and expand the use of renewable energy which is a reliable, safe, and sustainable new energy source. Since then, SoftBank Group Corp. has been involved in the operation of both Councils from a neutral standpoint as the secretariat. The Renewable Energy Council and the GDC Renewable Energy Council, led by municipalities from 34 prefectures and all 20 government-designated cities, respectively, are working actively with companies and organizations which endorse each Council’s principle towards the promotion and expansion of renewable energy.

Since their establishment in 2011, both Councils have made several policy proposals to the government that contribute to the promotion and expansion of renewable energy. These include setting renewable energy targets as well as developing and revising energy related systems and regulations that take into account regional characteristics. For instance, the phrase “Renewable Energy as Major Power Source”, has been included in both Council’s policy proposals for several years. The Japanese government’s 6th Strategic Energy Plan, approved in 2021, states that renewable energy will be introduced to its maximum extent at the highest priority as the major power source. Moreover, the 22-24% renewable energy target of Japan’s fiscal 2030 energy mix stated in the 5th Strategic Energy Plan in 2018 has been raised to 36-38% in the 6th Strategic Energy Plan. Renewable energy is now positioned as one of the most important power sources to achieve Japan's 2050 Carbon Neutral Goal. Both Councils plan to continue offering policy proposals to the government several times a year in order to further address climate change through the promotion and expansion of renewable energy.



On May 20, 2022, Mr. Kamon Izumi, Chairperson of the Renewable Energy Council, submitted an emergency policy proposal to Mr. Yamaguchi Tsuyoshi, Minister of the Environment, and Mr. Ishii Masahiro, State Minister of Economy, Trade and Industry.



On July 19, 2022, Mr. Hayato Shimizu, Board member of the GDC Renewable Energy Council, submitted a policy proposal to Mr. Toshitaka Ooka, State Minister of the Environment, and Mr. Masahiro Ishii, State Minister of Economy, Trade and Industry.

Furthermore, the two Councils hold events for the municipality members and corporate members, including seminars by government policy makers and experts in the field of renewable energy, as well as workshops and discussion sessions among the members to share good practices and issues regarding renewable energy. At such occasions, the Councils aim to incorporate diverse perspectives, covering not only policy analysis but also case studies of renewable energy projects in which municipalities and private companies collaborate, as well as knowledge sharing with the academia. Through these activities, both Councils offer meaningful opportunities for municipalities and the private sector to further share and exchange information, contributing to the municipalities' local renewable energy policies and to the private sector's efforts towards decarbonization. As the secretariat, SoftBank Group Corp. will continue being involved in the operation of the two Councils from a neutral standpoint, contributing to the promotion and expansion of renewable energy.

[Renewable Energy Council \(available only in Japanese\)](#) 

[GDC Renewable Energy Council \(available only in Japanese\)](#) 

— Participation in Japan Climate Initiative (SoftBank Group Corp.)

SoftBank Group Corp. is the inaugural member of the Japan Climate Initiative, a network created in 2018 to strengthen the dissemination of information and the exchange of opinions and views by companies, local authorities and NGOs that proactively tackle climate changes.

The Japan Climate Initiative (JCI) is a network of non-state actors with the mission of "joining the front line of the global push for decarbonization from Japan." The organization was formed in 2018 with CDP Japan, WWF Japan and the Renewable Energy Institute, which Softbank Group Corp. CEO Masayoshi Son founded in 2011, serving as the secretariat.

JCI's mission aligns with the SoftBank Group's proactive response to the impacts of climate change and associated risks and opportunities. We recognize climate change as a key management issue and are taking bold steps to tackle it. JCI is a committed advocate of climate action.

The organization has hosted the Japan Climate Action Summit every year since its founding. It has also published the Japan Climate Action Summit Declaration as a message from Japanese non-state stakeholders, a public comment urging the Japanese government to show global leadership by drafting a long-term decarbonization strategy, and an editorial ad pushing the Japanese government to raise its 2030 renewable energy target. By endorsing these policies alongside other JCI members, the SoftBank Group has stressed the urgency of climate action. Our participation in JCI seminars and other events and conversations with JCI members are also helping to accelerate the decarbonization of our own investment and business portfolios.

Our activities with JCI are outlined below.



- July 6, 2018: SBG* joins JCI as the inaugural member
- October 12, 2018: SBG endorses Japan Climate Action Summit Declaration from Japan's non-state actors pushing for climate action
- October 12, 2018: SBG attends Japan Climate Action Summit 2019 (JCAS2019) seminar
- May 16, 2019: JCI issues a message "Japan needs an ambitious long-term strategy to show Japan's decarbonization leadership to the world" to the Japanese government as public comment. SBG endorses the comment
- October 31, 2019: SBG attends Japan Climate Action Summit 2019 (JCAS2019) seminar
- October 13, 2020: SBG attends Japan Climate Action Summit 2020 (JCAS2020) seminar
- January 18, 2021: JCI publishes an editorial advertisement in Nihon Keizai Shimbun urging the Japanese government to raise 2030 renewable energy target. SBG endorses the ad
- April 19, 2021: JCI issues a message "Calling for an Ambitious 2030 Target for Japan to Realize the Paris Agreement Goal" to the Japanese government. SBG endorses the message
- June 3, 2022: JCI issues a message "Now is the time to accelerate renewable energy deployment -Calling for stronger climate change action in the midst of the fossil energy crisis-" to the Japanese government. SBG endorses the message

Going forward, JCI plans to use its leadership and business network to scale up climate action in Japan and drive climate action on the global level.

[Japan Climate Initiative](#) 

* SoftBank Group Corp.

— Invigorating carbon credit markets through participation in the Natural Capital Credit Consortium (SoftBank Corp.)

In December 2022, SoftBank Corp. joined the Natural Capital Credit Consortium (NCCC). The NCCC is chaired by Shunsuke Managi, director of the United Nations Inclusive Wealth Report and distinguished professor and director of the Urban Institute at Kyushu University. Members of the NCCC aim to invigorate the Japanese carbon credit market, reinvigorate regional areas and contribute to decarbonization through the creation of new carbon credits using regional forests and agricultural land.



In order to develop the carbon credit market in Japan going forward, it will be necessary to promote more active use of both government-led credits and voluntary credits like those in Europe and the United States. In addition to credits based on greenhouse gas (GHG) emissions reductions, credits can be generated based on other GHG emissions reduction effects, such as those of tree-planting and tree thinning of forests. However, challenges remain in increasing the accuracy and reliability of credit creation in such areas.

SoftBank Corp. worked with NCCC to provide its technological strength in the form of the e-kakashi agricultural AI brain for use in the verification testing of estimating the CO₂ absorption of trees and other plants in multiple municipalities. e-kakashi uses environmental data, such as soil temperature acquired from e-kakashi sensors, with a proprietary algorithm to estimate the amount of CO₂ absorbed by grassy areas and forests.

Spread of Renewable Energy

U.S. Solar Power Project (SB Energy Global Holdings)

To promote renewable energy, SB Energy Global Holdings and its subsidiaries operate a power generation business that boasts one of the largest solar power projects in the U.S. The project consists of five solar farms,* which collectively generate 1,328 MW.* SB Energy Global Holdings is currently constructing four additional solar farms in the U.S., which will collectively generate 2,048 MW.*

* Generation capacity in AC, as of the end of April 2023

Providing electricity services that contribute to CO₂ reduction (SB Power)

SB Power is an electricity retailer that runs Shizen Denki, a service that discharges net-100% renewable energy^{*1} to households. In fiscal 2022, the service contributed to reducing carbon emissions by 38,000 tons.^{*2}

Households that subscribe to SB Power's SoftBank Denki service get free access to the Eco Denki App. They can use the app to monitor their past electricity bills and forecast their electricity bill for the month. They can also easily take advantage of the household energy-saving service where they can earn PayPay Points based on the amount of electricity they save at specified times. Through this service, SB Power supports users to reduce their electricity usage. In fiscal 2022, the service reduced household energy consumption by 18.01 million kWh, thereby cutting carbon emissions by 9,400 tons. Currently, more than half of SoftBank Denki subscribers use this service.^{*3}

*1 By combining electricity supplied to customers with Non-fossil Fuel Energy Certificates that have a renewable energy designation, the service can supply electricity with a net-100% renewable energy ratio and net-zero CO₂ emissions.

*2 This figure is calculated by multiplying the amount of electricity used by Shizen Denki customers by the national average CO₂ emission factor and adding the amount of J-credits retired through support for forest conservation organizations.

*3 Accurate as of the end of April 2023



Eco Denki App screenshots

Conservation of Natural Capital

Promotion of Circular Economy

In order to make efficient and effective use of limited resources, the SoftBank Group strives to reduce the environmental impact of its business activities by conserving resources, reducing the generation of waste, and promoting the reuse and recycling of products and other materials. We also contribute to the realization of a circulate economy through our reuse business.

— Promotion of “3R” Initiative in Mobile Phone Services (SoftBank Corp.)

In order to realize a circular economy, SoftBank Corp. is promoting the “3R initiatives (Reduce = reduce the volume of waste, Reuse = use repeatedly, Recycle = utilize once again as resources)” in the mobile phone services.



Reduce	Reduce paper consumption by digitizing instruction manuals and invoices, and using iPads in stores
Reuse	Promote trade-in of mobile phones and tablets, some of which are for reuse in emerging countries
Recycle	Collect and recycle used mobile phones handsets and battery packs

[3R Initiative \(SoftBank Corp.\)](#) 

— E-commerce Services that Contribute to a Circular Economy (Yahoo Japan Corporation^{*1})

Yahoo Japan Corporation offers “YAHUOKU!”^{*2} and “PayPay Flea Market”^{*2} as e-commerce services that contribute to the realization of a circular economy through the promotion of reuse.

YAHUOKU!	YAHUOKU! is one of the largest online auction and flea market services in Japan since 1999. The service promotes the reuse of unwanted items by those who need them, thereby helping to create a circular economy.
PayPay Flea Market	PayPay Flea Market is a service that specializes in flea market-type transactions, where individuals can easily trade goods at fixed price. In collaboration with YAHUOKU!, it aims for the further development of the business in sustainable secondary distribution.

*1 On October 1, 2023, Z Holdings Corporation, as the surviving company, completed an intra-group reorganization involving mainly itself and two of its core wholly owned subsidiaries, LINE Corporation and Yahoo Japan Corporation, and changed its trade name to LY Corporation.

*2 On November 1, 2023, LY Corporation. changed the name of “YAHUOKU!” to “YAHOO! JAPAN AUCTION” and “PayPay Flea Market” to “Yahoo! JAPAN Flea Market”.

Initiatives Related to Water Resources

— Securing water infrastructure during natural disasters through the use of water recycling technology (SoftBank Corp.)

In May 2021, SoftBank Corp. entered into an equity and business collaboration with WOTA CORP., a company with proprietary autonomous water treatment control technology, and is working with WOTA CORP. to build a new water circulation system using a distributed model independent of existing water infrastructure. Through these efforts, we contribute to the reuse of water resources, the implementation of a sustainable water infrastructure, and the preservation of water infrastructure and sanitation at evacuation centers during natural disasters.

WOTA CORP.'s WOTA BOX is a portable water reuse system that recirculates 98% of used water, allowing it to be utilized even in places without piped water. When combined with tents or other expansion units, it is possible to provide about 100 showers with just 100 liters of water, the amount usually required for two regular showers. Since installation is possible in a short time if a power source can be secured, showering becomes possible at evacuation centers even when water supply and sewage systems are disrupted by natural disasters. In addition, the WOSH portable handwashing stand has been put to use in disaster response scenarios at medical and nursing care facilities and other venues where environmental hygiene systems are critical.

Furthermore, we are working to solve problems relating to population decline, such as the challenges of maintaining the water infrastructure in underpopulated regions and island zones. WOTA CORP. is developing a residential connection system, a water circulation system that enables individual households to reuse water by recycling 98% of the effluent water produced by the household through its daily activities without the need to connect to water piping infrastructure.



Related Contents

[ESG Data \(Environment-related data\)](#) →

Social Initiatives

Respect for
Human Rights ▾

Creating a Supportive
Working Environment ▾

Supply Chain Management ▾

Participation in
Our Community ▾

Respect for Human Rights

Our stance on human rights

Under the corporate philosophy of “Information Revolution — Happiness for everyone,” the SoftBank Group aims to properly develop and improve the power of information revolution towards happiness for humanity. Accordingly, we recognize the importance that human rights shall be respected in every aspect of our corporate activities, as articulated in our Human Rights Policy. We require all SoftBank Group directors, officers and employees to understand the Policy and will ask external stakeholders, such as investees and business partners to respond in the same way.

Human Rights Policy

The SoftBank Group's “Human Rights Policy” sets out the minimum standards that all directors, officers and employees of the SoftBank Group must follow in order to prohibit discrimination, harassment, forced labor, child labor and so on in order to maintain a healthy work environment. This policy requires all directors, officers and employees of the SoftBank Group to respect the human rights of all stakeholders involved in our Group, to treat them with dignity and respect, and to act in accordance with related laws and regulations at all times and with the utmost respect for international human rights principles.

[Human Rights Policy](#)  (183KB/4 pages)

Human rights promotion structure

The SoftBank Group advocates and respects human rights across the entire Group in accordance with the SoftBank Group Human Rights Policy. Since efforts to protect and respect human rights in our business activities are cross-departmental events, SoftBank Group Corp. strives to ensure that the Human Resources Department, Compliance Department and Sustainability Department work together on a daily basis to take appropriate measures.

Furthermore, the Group Risk and Compliance Committee (GRCC) will discuss a proper system or measures to prevent human rights violations, the results of which shall be reported to the Board of Directors, while identifying any negative effects of business activities on human rights.

The Group companies are also working to develop and improve the system to more actively exchange internal information on human rights within the company in order to identify any industry-specific human rights risks that need to be addressed.

Identification of significant human rights risks

Since one of our key business areas is the information industry, we recognize that respect for the freedom of expression and protection of privacy in telecommunications and the Internet and communications on social media are particularly critical human rights issues. The SoftBank Group therefore strives to evolve technological enhancements on a daily basis to deliver reliable and highly convenient services.

At the same time, each of the Group companies is required to specify human rights issues specific to their industry, to develop diverse services, products and business activities without adhering to specific technologies or business models. In order to properly promote these initiatives, the SoftBank Group will proactively implement and improve measures to identify potential risks and prevent or mitigate human rights violation instances by implementing stakeholder engagement initiatives.

SoftBank Corp. conducts ongoing stakeholder dialogues, as well as dialogues with experts on human rights issues. With themes such as “The role of telecommunications carriers in promoting respect for privacy” and “Human rights issues brought about by technology developments” in fiscal 2020, “Learning from scratch about problems related to foreign national workers from the perspective of business and human rights” in fiscal 2021, and “AI and Human Rights: Discrimination and Fairness through AI” in fiscal 2022, we continue to have ongoing dialogues with experts and stakeholders on human rights issues. These lively discussions drew on expert knowledge and helped the company identify its responsibilities to address human rights issues and the most material issues for its business. Insights from these dialogues will be used to make improvements on human rights issues closely linked to its business, such as respecting privacy. The company will also continue to engage stakeholders in helping it to identify our specific human rights responsibilities as times change.

Human rights due diligence

The SoftBank Group developed mechanisms to regularly assess and monitor the negative effect of business activities on human rights, targeting relevant suppliers as well as our Group. In February 2022, as part of this effort, SoftBank Group Corp. conducted a human rights survey of all directors, officers, and employees with a 77% response rate, to better understand human rights risks in business activities and consider preventive and remedial measures. 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. In October 2022, we organized a workshop on corrective and preventive action for the risks found in the survey. The workshop was attended by 87.4% of officers to employees. In principle, we will continue to conduct annual surveys, assessments, and monitoring that is focused on the human rights risks identified in the surveys. Our goal is early detection of any human rights violations, and appropriate corrective and remedial measures. We are also working to prevent human rights risks through continuous education and training. The SoftBank Group is accountable to our stakeholders for such correction and relief measures and will disclose the progress of such measures on a timely basis.

Education and training activities

The SoftBank Group raises awareness of human rights issues among directors, officers and employees by informing them of the “SoftBank Group Code of Conduct” and “Human Rights Policy”.

SoftBank Group Corp. provides training for all directors, officers, and employees on its Human Rights Policy to highlight the impact of human rights violations on the company and reinforce the importance of conducting a human rights risk assessment. In particular, management-level employees and above are instructed on how to respond appropriately to instances of harassment in the workplace by educating them on harassment-related trends in society and key points to consider. In July 2020, we held harassment-related training for line managers that included information on Japan’s revised Labor Measures Comprehensive Promotion Act, which had recently entered into force, and in fiscal 2022, the training was carried out to all employees in addition to line managers.

Helpline

The SoftBank Group has a confidential helpline for reporting and consulting on suspected human rights violations, including bullying and harassment in the workplace. Directors, officers and employees of all Group companies can use the helpline to report workplace issues or express their concerns over perceived misconduct. Moreover, this helpline is also available to those outside the company, including suppliers. In addition to the helpline, SoftBank Group Corp. has prepared multiple consultation points, including the HR department, and provides employees with information on these resources through training and other means.

[Ethics Helpline](#) 

Respecting human rights in the supply chain

In order to promote business activities that respect human rights throughout the supply chain, the SoftBank Group stipulates items in the "[Human Rights Policy](#)" and the "[Supplier Code of Conduct](#)" which suppliers are required to comply with, and ask suppliers to take human rights into consideration. The SoftBank Group will proactively undertake relevant human rights-friendly corporate activities through partnership with these stakeholders.

Supply Chain Management →

Creating a Supportive Working Environment

The SoftBank Group aims to create working environments in which everyone can exercise self-expression, and emphasize respect for employees' fundamental human rights and equal opportunity, as well as their safety and health in our workplaces. Aiming to achieve the SoftBank Group's vision of becoming corporate group needed most by people around the world, we have endeavored to build a working environment in which all employees can maximize their abilities.

Human resources strategy

SoftBank Group Corp. aims to achieve sustainable growth through partnership with the best companies in different industries. Thus, we require every person working in SoftBank Group Corp. to become a master of his or her profession. We believe that in any category of work and in any position, our employees must have the capacity to think logically and tackle unprecedented challenges using numbers and reasoning. We also expect our employees to have a high level of expertise in their relevant fields and the communication skills required to engage in business with leading companies around the world. With these expectations, SoftBank Group Corp. is committed to recruit and promote to management positions the most qualified individuals without regard to age, gender, ethnicity, nationality or disability. Once employees join the SoftBank Group, we pledge to provide sufficient opportunities for continued self-development. We support employees with reflecting on their career vision and goals and taking self-directed steps to achieve them.

— Career development management

The SoftBank Group promotes effective career development initiatives to help employees reach their full potential.

Career formation

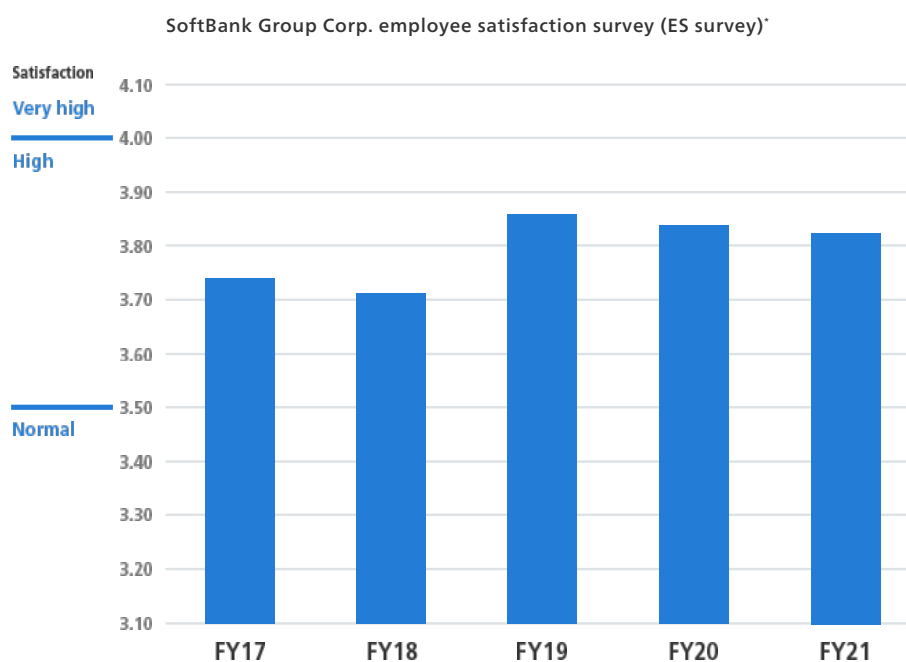
SoftBank Group Corp. offers every employee the opportunity to receive open feedback from their managers in principle on a monthly basis. This enables us to make any relevant changes in position or assignment, considering aptitude and competency so that the right person fills the right position.

Training

Our basic policy is that each employee is required to develop and improve competency as a professional, using education available to every employee after completing the initial training sessions offered at the beginning of employment. To support this, we offer English conversation lessons and the SoftBank Group-wide training programs. In addition, employees can access external training sessions using the education budget allocated to each department or division.

Engagement survey

The SoftBank Group conducts an annual satisfaction survey of all employees, and 30 domestic Group companies participated in the survey in fiscal 2022. This survey was developed to reflect the characteristics of the Group. Accordingly, responses regarding satisfaction with the organization (job, workplace, and supervisor) and the company each respondent belongs to are scored by item to identify issues at an early stage. Continuous monitoring of these results helps us build a strong organization and increase employee motivation. More than 90% of SBG employees responded to the survey in fiscal 2022 and it showed balanced results with the organization (job, workplace, superiors) and the company and implies a high degree of employee satisfaction at all levels. Leveraging the analysis of the survey results, we consistently carry out activities that are designed to motivate employees and improve the organization. This leads to better corporate performance and higher retention of talented human resources, which supports the sustainable growth of businesses.





* Organizational satisfaction (overall satisfaction for surveys before FY18)

Diversity and inclusion

The SoftBank Group believes that diversity and inclusion plays a primary role in building a bright and prosperous, lively society. We aim to have inclusive working environments in place in which every employee shall be treated fairly, and their various rights shall be respected without prejudice and bias.

Success of female employees

The SoftBank Group believes that the entire company benefits from the contribution of every female employee demonstrating their individual abilities. The Group has actively hired women and assigned them to managerial positions. As of end of March 2023, female employees made up 45% of the total employees of SoftBank Group Corp., while accounting for 25% of managers and 41% of newly hired employees. Consequently, SoftBank Group Corp. has been selected for the [MSCI Japan Empowering Women Index \(WIN\)](#) , which consists of companies with exceptional gender diversity. In addition, the company has also been accredited as a "[Kurumin \(available only in Japanese\)](#) " company by the Minister of Health, Labour and Welfare of Japan, which is an accreditation given to companies that actively support working mothers.

In addition, SoftBank Corp. is offering career training and leadership training for female employees on an ongoing basis along with support to foster a sense of community among employees. From 2018, a mentoring program run by internal managers for female team leaders and section managers has started. Through mentoring over a period of three months, this program aims to raise the self-esteem of female managers and show them the process of stepping up, which will lead to behavioral changes in the mentees themselves as to what they can do to aim for a higher role. Furthermore, 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 CEO and executives etc., was established in July 2021, and the company is promoting women empowerment.

Expanded employment of people with disabilities

The SoftBank Group promotes the employment of people with disabilities. Our desire is for all employees to make the most of the abilities they have. As a general rule, we make no distinction between people with and without impairments. We apply the same standards in the candidate selection process and provide the same wages and benefits after hiring. Employees with disabilities have the exact same work scope and responsibilities, opportunities for promotions, and undergo the same evaluation process, except with special considerations made depending on their type of disability. We strive to create a fulfilling work environment for everyone, whether they have an impairment or not.

Support for LGBTQ Employees

The SoftBank Group promotes LGBTQ inclusion in the workplace. Since October 2016, the SoftBank Group Corp. and SoftBank Corp. have defined a spouse in their internal regulations to include same-sex partners, and have provided the same benefits to those employees' spouses, such as special leave and congratulatory and condolence payments.

In addition, SoftBank Corp. has established a consultation desk for LGBTQ employees, their coworkers and superiors, and provides LGBTQ-related training for employees, and supports the activities of the "Colorful Project," an internal community launched jointly by employee volunteers and the human resources department. Through these activities, the company is working toward the creation of a more accepting working environment for everyone.

SoftBank Corp. has received the gold award from 'work with Pride', a Japan-based organization that promotes LGBTQ friendly human resource practices, for seven consecutive years starting in 2017.

Reemployment system (continuous employment system)

SoftBank Group Corp. has a "continuous employment system" for employees who have worked as full-time employees until the retirement age of 60. Employees who meet certain standards are continually employed as part-time employees until the age of 65 at the maximum.

[ESG Data \(Human resources and diversity\)](#) →

— Education program to identify and foster successors

On July 28, 2010, Masayoshi Son published SoftBank's Next 30-Year Vision and concurrently declared the establishment of the SoftBank Academia in order to identify and foster potential successors.

In addition to special lectures by Son and other well-known leaders, the SoftBank Academia has carried out a number of programs, including:

- Presentation programs on the SoftBank Group business strategies
- Management simulation game
- Unique projects
- Creation of businesses

Since June 2011, the Academia has opened its doors to people outside the Group. Individuals of various backgrounds with high aspirations have been enrolled as students in the Academia, where students "strive together and learn together." Our aim is to produce talented people who will pioneer the next era.

[SoftBank Academia](#) 

Labor practices

The SoftBank Group strives to realize flexible working conditions and provide an environment where all employees can work comfortably. These efforts are shared with all Group directors, officers and employees through the SoftBank Group Code of Conduct.

— Labor relationships

There is no labor union at SoftBank Group Corp. However, the company provides a venue for constructive dialogue in which the Human Resources Department meets several employees and employee representatives semi-annually to exchange views and opinions on working conditions, including revisions to the personnel system, working hours, use of absences, and workplace safety and health.

— Response to labor issues

When a labor-related compliance violation is detected, the violation is handled appropriately based on internal rules and disclosed in a timely manner to ensure accountability to stakeholders. To prevent compliance violations, the company holds training sessions for employees every year.

— Fair and industry-competitive treatment

For better quality of life and employee motivation, the SoftBank Group endeavors to pay industry-competitive wages and benefits above living wages without being bound by compliance with the requirements of legal minimum wages. While the SoftBank Group determines wages, salaries and bonuses in compliance with local laws and regulations, appropriate amounts commensurate with performance in consideration of survey results of leading companies and competitors. In fiscal 2022, wages paid to SoftBank Group Corp. employees far exceeded Japan's national weighted average of regional minimum wages*.

* As of fiscal 2022, 224% higher than the average annual income of approximately ¥ 5,990,000 on Basic Survey on Wage Structure:Tokyo

— Employee benefits

SoftBank Group Corp. has established systems to support the creation of a better work environment so that employees can work with peace of mind.

Treatment (excerpt):

◆Holiday and vacation:5-day workweek system (Weekends off)/Holidays/New Year holidays

- Paid leave (Same day grant. First Year: The number of days will be granted based on the starting month of employment. (5~20 days) Next fiscal year and onwards: When attendance rate in the previous year is 80% or more, 25 days will be granted.)

* Up to 60 days of unused annual paid leave can be accumulated and used for long-term sickness or special unpaid leave.

- Special paid leave (marriage leave, spousal childbirth leave, children's marriage leave, refresh leave, bereavement leave, transfer leave, public duty leave, disaster leave, public transport shutdown leave, jury duty leave, donor leave, and occupational injury or illness leave (up to three days))

◆Benefits

- Transportation expenses (Payment in accordance with company regulations)
- Full social insurance (health insurance, welfare pension insurance, workers' compensation insurance, and employment insurance)
- Corporate pension plans (Defined-contribution pension plan (corporate/personal defined contribution), Defined-benefit pension plan (personal defined contribution))
- Asset-building savings (general, pension, housing / Incentives provided)
- Employee stock ownership plan
- Group insurance, "Benefit Station" services, Gift programs (Unique to our group) etc.

◆Human resource development

- 1-on-1 meetings, 360-degree feedback

- Support for education and training and maintenance of qualifications
- Providing English conversation training services
- Internal training program (Common in our group)

[Recruitment Page \(available only in Japanese\)](#) 

— Work style reform

SoftBank Group Corp. 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.

Promotion of the realization of work life balance and reducing long working hours


- Paid annual leave (25 days annually)
- Substantial grant of special paid leave (including marriage leave, refreshment leave and others)
- Introduction of tele-work
- Introduction of super flextime system across the company (flextime system without core time)
- Regular reminders concerning attendances and absences by robotic process automation (promotion of input, alert to long-time working, encouragement to take annual leave)
- Promotion of "Premium Friday"

Encourage the best mix of office work and remote work

SoftBank Group Corp. had already implemented remote work on a trial basis prior to the spread of COVID-19 and it allowed all employees to work from home in March 2020, when COVID-19 began to show signs of spreading in Japan.

Since the lifting of the emergency declaration, the company is aiming for an optimal mix of workstyles, with a focus on in-office work while also making effective use of remote work and superflextime system.

Further, SoftBank Group Corp. has distributed two PCs to each employee, one for office use and the other for home use, to reduce a burden for employees to carry their PCs around when working from home.

SoftBank Group's Resilience Further Strengthened during the COVID-19 Pandemic (Sustainability Report 2021) 

Support for childcare, nursing care etc.

- ◆ Enhancement of support for return to work
 - Shortened working hours (up to sixth grade in elementary school)
 - Welcome Back System (re-employment system for former employees who left the company due to spouse's transfer)
 - Interview with HR Department (a month after reinstatement to former position)
 - Substantial improvement to various leave systems (kids leave, nursing leave and others)

◆Enhancement of support for childbirth and childcare

- Orientation by HR Department concerning pre-and post-childbirth
- Celebration of childbirth (1,000,000 yen for three children, 3,000,000 yen for four children, and 5,000,000 yen for 5 or more children)
- Substantial improvement to leave for male employees (paternity leave, childcare leave [limited to paid leave], childcare absences [long-term])
- Childcare leave (until the day before the child's third birthday)
- Substantial improvement to leave system (hospital visit leave during gestation, safe motherhood leave, and maternity leave)
- Provision of childcare, babysitting, and housekeeping services through the introduction of "Benefit Station," a welfare service.

◆Support system for the nursing care

- Nursing care leave (10 working days annually, either consecutively or in total)
- Absences for nursing care (up to one year)
- Shortened working hours

New Office Aiming to Transform Work-styles

With the aim of further transforming work-styles and strengthening our business continuity plan (BCP), the SoftBank Group Corp. and some of its Group companies relocated their headquarters to the "Tokyo PortcityTakeshiba Office Tower," in 2020.

The new office was designed by the Group company, WeWork, and employees working there are able to freely choose a location where they can work efficiently according to their objectives at the time, such as when they want to concentrate on their work or have discussions with multiple people. In this new office, we aim to create open innovation across departments and practice a more innovative and creative workstyle that is not bound by location, space, or community.



Lounge



Counter area



Open meeting space

Industrial safety and health

Under the jurisdiction of the executive officer in charge, the SoftBank Group holds Health Committee meetings chaired by the general manager of the Human Resources Department, conducts various health checkups, and provides counseling by industrial physicians to maintain workplace environments where all employees can work in a healthy manner both physically and mentally. We also specify industrial safety and health risks in the course of business activities of each of the Group companies and promote initiatives to reduce related risks.

— Assessment of risks at workplaces

SoftBank Group Corp. works to identify and mitigate risks related to occupational safety and health. We carry out a number of occupational risk assessments to prevent occupational accidents and comply with labor practices. These assessments include regular employee stress checks, monitoring and forecasting of long working hours, and employee satisfaction surveys, which include harassment monitoring. To comply with the legally mandated Article 36 Agreement, which stipulates limits and requirements for overtime work, SoftBank Corp. conducts assessments and takes corrective actions for risks stemming from overwork. The company uses an attendance tracking system to monitor and forecast monthly and annual working hours for individual employees and make adjustments as needed. For employees expected to work long hours, appropriate conditions are discussed and a report made to the executive team. SoftBank Corp. also conducts a regular “off-the-clock overtime” survey of all employees and raises awareness of off-the-clock work through a separate survey. By periodically reporting these activities and the status of overwork to executive meetings and the Safety and Health Committee, the company tracks the effectiveness of its risk reduction efforts and identifies potential improvements. SoftBank Corp. also conducts occupational risk assessments and develops organizational capacities for immediately addressing such risks when starting new businesses. For new subsidiaries especially, the company takes care to ensure that the organization functions properly for achieving its targets and protects employees from damaging their health, such as by appointing a human resources expert to oversee personnel management.

— Safety measures in the event of emergency

The SoftBank Group has appropriate systems in place to ensure the safety of employees whenever any natural disaster (earthquakes, typhoons and others) or other emergency occurs. In the event of emergency, an emergency task force will be established as appropriate and each group of companies shall implement appropriate measures in line with the rules to address emergency cases. In addition, SoftBank Group Corp. offers emergency trainings to employees and maintains the safety of equipment and facilities from time to time.

Supply Chain Management

Supplier Code of Conduct

The SoftBank Group conducts business in various areas and sectors across the globe and has built a diverse supply chain. The SoftBank Group places importance on sustainability in these supply chains, and believes that it is essential not only to comply with laws, but also to conduct business based on high ethical standards. Therefore, the SoftBank Group has formulated the “Supplier Code of Conduct,” which sets forth the items that we expect our suppliers to comply with, and requires them to work in accordance with the ethical standards in each field of Environment, Labor, Health and safety, and Fair business. At the same time, SoftBank Group Corp. clearly states in its contracts that it will require suppliers to comply with the Supplier Code of Conduct when starting new transactions.

Supplier Code of Conduct  (366KB/10 pages)

Communication with suppliers

The cooperation of all suppliers is indispensable for the SoftBank Group to become a corporate group needed most by people around the world. The SoftBank Group will strive to promote understanding of the "Supplier Code of Conduct" through communication with the suppliers and will work together with them to foster business activities based on high ethical standards.

Sustainable Supply Chain Strategy

The SoftBank Group aims to build a supply chain that incorporates the perspective of sustainability in order to address issues such as protection of natural resources, reduction of environmental impact, safety of workers, and respect for human rights.

SoftBank Corp., which deals with many suppliers, has established the Procurement Policy to maintain fair and good business relations with suppliers, and the Environmental Action Guidelines and the Green Procurement Guidelines to actively engage in environmental maintenance and preservation activities. In addition, when starting a new transaction with a supplier, SoftBank Corp. evaluates and selects the supplier in accordance with its purchasing rules, and concludes a basic transaction agreement that includes the supplier's compliance with its Supplier Ethics and Rules of Conduct. Moreover, in order to identify potential sustainability risks in the supply chain and appropriately respond to them, SoftBank Corp. conducts a sustainable procurement survey for major suppliers every year, and when there is a need for improvement, they promote the improvement of efforts together with suppliers and monitor the situation. While SoftBank Corp. targets an annual rate of return of completed sustainable procurement surveys of 90% or greater, the rate of FY2022 was 94%. Furthermore, the company conducted a High Risk Management Questionnaire*, which comprises a section adopted since FY2021 on conflict minerals and foreign technical internships, as well as a section on the environment, including Scope 1, 2 and 3 CO₂ emissions.

* The High Risk Management Questionnaire covers important issues in line with current conditions other than company policies and guidelines (codes of conduct), such as human rights and the environment.

SoftBank Corp. "Supply Chain Management" 

Participation in Our Community

Under the corporate philosophy “Information Revolution — Happiness for everyone,” the SoftBank Group lays out the sustainability vision “Help shape the next 300 years for our future generations and the planet.” Based on one of the activity themes “Maximize our potential as a group by joining forces with people around the world to make a positive impact on society,” the SoftBank Group cooperates with the Group companies to promote social contribution activities including supporting the development of the next generation.

[Participation in Our Community →](#)

Related Contents

[ESG Data \(Social-related data\) →](#)

Participation in Our Community

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We live in an age of rapid technological change known as the information revolution. The SoftBank Group helps the next generation thrive in this age by providing educational support and leadership training programs that make use of information technologies. We believe this not only benefits society but also helps the Group attract future talent that can carry our business forward. We also believe that providing educational and business supports for underrepresented founders is to create growth opportunities for talented people and to contribute to diversity in society.

Furthermore, each Group company follows an independent decision-making process to create social contribution programs that draw on the strengths and resources of its outstanding technologies or business models. This work, and the synthesis of these programs in specific fields such as youth education, can be seen as one manifestation of the SoftBank Group’s Cluster of No. 1 Strategy, a growth strategy by which we seek to create social value through capital synergies and shared visions between diverse Group companies.

The SoftBank Group will continue to engage in dialogue with stakeholders, including local communities, and contribute to society's greater happiness with people around the world.

Program Assisted by Pepper – Support of Next Generation Education



Under the Pepper Social Contribution Program, SoftBank Group corp. lends its humanoid robot, Pepper, to local governments, NPOs and other organizations for three years. The Program includes programming education for elementary-school and junior-high-school students, teaching tool development using Pepper and solution exploration for e social problems. The support for next generation education using Pepper has been rolled out beyond Japan to all over the world including the U.S., Canada and China.

[View details →](#)

TOMODACHI SoftBank Leadership Program – Development Program for Leaders Charged with Recovery from Great East Japan Earthquake



Every year since 2012^{*1}, the SoftBank Group Corp. and the U.S.-Japan Council have been inviting high-school students^{*2} in Iwate, Miyagi, and Fukushima — the prefectures most severely hit by the Great East Japan Earthquake — to a three-week intensive course at the University of California, Berkeley, in the U.S. The students participate in the Y-PLAN (Youth-Plan, Learn, Act, Now!), a problem-solving workshop, to learn about global leadership skills and local contribution activities. After returning to Japan, they actively take part in various projects in their local areas by leveraging what they learned.

Data on Participants (as of December 2023)

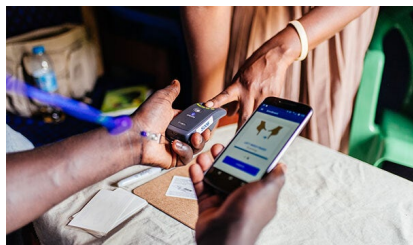
Cumulative participants : 1,017

*1 From 2020 to 2022, the program was temporarily suspended due to the spread of COVID-19.

*2 Program participants in 2023 include college students.

[View details →](#)

Putting the World on a Better Track through Social Innovation (Arm)



arm

To create a future where people can live in an optimal environment through the application of leading edge technologies by the end of 2030, Arm established 2030Vision, an initiative to collaborate with various organizations and entities, and is striving to contribute to the realization of the Sustainable Development Goals (SDGs).

Simprints is a flagship example of the initiative. With Simprints, Arm aims to build a platform which enables medical professionals to verify the identity of individual patients and access accurate medical records in the world's poorest rural communities, allowing patients a range of services.

More than 1.1 billion people in the world lack the means to verify their identity, and are unable to access various indispensable services in their daily lives, such as medical care, education, and asset management. Simprints was launched under Arm's policy to promote social innovation and benefit those who do not have sufficient access to education and other essential services. So far, the technology has been introduced to 11 countries, providing Simprints services to more than 250,000 beneficiaries.

Also, Arm has been promoting to offer technological opportunities to non-profit organizations across the world, aiming to develop human resources playing active roles in the area of STEM (*) and leading the future. For example, in 2016, Arm co-established "Micro:bit Educational Foundation" with more than 30 international organizations to communicate the joy of programming and to develop children's creativity and logical thinking ability by offering programming learning materials on IoT "micro:bit" to more than several hundreds of thousands of children throughout the world.

* General term covering the education area of science, technology, engineering and mathematics

Investing in entrepreneurs

Investing in underrepresented entrepreneurs (SBIA)

In 2019, SBIA launched the SoftBank Vision Fund Emerge program in the U.S. to promote diversity in tech by supporting and funding business owners who belong to groups historically underrepresented in the technology ecosystem. The program provides participant founders with the capital, tools, and networks needed to scale their business. Following its success, the program was expanded to Europe in 2020, and to date has partnered with 23 exceptional entrepreneurs.

Helping to nurture digital and entrepreneurial talent (SoftBank Corp.)

SoftBank Corp. is a scholarship partner of Kamiyama Marugoto College, a private technical college that opened in April 2023. In this role, the company has donated ¥1 billion toward effectively free tuition at the college. By supporting founders and providing courses in technology, SoftBank Corp. is helping to nurture the digital and entrepreneurial talent who will lead Japan in the future.

Promotion of Volunteer Activities by Employees

SoftBank Group Corp. and SoftBank Corp. employees are annually granted two days of paid leave to participate in volunteer activities of their choice. Additional days are granted if necessary such as in recovery assistance activities for disaster areas. At Yahoo Japan Corp., employees may take up to three days off per year to participate in activities, such as volunteer work, to assist in addressing social problems.

Social Contributions in Recruiting Activities

Based on the Cluster of No.1 Strategy, the SoftBank Group has made investments in leading companies in diverse areas and has carried out its businesses in various regions across the world. Investments by the SoftBank Group reflects its extremely flexible group management, rather than controlling and managing portfolio companies by making them wholly owned subsidiaries. In recruitment activities, we place emphasis on employment in the area of operation and in principle, employ local people. By working together with local experts, we are able to conduct our businesses in a way closely connected to the culture of the specific country or region and activating the local employment market. We also conduct fair recruitment and personnel evaluation, neutral to individuals' backgrounds such as social status, class and academic record. The SoftBank Group promises fair and equal employment opportunities, regardless of individuals' upbringing and other factors.

Other Social Contribution Activities

[Disaster and Reconstruction Support](#) 

[Responding to the Digital Divide](#) 

Related Contents

ESG Data (Social contribution activity cost) →

Governance

Corporate Governance

Corporate Governance Report, Basic Guidelines, Corporate Governance System, Corporate Management, IR Activities, and Internal Control System



Compliance

SoftBank Group Code of Conduct, Group Compliance Structure, Efforts to Promote Ethics and Compliance, and Anti-corruption Initiatives



Information Security

Principles for Information Security, Security Governance Structure and Information Security Committee



Risk Management

Risk Management System, Risk Management Initiatives and Message from Our Chief Risk Officer



Initiatives for Taxation

The SoftBank Group's Tax Policy, Characteristics of SoftBank Group's Taxation



Portfolio Companies' Sustainability

Sustainability in the investment business

Taking into account environmental, social, and governance standards in investing activities, we support the sustainable development of society at large while also enhancing the performance of our investments over the medium- to long-term. With this belief, we are undertaking the following initiatives.

Integrating ESG into the investment process

SBG revised its Portfolio Company Governance and Investment Guidelines Policy in May 2021, which originally set forth criteria on the governance of portfolio companies to be considered in the investment process. The revised Policy clearly states that environmental and social factors, in addition to governance, are to be assessed in the selection of investees and in post-investment monitoring. The Policy applies to SBG and its subsidiaries.* Each investment subsidiary decides and implements its own specific investment plans.

* Includes SoftBank Vision Funds and other investment subsidiaries managed by subsidiaries of SBG but excludes listed subsidiaries and subsidiaries that the Group is restricted from controlling for regulatory reasons and their subsidiaries.

— Integrating ESG into SoftBank Vision Funds' investments

Described below are ways in which SoftBank Vision Funds integrate ESG into their investments.

Pre-Investment: assessing the risks of potential investments

SoftBank Vision Funds recognize four material themes in environmental and social fields that matter to the international community as well as to the Company's investment business: climate change, human rights (forced labor), discrimination/harassment, and Responsible AI. As part of its due diligence, SoftBank Vision Funds evaluate the potential investment's status in addressing these material themes in environmental and social fields, as well as governance, to assess the risks, and use the results for investment decision-making.

Post-Investment: monitoring and engagement

SoftBank Vision Funds recognize the importance of continually monitoring the portfolio companies and engaging with them as necessary to prevent risks from materializing. Accordingly, it is exploring a systematic approach for such monitoring and engagement.

Investing in businesses that help address environmental and social challenges

SBG believes that investing in companies with innovative technology and business models can help address global challenges like climate change and economic inequalities, thereby contributing to a more sustainable world. SoftBank Vision Funds and other investment businesses of the Group have already invested in many businesses that contribute to social and environmental sustainability using AI.

Investments that help address environmental and social challenges



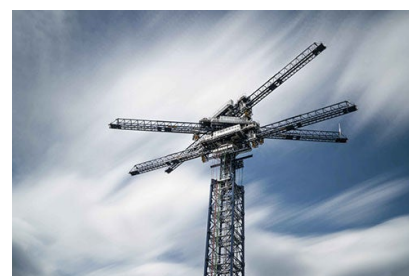
* These are examples of portfolio companies that contribute to solving environmental and social issues (as of December 2023).

— Initiatives to resolve environmental and social issues through business

As an organization whose mainstay business is investing, we fulfill our social responsibility by investing in businesses that address environmental and social issues.

Electricity storage solution for renewable energy (Energy Vault Holdings, Inc.)

Energy Vault Holdings, Inc. develops and sells energy storage solutions to address grid resiliency and advance the transition to renewable energy. Its solutions allow utilities, independent power producers, and large energy users to manage their power portfolios and efficiently dispatch power.



Reducing carbon emissions in goods transport (Flock Freight, Inc)

Flock Freight, Inc is a technology company that is creating a smarter, more sustainable supply chain. Its patented technology finds and fills trucks' empty spaces so shippers can save, carriers can earn more money, and goods can move terminal-free with more reliability and fewer emissions.



Producing a flexible solar cell that converts indoor light into electrical energy (Exeger Operations AB)

Exeger Operations is the developer of a solar cell technology that can generate electricity with high efficiency in both natural and indoor artificial light. The material can be integrated into electronic devices such as remote controls and headphones, reducing carbon emissions from everyday consumer products.



The solar cell material and headphones that use the material

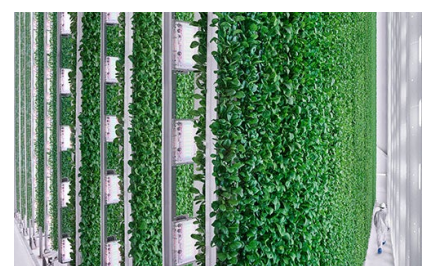
Building a sustainable food system with cultivated meat (Upside Foods, Inc.)

Upside Foods, Inc. is a U.S.-based, industry-leading cultivated meat company that grows delicious meat from real animal cells, without the need to raise and slaughter billions of animals. In November 2022, UPSIDE Foods received the world's first green light from the U.S. Food and Drug Administration (FDA), a major step toward the company's vision to build a more delicious, humane, and sustainable food system.



Saving resources with indoor vertical farming (Plenty Unlimited Inc.)

Plenty Unlimited Inc. is an AgriTech start-up focused on indoor vertical farming. Its unique farming method uses advanced technology, including AI, to reduce water, land, and pesticide usage. Plenty's space-efficient farms can produce up to 350 times the yield per acre of conventional farms and bring food production to urban and suburban areas, reducing food-mile emissions and waste.

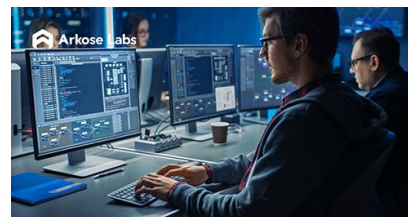


Indoor vertical farming

Protecting major brands and consumers against cybercrime and fraud (Arkose Labs, Inc.)

Arkose Labs, Inc. protects major consumer brands and their customers against cyber-attacks that hijack accounts, logins, and other key points of user interaction with sites and apps. The Arkose Bot* Manager solution detects and mitigates high-volume and high-risk attacks, trapping bots while protecting customer trust and business ROI.

* A type of remotely operated malware



Transforming surgery with next-generation surgical robotics (CMR Surgical Ltd.)

CMR Surgical Ltd. has developed the Versius, a next-generation surgical robot, aiming to make minimal access surgery available to everyone who needs it. It is a small and portable system that can easily be moved between almost any operating room, thereby allowing more people to undergo minimal access surgery.



Charting the future of digital medicine (Big Health Ltd.)

Big Health Ltd. is on a mission to help millions back to good mental health by creating clinical-grade, digital treatments for the most common mental health conditions, including insomnia and anxiety. The company's products, Sleepio and Daylight, are built on a proprietary formulation of cognitive behavioral therapy (CBT) that can be accessed anytime, anywhere, with comparable results to talk therapy or medication.



ESG Data

Environment-related data ▾

Social-related data ▾

Governance-related data ▾

Tax-related data ▾

Committees & Meetings ▾

Environment

* Scope of the data (Boundary) shown on this page is the boundary of FY2022. Click [here](#) to see the names of companies included in each boundary.

* Click [here](#) to see the boundary including past years.

* The data may be adjusted retroactively.

Greenhouse Gas (GHG) Emissions (Scope1&2)

— Long-term Target

	Target	Boundary
Scope1&2 (t-CO ₂)	Achieve Carbon Neutrality by fiscal 2030 (Reducing greenhouse gas emissions to net zero)	SBG ¹ + Major subsidiaries(1)

— Mid/Long-term Plan for Reducing Emissions^{*2}

	FY23	FY24	FY25	FY26	FY27	FY30	Boundary
Scope1&2 (t-CO ₂)	547,000	509,000	403,000	375,000	347,000	0	SBG ¹ +SBKK

Results

	FY18	FY19	FY20	FY21	FY22	Boundary
Scope1&2 (t-CO ₂)	693,953	776,104	620,929	720,619	591,878	SBG ^{*1} + Major subsidiaries(1)
Scope1 (t-CO ₂)	11,456	15,803	15,416	12,052	15,127	SBG ^{*1} + Major subsidiaries(1)
Scope2 (t-CO ₂)	682,497	760,301	605,513	708,567	576,751	SBG ^{*1} + Major subsidiaries(1)
Intensity of GHG Emission ^{*3} (t/Gbps)	682	628	411	359	249	SBKK

*1 SoftBank Group Corp. (SBG) has achieved Carbon Neutrality in Scope 1 and 2 since FY2020, and will continue to do so.

*2 See "Environmental Initiatives" > "Greenhouse Gas Emissions Reduction Plan to Achieve Group Target" for latest planned figures

*3 Emissions per communication volume

Greenhouse Gas (GHG) Emissions (Scope3)

	FY20 (t-CO ₂)	FY21 (t-CO ₂)	FY22 (t-CO ₂)	Description of calculation	Boundary
Scope 3 (total)	3,121,487	8,685,602	9,368,649		SBKK
Category 1: Purchased Goods and Services	340,222	2,715,644	2,916,405	Calculated by multiplying the purchase price of products and services by the CO ₂ emission factor, including the procurement and transportation processes	SBKK
Category 2: Capital Goods	1,446,099	1,211,839	1,312,591	Calculated by multiplying the capital investment amount by the CO ₂ emission factor of capital goods	SBKK
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	113,432	991,026	1,262,619	Calculated by multiplying fuel/ electric power consumption by the CO ₂ emission factor for fuel procurement in manufacturing processes and, for electric power procured for sale from external sources, calculated by multiplying the amount of electric power by the CO ₂ emission factor upon fuel procurement	SBKK

Category 4: Upstream Transportation and Distribution	26,481	192,923	147,001	Calculated by multiplying transportation costs by the CO ₂ emission factor for transportation between bases and shipping (Procurement transportation is included in Category 1)	SBKK
Category 5: Waste Generated in Operations	837	2,702	1,986	Calculated by multiplying the weight of industrial waste by the CO ₂ emission factor for each kind of waste disposal method	SBKK
Category 6: Business Travel	4,216	6,149	14,780	Calculated by multiplying the amount paid for transportation allowances by the CO ₂ emission factor for each transportation category, by multiplying the number of days of accommodation by the CO ₂ emission factor per day of accommodation, and by multiplying the total travel distance of rental cars by the CO ₂ emission factor for each fuel type and maximum loading capacity	SBKK
Category 7: Employee Commuting	12,634	15,980	17,295	Calculated by multiplying the total commuting distance of employees by the CO ₂ emission factor per km of travelers for each transportation category and multiplying the power consumption during telework by the CO ₂ emission factor of electric power	SBKK
Category 8: Upstream Leased Assets	94,282	376,440	428,056	Calculated by multiplying the total floor area of warehouses and rental offices by the CO ₂ emission factor per area for each building use and by multiplying the electric power consumption of telecommunications equipment installed and operated at rental properties by the CO ₂ emission factor for electric power	SBKK
Category 9: Downstream Transportation and Distribution	603,376	716,763	678,913	For shipping, it is calculated by multiplying transportation costs by the CO ₂ emission factor	SBKK
Category 10: Processing of Sold Products	0	0	0	(Not to be calculated)	SBKK


Category 11: Use of Sold Products	449,008	2,275,537	2,397,972	Calculated by multiplying the number of products sold/rented by lifelong power consumption of each product and the CO ₂ emission factor of electric power	SBKK
Category 12: End-of-Life Treatment of Sold Products	762	148,668	160,830	Calculated by multiplying the total weight of products sold by the CO ₂ emission factor for each kind of waste	SBKK
Category 13: Downstream Leased Assets	0	48	961	Calculated by multiplying the number of units rented by electric power consumption and the CO ₂ emission factor for electric power	SBKK
Category 14: Franchises	30,138	31,883	29,242	Calculated by multiplying the total floor area of franchise shops by the CO ₂ emission factor per area for each building use	SBKK
Category 15: Investments	0	0	0	(Not to be calculated)	SBKK

Energy Consumption

	FY18	FY19	FY20	FY21	FY22	Boundary
Energy Consumption (Thousand kWh)	1,355,703	1,644,234	1,680,530	2,263,151	2,451,291	SBG + Major subsidiaries(1)
Non-Renewable Energy Consumption (Thousand kWh)	1,355,659	1,611,718	1,355,764	1,585,951	1,402,469	SBG + Major subsidiaries(1)
Renewable Energy Consumption (Thousand kWh)	44	32,516	324,766	677,200	1,048,822	SBG + Major subsidiaries(1)

— Third-Party Verification of Environmental Data

SoftBank Corp.'s Greenhouse gas (Scope 1, 2, and 3) emissions and energy consumption during FY2022 were verified by the Japan Quality Assurance Organization, a third-party institution (Greenhouse gas is verified ISO 14064-3, also energy consumption is verified ISAE 3000, compliant with a limited level of assurance).

Independent Verification Report FY22 (SoftBank Corp.)  (272KB/3 pages)

Social

* Scope of the data (Boundary) shown on this page is the boundary of FY2022. Click [here](#) to see the boundary of FY2022.

* Click [here](#) to see the boundary including past years.

* The data may be adjusted retroactively.

Human Resources and Diversity

	FY18	FY19	FY20	FY21	FY22	Boundary
Number of employees (persons)						
Total	19,993	27,568	29,212	54,778	62,378	SBG + Major subsidiaries(1)
Men	14,200	19,350	20,549	37,172	41,480	SBG + Major subsidiaries(1)
Women	5,792	8,218	8,663	17,598	20,893	SBG + Major subsidiaries(1)
Ratio of female employees in revenue generating section^{*1} (%)	32	33	33	37	39	SBG + Major subsidiaries(1)
Ratio of female employees in STEM section^{*2} (%)	15	14	14	17	18	SBG + Major subsidiaries(1)
Other^{*3}	—	—	—	8	5	SBG + Major subsidiaries(1)
Age composition of employees (persons)						
20s and below	3,602	5,369	5,257	12,184	12,638	SBG + Major subsidiaries(1)
30s and 40s	13,908	18,888	20,210	36,601	41,501	SBG + Major subsidiaries(1)
50s and up	2,426	3,104	3,513	6,486	8,300	SBG + Major subsidiaries(1)

Number of employees in management (persons)						
Total	4,579	6,150	6,784	12,643	13,516	SBG + Major subsidiaries(1)
Men	4,276	5,577	6,121	11,782	11,446	SBG + Major subsidiaries(1)
Women	303	573	663	1,861	2,070	SBG + Major
Number of female employees in entry-level management positions ⁴	254	482	564	1,467	1,620	SBG + Major subsidiaries(1)
Number of female employees in senior management positions	49	91	99	400	450	SBG + Major subsidiaries(1)
Other ³	—	—	—	0	0	SBG + Major subsidiaries(2)
Number of new hires (new graduate and mid-career) (persons)						
Total	627	2,246	2,214	2,987	2,824	SBG + Major subsidiaries(1)
Men	799	1,673	1,626	2,224	2,102	SBG + Major subsidiaries(1)
Women	300	573	570	736	717	SBG + Major subsidiaries(1)
Other ³	—	—	—	10	5	SBG + Major subsidiaries(1)
Number of mid-career hires among new hires (persons)	469	1,148	1,313	1,948	1,680	SBG + Major subsidiaries(1)
Average cost of hiring full-time employees (thousand yen) ⁵	2,970	3,112	3,301	1,194	1,260	SBG + Major subsidiaries(1)
Average years of employment (years) ⁵						
Total	6.5	6.6	5.7	8.6	8.4	SBG + Major subsidiaries(1)
Men	6.8	6.8	5.8	8.9	8.8	SBG + Major subsidiaries(1)
Women	6.1	6.3	5.5	7.8	7.7	SBG + Major subsidiaries(1)

	Other ^{*3}	—	—	—	—	0.4	SBG + Major subsidiaries(1)
Turnover rate for full-time employees (%)		9.0	8.5	6.1	7.2	7.4	SBG + Major subsidiaries(1)
Number of temporary and contract workers (persons)		4,684	5,450	5,680	23,626	22,125	SBG + Major subsidiaries(2)
Ratio of Employees with Disabilities (%)		—	—	—	2.1	2.6	SBG + Major subsidiaries(3)

*1 Sections that generate revenue directly, such as sales and marketing

*2 Sections that routinely utilize science knowledge in the four fields of Science, Technology, Engineering, and Mathematics

*3 Aggregate when group companies has an "Other" section

*4 Refers to entry-level managers (generally, it refers to VP)

*5 Calculated on a weighted average basis from FY21

* There is no description in the "-" cells.

Nationality (Employment ratio based on countries and regions)*

All employees	FY20	FY21	FY22	Boundary
Top 1	Japan (96.6%)	Japan (77.4%)	Japan (77.3%)	SBG + Major subsidiaries(1)
Top 2	China (1.5%)	United Kingdom (5.3%)	South Korea (4.8%)	SBG + Major subsidiaries(1)
Top 3	South Korea (0.9%)	India (3.7%)	United Kingdom (3.2%)	SBG + Major subsidiaries(1)
Top 4	Other Asia (0.6%)	United States (2.9%)	India (2.7%)	SBG + Major subsidiaries(1)
Other	Other (0.4%)	Other (10.7%)	Other (12.0%)	SBG + Major subsidiaries(1)
Management				
Top 1	Japan (98.7%)	Japan (75.9%)	Japan (77.1%)	SBG + Major subsidiaries(1)
Top 2	China (0.4%)	United Kingdom (6.3%)	United Kingdom (5.1%)	SBG + Major subsidiaries(1)
Top 3	South Korea (0.2%)	United States (3.6%)	South Korea (3.7%)	SBG + Major subsidiaries(1)
Top 4	Other Asia (0.2%)	India (3.0%)	India (2.8%)	SBG + Major subsidiaries(1)
Other	Other (0.4%)	Other (11.1%)	Other (11.3%)	SBG + Major subsidiaries(1)

* Total value may not amount to 100% due to rounding down to the second decimal place

Salaries and Remuneration*¹

	FY20	FY21	FY22	Boundary
Average total annual income of employees (thousand yen)	8,245	9,146	10,000	SBG + Major subsidiaries(1)
Men	—	9,888	10,823	SBG + Major subsidiaries(1)
Women	—	7,356	8,032	SBG + Major subsidiaries(1)
Other ^{*2}	—	9,567	7,491	SBG + Major subsidiaries(1)
Average annual basic salary of employees at management levels (thousand yen)				
Men	8,112	9,598	10,347	SBG + Major subsidiaries(1)
Women	7,248	10,356	10,947	SBG + Major subsidiaries(1)
Other ^{*2}	—	—	—	SBG + Major subsidiaries(1)
Average total annual income of employees at management levels (thousand yen)				
Men	11,365	14,854	15,558	SBG + Major subsidiaries(1)
Women	10,455	16,389	16,537	SBG + Major subsidiaries(1)
Other ^{*2}	—	—	—	SBG + Major subsidiaries(1)
Average total annual income of employees at non-management levels (thousand yen)				
Men	6,508	7,588	8,517	SBG + Major subsidiaries(1)
Women	5,505	6,204	6,565	SBG + Major subsidiaries(1)
Other ^{*2}	—	—	4,286	SBG + Major subsidiaries(1)

*1 Calculated on a weighted average basis from FY21

*2 Aggregate when group companies has an "Other" section

* There is no description in the "--" cells.

Training and Development*

	FY20	FY21	FY22	Boundary
Average annual training cost per employee (thousand yen)	126	113	104	Major subsidiaries(2)
Average annual training hours per employee (hours)	—	18	22	Major subsidiaries(2)

* Calculated on a weighted average basis from FY21

* There is no description in the “-” cells.

Safety and Health of employees

	FY18	FY19	FY20	FY21	FY22	Boundary
Lost time injury frequency rate	0	0	0.00	0.34	0.02	SBG + Major subsidiaries(2)

Governance

* Scope of the data (Boundary) shown on this page is the boundary of FY2022. Click [here](#) to see the boundary of FY2022.

* Click [here](#) to see the boundary including past years.

* The data may be adjusted retroactively.

Political Contributions

	FY18	FY19	FY20	FY21	FY22	Boundary
Total	0	0	0	0	0	SBG + Major subsidiaries(4)
Lobbying (yen)	0	0	0	0	0	SBG + Major subsidiaries(4)
Political activities (yen)	0	0	0	0	0	SBG + Major subsidiaries(4)
Trade associations (yen)	0	0	0	0	0	SBG + Major subsidiaries(4)
Others (yen)	0	0	0	0	0	SBG + Major subsidiaries(4)

Number of Disciplinary Actions related to Violations of Company Regulations, Laws, etc.

	FY19	FY20	FY21	FY22	Boundary
Number of violations, including human rights infringements and harassment	0	1	0	0	SBG
Number of corruption related violations (bribery etc.)	0	0	0	0	SBG
Number of violations related to labor issues (long working hours, unfair dismissal, etc.)	0	0	0	0	SBG
Number of violations related to security	0	0	0	0	SBG
Number of violations related to neglect of duties	0	0	0	0	SBG
Number of violations related to privacy (e.g., customer privacy data)	—	—	—	0	SBG
Number of violations related to conflicts of Interest	—	—	—	0	SBG
Number of violations related to insider trading	—	—	—	0	SBG

* There is no description in the “-” cells.

Information Security

	FY19	FY20	FY21	FY22	Boundary
Number of material IT infrastructure incidents	0	0	0	0	SBG

— Scope of this data (Boundary)

SBG:	SoftBank Group Corp.
SBKK:	SoftBank Corp. ¹⁾
Major subsidiaries(1) :	SoftBank Corp. ¹⁾ , Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp. ²⁾ , SoftBank Robotics Corp., Arm Limited, SoftBank Ventures Asia Corp., SB Global Advisers Limited
Major subsidiaries(2) :	SoftBank Corp. ¹⁾ , Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp. ²⁾ , SoftBank Robotics Corp., SoftBank Ventures Asia Corp., SB Global Advisers Limited

Major subsidiaries(3) :	SoftBank Corp. ^{*1} , Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp. ^{*2} , SoftBank Robotics Corp.
Major subsidiaries(4) :	SoftBank Corp. ^{*1} , Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp. ^{*2} , SoftBank Robotics Corp., Arm Limited, SoftBank Ventures Asia Corp.

*1 Includes major subsidiaries of SoftBank Corp. For details, please see "[Major ESG Data](#)" on the SoftBank Corp. website.

*2 SB Energy Corp. renamed its corporate and trade name to Terrace Energy Corporation on April 28, 2023.

Tax

Income Taxes Paid on a Consolidated Basis (Net)

(Billions of yen)

	FY18	FY19	FY20	FY21	FY22	Total of 5 Fiscal Years
Consolidated	415.4	636.3	445.5	589.3	525.9	2,612.4
Japan	284.3	575.2	310.5	551.2	469.7	2,190.9
SBG and intermediate holding companies (wholly owned subsidiaries)	36.8	324.7	35.7	200.0	214.2	811.4
Operating companies (mainly SBKK and Yahoo Japan Corporation)	247.5	250.5	274.8	351.2	255.5	1,379.5
Overseas	131.1	61.1	135.0	38.1	56.2	421.5

* The amounts are the net amount of tax payments and tax refunds.

* Income taxes paid on a consolidated basis matches the net amount of "income taxes paid" and "income taxes refunded" in the consolidated statement of cash flows.

* JPY 83.9 billion of income taxes refunded for FY18, and JPY 121.1 billion of income taxes refunded for FY20 were netted out with income taxes paid for the previous fiscal years as these income taxes refunded were returned from the income taxes paid for the previous fiscal years.

* Cash tax of JPY 229.2 billion paid by SBG in the first quarter of FY23 based on FY22 taxable income is not included in FY22 income taxes paid in the table above.

— Reference : Top 10 Companies ranked by Income Taxes Paid on a Consolidated Basis
(FY2018-2022)

(Billions of yen)

Company	FY18	FY19	FY20	FY21	FY22	Total of 5 Fiscal Years
1. TOYOTA MOTOR	836.6	777.5	810.1	809.8	1,297.2	4,531.2
2. NTT	613.4	488.3	524.3	434.3	738.4	2,798.7
3. SoftBank Group ^{*1}	415.4	636.3	445.5	589.3	525.9	2,612.4
4. INPEX	388.1	443.9	218.1	352.7	906.0	2,308.8
5. KDDI	288.7	304.0	331.4	367.1	289.5	1,580.7
6. Sumitomo Mitsui Financial Group	283.8	285.8	135.7	268.7	384.4	1,358.4
7. Honda Motor	263.6	230.5	206.3	203.1	401.3	1,304.8

(Billions of yen)

Company	FY18	FY19	FY20	FY21	FY22	Total of 5 Fiscal Years
8. Mitsubishi UFJ Financial Group	302.0	128.1	124.7	220.1	477.5	1,252.5
9. JAPAN POST HOLDINGS	367.2	221.5	168.6	274.8	124.6	1,156.8
10. Sony Group	210.5	216.9	119.1	269.9	297.9	1,114.3

* Source : S&P Global Capital IQ

* Criteria :

* Listed companies in Japan.

* Numbers based on income taxes paid and income taxes refunded from consolidated statements of cash flows.

* Top 10 companies in terms of total income taxes paid for FY2018 to FY2022.

*1 JPY 83.9 billion of income taxes refunded for FY18, and JPY 121.1 billion of income taxes refunded for FY20 were netted out with income taxes paid for the previous fiscal years as these income taxes refunded were returned from the income taxes paid for the previous fiscal years.

Meeting held in FY2022

* The following table shows the number of meetings held from April 1, 2022 to March 31, 2023.

* Those who have been appointed or resigned during the term and those who have already resigned as of July 2023 are listed in the notes.

Past meetings: [FY2021](#) [FY2020](#) [FY2019](#)

Board of Directors Meetings

Name	Meetings attended/Meetings held*1 (attendance rate %)
Masayoshi Son	7/9 (77.8%)
Yoshimitsu Goto	9/9 (100%)
Ken Miyauchi	8/9 (88.9%)
Masami Iijima	9/9 (100%)
Yutaka Matsuo	9/9 (100%)
Keiko Erikawa	9/9 (100%)
Kenneth A. Siegel	7/9 (77.8%)
David Chao*2	8/8 (100%)
Kentaro Kawabe*3	9/9 (100%)
Lip-Bu Tan*4	1/1 (100%)
Maurice Atsushi Toyama	9/9 (100%)
Yuji Nakata	9/9 (100%)
Soichiro Uno	8/9 (88.9%)
Keiichi Otsuka	8/9 (88.9%)

*1 Excludes the number of the Board of Directors meetings held in writing or electronically.

*2 Appointed on June 24, 2022.

*3 Resigned on June 21, 2023.

*4 Resigned on June 24, 2022.

Audit & Supervisory Board Meetings

Name	Meetings attended/Meetings held (attendance rate %)
Maurice Atsushi Toyama	12/12 (100%)
Yuji Nakata	12/12 (100%)
Soichiro Uno	12/12 (100%)
Keiichi Otsuka	11/12 (91.7%)

Nominating & Compensation Committee

Name	Meetings attended/Meetings held (attendance rate %)
Masami Iijima	3/3 (100%)
Yutaka Matsuo	3/3 (100%)
Masayoshi Son	3/3 (100%)

Investment Committee

Name	Meetings attended/Meetings held (attendance rate %)
Masayoshi Son	30/30 (100%)
Yoshimitsu Goto	31/31 (100%)
Kazuko Kimiwada ^{*1}	15/15 (100%)
Tim Mackey ^{*1}	15/15 (100%)
Rajeev Misra ^{*2}	8/8 (100%)

*1 Appointed on October 28, 2022.

*2 Resigned on August 31, 2022.

Brand Committee

Name	Meetings attended/Meetings held (attendance rate %)
Yoshimitsu Goto	17/17 (100%)
Kazuko Kimiwada	17/17 (100%)
Natsuko Oga	17/17 (100%)
Takeaki Nukii	17/17 (100%)
Tatsuya Iida	17/17 (100%)

Group Risk and Compliance Committee

Name	Meetings attended/Meetings held (attendance rate %)
Tim Mackey	4/4 (100%)
Yoshimitsu Goto	4/4 (100%)
Kazuko Kimiwada	4/4 (100%)

Sustainability Committee

Name	Meetings attended/Meetings held (attendance rate %)
Yotaro Agari ^{*1}	3/3 (100%)
Yoshimitsu Goto	3/3 (100%)
Kazuko Kimiwada	3/3 (100%)
Tim Mackey	3/3 (100%)
Tatsuya Iida ^{*2}	No meetings were held during the term of office.

*1 Appointed on June 24, 2022.

*2 Resigned on June 24, 2022.

Related Contents

[External Evaluation](#) →

Scope of data (Boundary)

* Click [here](#) to see the ESG Data

Scope of data (Boundary)

(1)	SoftBank Group Corp.
(2)	SoftBank Corp.
(3)	SoftBank Corp., PayPay Corporation, Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp., SoftBank Robotics Corp.
(4)	SoftBank Corp., PayPay Corporation, Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp.
(5)	SoftBank Corp., PayPay Corporation, Cyber University Inc., SB Energy Corp., SoftBank Robotics Corp.
(6)	SoftBank Corp., PayPay Corporation, Cyber University Inc., SB Energy Corp.
(7)	SoftBank Corp., Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp.
(8)	SoftBank Corp., PayPay Corporation, Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp., SoftBank Robotics Corp., Arm Limited, SB Investment Advisers (UK) Limited., SoftBank Ventures Asia Corp., SoftBank Group International
(9)	SoftBank Corp., Cyber University Inc., SB Energy Corp., SoftBank Robotics Corp., Arm Limited, SB Investment Advisers (UK) Limited.
(10)	SoftBank Corp., Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp., SoftBank Robotics Corp., SB Investment Advisers (UK) Limited.
(11)	SoftBank Corp., Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp., SoftBank Robotics Corp., Arm Limited, SoftBank Ventures Asia Corp., SB Global Advisers Limited
(12)	SoftBank Corp., Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp., SoftBank Robotics Corp., SoftBank Ventures Asia Corp., SB Global Advisers Limited
(13)	SoftBank Corp., Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp., SoftBank Robotics Corp.
(14)	SoftBank Corp., Cyber University Inc., Fukuoka SoftBank HAWKS Corp., SB Energy Corp., SoftBank Robotics Corp., Arm Limited, SoftBank Ventures Asia Corp.

* SB Energy Corp. renamed its corporate and trade name to Terrace Energy Corporation on April 28, 2023.

Environment-related data ▾

Social-related data
▾

Governance-related data ▾

Environment

Greenhouse Gas (GHG) Emissions (Scope1&2)

Long-term Target

	Target	Boundary
Scope1&2 (t-CO ₂)	Achieve Carbon Neutrality by fiscal 2030 (Reducing greenhouse gas emissions to net zero)	(1)+(11)

Mid/Long-term Plan for Reducing Emissions

	FY22	FY23	FY24	FY25	FY26	FY30
Scope1&2 (t-CO ₂)	(1)+(2)	(1)+(2)	(1)+(2)	(1)+(2)	(1)+(2)	(1)+(2)

Results

	FY18	FY19	FY20	FY21	FY22
Scope1&2 (t-CO ₂)	(2)	(2)	(2)	(1)+(8)	(1)+(11)
Scope1 (t-CO ₂)	(2)	(2)	(2)	(1)+(8)	(1)+(11)
Scope2 (t-CO ₂)	(2)	(2)	(2)	(1)+(8)	(1)+(11)
Intensity of GHG Emission (t/Gbps)	(2)	(2)	(2)	(2)	(2)

Greenhouse Gas (GHG) Emissions (Scope3)

	FY20 (t-CO ₂)	FY21 (t-CO ₂)	FY22 (t-CO ₂)	Description of calculation
Scope 3 (total)	(2)	(2)	(2)	
Category 1: Purchased Goods and Services	(2)	(2)	(2)	Calculated by multiplying the purchase price of products and services by the CO ₂ emission factor, including the procurement and transportation processes
Category 2: Capital Goods	(2)	(2)	(2)	Calculated by multiplying the capital investment amount by the CO ₂ emission factor of capital goods
Category 3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	(2)	(2)	(2)	Calculated by multiplying fuel/electric power consumption by the CO ₂ emission factor for fuel procurement in manufacturing processes and, for electric power procured for sale from external sources, calculated by multiplying the amount of electric power by the CO ₂ emission factor upon fuel procurement
Category 4: Upstream Transportation and Distribution	(2)	(2)	(2)	Calculated by multiplying transportation costs by the CO ₂ emission factor for transportation between bases and shipping (Procurement transportation is included in Category 1)
Category 5: Waste Generated in Operations	(2)	(2)	(2)	Calculated by multiplying the weight of industrial waste by the CO ₂ emission factor for each kind of waste disposal method
Category 6: Business Travel	(2)	(2)	(2)	Calculated by multiplying the amount paid for transportation allowances by the CO ₂ emission factor for each transportation category, by multiplying the number of days of accommodation by the CO ₂ emission factor per day of accommodation, and by multiplying the total travel distance of rental cars by the CO ₂ emission factor for each fuel type and maximum loading capacity
Category 7: Employee Commuting	(2)	(2)	(2)	Calculated by multiplying the total commuting distance of employees by the CO ₂ emission factor per km of travelers for each transportation category and multiplying the power consumption during telework by the CO ₂ emission factor of electric power

Category 8: Upstream Leased Assets	(2)	(2)	(2)	Calculated by multiplying the total floor area of warehouses and rental offices by the CO ₂ emission factor per area for each building use and by multiplying the electric power consumption of telecommunications equipment installed and operated at rental properties by the CO ₂ emission factor for electric power
Category 9: Downstream Transportation and Distribution	(2)	(2)	(2)	For shipping, it is calculated by multiplying transportation costs by the CO ₂ emission factor
Category 10: Processing of Sold Products	(2)	(2)	(2)	(Not to be calculated)
Category 11: Use of Sold Products	(2)	(2)	(2)	Calculated by multiplying the number of products sold/rented by lifelong power consumption of each product and the CO ₂ emission factor of electric power
Category 12: End-of-Life Treatment of Sold Products	(2)	(2)	(2)	Calculated by multiplying the total weight of products sold by the CO ₂ emission factor for each kind of waste
Category 13: Downstream Leased Assets	(2)	(2)	(2)	Calculated by multiplying the number of units rented by electric power consumption and the CO ₂ emission factor for electric power
Category 14: Franchises	(2)	(2)	(2)	Calculated by multiplying the total floor area of franchise shops by the CO ₂ emission factor per area for each building use
Category 15: Investments	(2)	(2)	(2)	(Not to be calculated)

Energy Consumption

	FY18	FY19	FY20	FY21	FY22
Energy Consumption (Thousand kWh)	(2)	(2)	(2)	(1) + (8)	(1) + (11)
Non-Renewable Energy Consumption (Thousand kWh)	(2)	(2)	(2)	(1) + (8)	(1) + (11)
Renewable Energy Consumption (Thousand kWh)	(2)	(2)	(2)	(1) + (8)	(1) + (11)

Social

Human Resources and Diversity

	FY18	FY19	FY20	FY21	FY22
Number of employees (persons)					
Total	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Men	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Women	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Ratio of female employees in revenue generating section (%)	(1) + (6)	(1) + (6)	(1) + (6)	(1) + (8)	(1) + (11)
Ratio of female employees in STEM section (%)	(1) + (6)	(1) + (6)	(1) + (6)	(1) + (8)	(1) + (11)
Other	—	—	—	(1) + (8)	(1) + (11)
Age composition of employees (persons)					
20s and below	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
30s and 40s	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
50s and up	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Number of employees in management (persons)					
Total	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Men	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Women	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Number of female employees in entry-level management positions	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (12)
Number of female employees in senior management positions	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (12)
Other	—	—	—	(1) + (8)	(1) + (11)

Number of new hires (new graduate and mid-career) (persons)					
Total	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Men	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Women	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Other	—	—	—	(1) + (8)	(1) + (11)
Number of mid-career hires among new hires (persons)	(1) + (5)	(1) + (5)	(1) + (5)	(1) + (8)	(1) + (11)
Average cost of hiring full-time employees (thousand yen)	(1) + (2)	(1) + (2)	(1) + (2)	(1) + (8)	(1) + (11)
Average years of employment (years)					
Total	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Men	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Women	(1) + (3)	(1) + (3)	(1) + (3)	(1) + (8)	(1) + (11)
Other	—	—	—	—	(1) + (11)
Turnover rate for full-time employees (%)	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (11)
Number of temporary and contract workers (persons)	(1) + (6)	(1) + (6)	(1) + (6)	(1) + (8)	(1) + (12)
Ratio of Employees with Disabilities (%)	—	—	—	(1) + (8)	(1) + (13)

Nationality

All employees	FY20		FY21		FY22	
Top 1	Japan	(1) + (6)	Japan	(1) + (8)	Japan	(1) + (11)
Top 2	China	(1) + (6)	United Kingdom	(1) + (8)	South Korea	(1) + (11)
Top 3	South Korea	(1) + (6)	India	(1) + (8)	United Kingdom	(1) + (11)

	Top 4	Other Asia	(1) + (6)	United States	(1) + (8)	India	(1) + (11)
	Other	Other	(1) + (6)	Other	(1) + (8)	Other	(1) + (11)
Management							
	Top 1	Japan	(1) + (6)	Japan	(1) + (8)	Japan	(1) + (11)
	Top 2	China	(1) + (6)	United Kingdom	(1) + (8)	United Kingdom	(1) + (11)
	Top 3	South Korea	(1) + (6)	United States	(1) + (8)	South Korea	(1) + (11)
	Top 4	Other Asia	(1) + (6)	India	(1) + (8)	India	(1) + (11)
	Other	Other	(1) + (6)	Other	(1) + (8)	Other	(1) + (11)

Salaries and Remuneration

	FY20	FY21	FY22
Average total annual income of employees (thousand yen)	(1) + (3)	(1) + (8)	(1) + (11)
Men	—	(1) + (8)	(1) + (11)
Women	—	(1) + (8)	(1) + (11)
Other	—	(1) + (8)	(1) + (11)
Average annual basic salary of employees at management levels (thousand yen)			
Men	(4)	(1) + (8)	(1) + (11)
Women	(4)	(1) + (8)	(1) + (11)
Other	—	—	(1) + (11)
Average total annual income of employees at management levels (thousand yen)			
Men	(4)	(1) + (8)	(1) + (11)
Women	(4)	(1) + (8)	(1) + (11)
Other	—	—	(1) + (11)

Average total annual income of employees at non-management levels (thousand yen)			
Men	(4)	(1) + (8)	(1) + (11)
Women	(4)	(1) + (8)	(1) + (11)
Other	—	—	(1) + (11)

Training and Development

	FY20	FY21	FY22
Average annual training cost per employee (thousand yen)	(6)	(10)	(12)
Average annual training hours per employee (hours)	—	(10)	(12)

Safety and Health of employees

	FY18	FY19	FY20	FY21	FY22
Lost time injury frequency rate	(1)	(1)	(1) + (6)	(1) + (8)	(1) + (12)

Governance

Political Contributions

	FY18	FY19	FY20	FY21	FY22
Total	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (14)
Lobbying (yen)	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (14)

Political activities (yen)	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (14)
Trade associations (yen)	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (14)
Others (yen)	(1) + (4)	(1) + (4)	(1) + (4)	(1) + (8)	(1) + (14)

Number of Disciplinary Actions related to Violations of Company Regulations, Laws, etc.

	FY19	FY20	FY21	FY22
Number of violations, including human rights infringements and harassment	(1)	(1)	(1)	(1)
Number of corruption related violations (bribery etc.)	(1)	(1)	(1)	(1)
Number of violations related to labor issues (long working hours, unfair dismissal, etc.)	(1)	(1)	(1)	(1)
Number of violations related to security	(1)	(1)	(1)	(1)
Number of violations related to neglect of duties	(1)	(1)	(1)	(1)
Number of violations related to privacy (e.g., customer privacy data)	—	—	—	(1)
Number of violations related to conflicts of Interest	—	—	—	(1)
Number of violations related to insider trading	—	—	—	(1)

Information Security

	FY19	FY20	FY21	FY22
Number of material IT infrastructure incidents	(1)	(1)	(1)	(1)








External Evaluation

Inclusion in ESG indexes ▾

Evaluations/Certifications/Awards ▾








* Information as of the end of the fiscal year 2023.





Inclusion in ESG indexes

FTSE4Good Index Series ^{*1}	
 <p>FTSE4Good</p>	<p>A world-leading environmental, social and governance (ESG) index selected by FTSE Russell. The index is comprised of companies with outstanding ESG initiatives.</p> <p>FTSE4Good Index Series </p>
FTSE Blossom Japan Index ^{*1}	
 <p>FTSE Blossom Japan</p>	<p>An index focused on Japan-based companies selected by FTSE Russell. The index is comprised of companies with outstanding ESG initiatives.</p> <p>FTSE Blossom Japan Index </p>
FTSE Blossom Japan Sector Relative Index ^{*1}	
 <p>FTSE Blossom Japan Sector Relative Index</p>	<p>An index focused on Japan-based companies selected by FTSE Russell. The index is comprised of companies with outstanding ESG initiatives which also have excellent management attitudes towards corporate climate change risks and opportunities.</p> <p>FTSE Blossom Japan Sector Relative Index </p>
MSCI Japan Empowering Women Index (WIN) ^{*2}	
<p>2023 CONSTITUENT MSCI JAPAN EMPOWERING WOMEN INDEX (WIN)</p>	<p>MSCI is an index, which consists of companies with exceptional gender diversity.</p> <p>MSCI Japan Empowering Women Index (WIN) </p>

- *1 FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that SoftBank Group Corp. has been independently assessed according to the FTSE4Good Index Series, FTSE Blossom Japan Index series criteria, and has satisfied the requirements to become a constituent of those index series.
- *2 THE INCLUSION OF SoftBank Group Corp. IN ANY MSCI INDEX, AND THE USE OF MSCI LOGOS, TRADEMARKS, SERVICE MARKS OR INDEX NAMES HEREIN, DO NOT CONSTITUTE A SPONSORSHIP, ENDORSEMENT OR PROMOTION OF SoftBank Group Corp. BY MSCI OR ANY OF ITS AFFILIATES. THE MSCI INDEXES ARE THE EXCLUSIVE PROPERTY OF MSCI. MSCI AND THE MSCI INDEX NAMES AND LOGOS ARE TRADEMARKS OR SERVICE MARKS OF MSCI OR ITS AFFILIATES.

Evaluations/Certifications/Awards

The Sustainability Yearbook Member	
<p>SoftBank Group Corp. Telecommunication Services</p> <p>Sustainability Yearbook Member</p> <p>S&P Global Corporate Sustainability Assessment (CSA) Score 2023</p> <p><small>S&P Global CSA Score 2023: 78/100 Score date: February 7, 2024 The S&P Global Corporate Sustainability Assessment (CSA) Score is the S&P Global ESG Score without the inclusion of any modelling approaches. Position and scores are industry specific and reflect exclusion screening criteria. Learn more at https://www.spglobal.com/esg/csa/yearbook/methodology/</small></p> <p> </p>	<p>SoftBank Group Corp. was selected as a Sustainability Yearbook Member in The Sustainability Yearbook 2024, a ranking of companies with outstanding sustainability performance assessed by S&P Global, a global research and evaluation firm in the field of ESG investment. S&P Global selects the top 15% of companies in each industry as Yearbook Members and this is the third consecutive year that SoftBank Group Corp. has been selected since 2022.</p> <p>The Sustainability Yearbook 2024 </p>
CDP	
	<p>CDP collects and analyzes information on environment fields such as climate change from major companies around the world, and evaluates the results on an eight-point scale from A to D-. SoftBank Group Corp. received an A- score in the field of climate change for four consecutive years starting in 2020 and was selected for a Supplier Engagement Rating Leaderboard, the highest rating in the Supplier Engagement Rating in 2022.</p> <p>CDP </p>
Kurumin certification	
	<p>“Kurumin” is a certification granted by the Minister of Health, Labor and Welfare to companies recognized as child-rearing support companies under the Act on Advancement of Measures to Support Raising Next-Generation Children. SoftBank Group Corp. acquired Kurumin certification in 2015.</p> <p>Kurumin certification (available only in Japanese) </p>

Cyber Index Corporate Survey 2023	
	<p>A survey conducted by the Information Technology Federation of Japan on the cybersecurity approach of the companies comprising the Nikkei 500 Stock Average. SoftBank Group Corp. was certified as a company for its excellent cybersecurity stance and information disclosure for the third consecutive year.</p> <p>Cyber Index Corporate Survey 2023 (available only in Japanese) </p>
Cyber Index Awards 2022 Grand Prix	
	<p>SoftBank Group Corp. received the Grand Prix of the “Cyber Index Awards 2022” in recognition of our group-wide efforts to strengthen information security and the disclosure of our initiatives. “Cyber Index Awards” has been established by Nikkei Inc. to recognize companies and initiatives that are achieving outstanding results in cybersecurity, a key area for significant progress in the digital transformation (DX) of the economy and society.</p> <p>Cyber Index Awards 2022 </p>

Inclusion in ESG indexes and ESG evaluations/certifications of major Group companies

[SoftBank Corp.](#) 

[LY Corporation](#) 

Related Contents

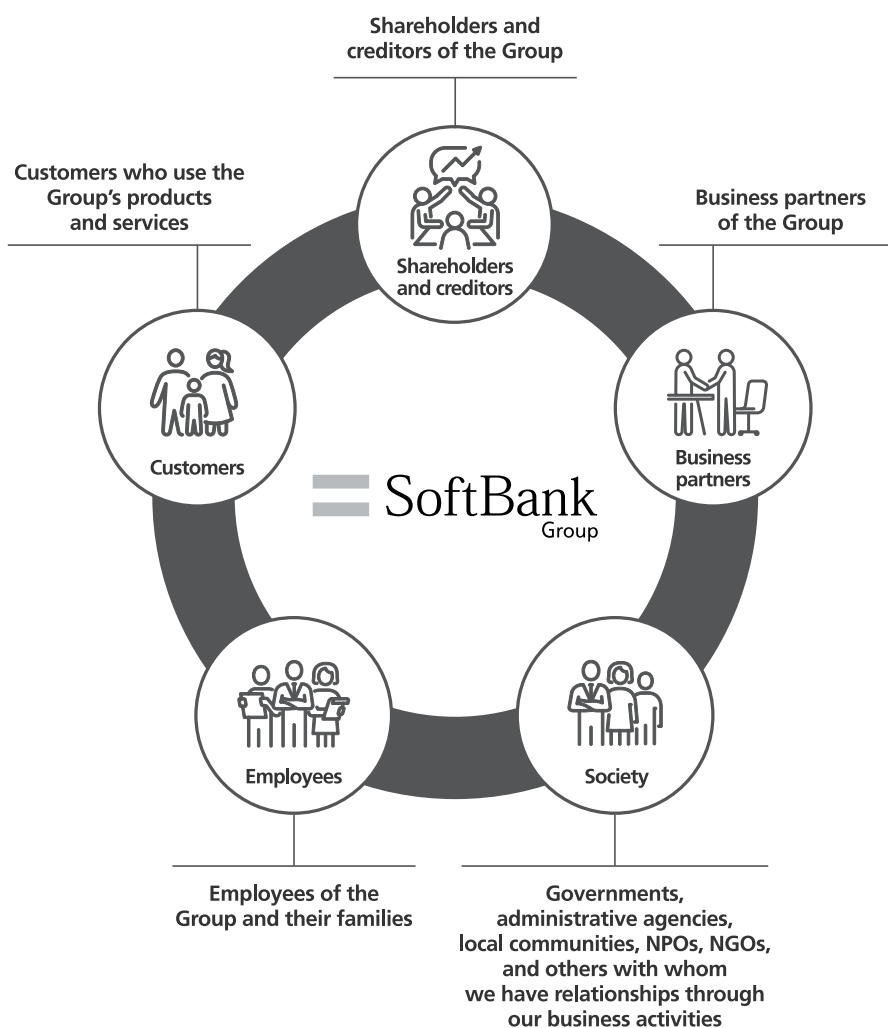
ESG Data



Stakeholder Engagement

The SoftBank Group builds relationships of trust through communication with stakeholders surrounding the Group, including shareholders and creditors, customers, business partners, employees, governments, administrative agencies and local communities, and will incorporate their perspectives into our corporate activities.

Communication with Stakeholders



Communication Opportunities and Content with Stakeholders

Stakeholders		Communication opportunities and content*	Related contents
Shareholders and creditors		<ul style="list-style-type: none"> Annual General Meeting of Shareholders, Earnings Results Briefings, Investor Briefings, etc. Meetings with institutional investors and analysts (661 in FY2022) Publication of the SoftBank Group Report (Annual Reports), Reports to Shareholders, etc. Expansion of information on the website Publication of press releases and notices 	Corporate Governance External Evaluation
Customers		<ul style="list-style-type: none"> Establishment of the inquiry counter Expansion of information on the website Communication through social media, etc. 	Contact Us
Business partners		<ul style="list-style-type: none"> Establishment and dissemination of the Supplier Code of Conduct Information sharing through our website and the SoftBank Group Report (Annual Reports) 	Supplier Code of Conduct Respect for Human Rights in the Supply Chain Environmental Policy
Employees		<ul style="list-style-type: none"> Holding employee roundtables (twice a year) Conducting engagement surveys (once a year) Establishment of an internal reporting system / helplines 	Ethics Helpline  Respect for Human Rights Human resources strategy Diversity and inclusion Creating a Supportive Working Environment Industrial safety and health
Society	Governments and administrative agencies	<ul style="list-style-type: none"> Policy proposals and other activities through industry associations, etc. <ul style="list-style-type: none"> Operation of the Renewable Energy Council and the GDC Renewable Energy Council Participation in Japan Climate Initiative 	Promoting decarbonization through initiatives
	Local communities	<ul style="list-style-type: none"> Participation in local communities <ul style="list-style-type: none"> Measures against COVID-19 (operating vaccination centers, setting up PCR testing centers, etc.), development of local human resources, support for disaster-stricken areas, support for Ukrainian refugees, etc. 	Participation in Our Community Our Response to COVID-19 (Initiatives for Employees)
	NPOs and NGOs	<ul style="list-style-type: none"> Conducting social contribution activities <ul style="list-style-type: none"> Implementation of collaborative projects such as the next generation leader development program 	Participation in Our Community

* Describes information related to SBG.

Our Response to COVID-19

The spread of COVID-19 has left a serious impact on our lives and the economy. The SoftBank Group, which aims to become the corporate group needed most by people around the world, in order to relieve these impacts, has worked to promote initiatives that leverage the strengths of each group company and to provide various types of support in response to changing circumstances.

We have also strived to ensure the safety of our employees and their families and to prevent the spread of infections by encouraging flexible work styles including remote work, and offering PCR testing on a regular basis.

Initiatives for Society ▾

Initiatives for Employees ▾

Initiatives for Society

Efforts to Accelerate Vaccination Rollout (SoftBank Group Corp.)

In order to contribute to the Japanese government's initiatives to accelerate COVID-19 vaccination in Japan, SoftBank Group Corp., in cooperation with its Group companies, has sequentially set up vaccination sites nationwide since June 2021. By the end of May 2022, approximately 240,000 doses of the vaccine* had been administered at 13 sites nationwide to employees of Group companies, their families, business partners, healthcare workers, and local residents.

* Total number of first to third vaccinations. Includes the Tokyo Nogizaka Vaccination Center and the WeWork Minato MiraiSite, which cooperated as vaccination sites.



Establishing PCR Testing Center (SoftBank Group Corp.)

SoftBank Group Corp. established Coronavirus Inspection Center Corp. (currently SB Coronavirus Inspection Center Corp.) in July 2020, with the aim of preventing the spread of COVID-19 infections and achieving an early normalization of economic activity.

The company operates dedicated testing facilities in Tokyo and Fukuoka for saliva COVID-19 PCR testing. As a part of its social contribution activities, it provided high-quality and safe PCR testing for companies, local governments, and individuals at a low price, charging only for the actual cost. The testing capacity was about 21,000 tests per day and it had conducted approximately 6,900,000 tests by the end of June 2023.

* The company terminated its services on June 30, 2023.

[SB Coronavirus Inspection Center Corp. \(available only in Japanese\)](#) 



Providing Personal Protective Equipment (PPE) and Antibody Test Kits to Medical Institutions (SoftBank Group Corp.)

SoftBank Group Corp. has been steadily procuring masks, face shields, goggles, protective clothing, gowns, and nitrile rubber gloves since April 2020, when the spread of COVID-19 infections became prevalent in Japan. As of the end of March 2021, we have provided about 350 million masks, 410,000 face shields, 85,000 goggles, 1 million pieces of protective clothing, 10 million gowns, and 2 million nitrile rubber gloves to the government, local governments, private companies, healthcare workers, etc. for no profit.



Furthermore, after May 2020, when there was an urgent need to determine the status of infections in Japan, approximately 328,000 antibody test kits were procured and provided free of charge to medical institutions, etc. It helped to assess the status of infections among healthcare workers, and at the same time, the disclosure of test results of the Group and business partners, along with data obtained in cooperation with those places, contributed to the assessment of infections in Japan and discussions for countermeasures, as well as to our understanding of infections within our company.

Initiatives by Group Companies and Portfolio Companies

— SoftBank Vision Fund1

The portfolio companies of [SoftBank Vision Fund 1](#) operated by SB Investment Advisers (UK) Limited, a subsidiary of SoftBank Group Corp., took the following measures against COVID-19.

Medical response	
Fanatics	Fanatics raised \$59M for US food charities through the All-in Challenge, an online auction for celebrity experiences/ products. They also converted a US factory for MLB Jerseys to manufacture and donate masks and gowns to frontline workers
Flexport	Flexport raised over \$8M and helped source, fund and deliver over 171M critical supplies
Ping An Good Doctor	Ping An Good Doctor donated 450K masks immediately to Wuhan at the start of the pandemic, and rapidly assisted 56 provinces with online medical consultation, education and prevention
Roivant	Roivant has quickly advanced clinical-stage trials for treatment of Acute Respiratory Distress Syndrome caused by COVID-19
VIR	Vir has been isolating antibodies to potentially treat or prevent COVID-19 infections
Flexport + Clutter	In the U.S., Flexport and Clutter are working together to move Personal Protective Equipment (PPE) to the frontlines. Flexport is handling shipping and Clutter is providing storage facilities and delivering this protective gear to healthcare workers

Organizational response	
Collective Health	Collective Health launched a COVID-19 website to the public with 60-second Risk Assessment tool to encourage self-isolation
Mapbox	Mapbox is helping organizations, such as Centers for Disease Control and Prevention (CDC) and World Health Organization (WHO), with real-time data visualization of the outbreak to target support needs
Grab + Tokopedia	Grab, Tokopedia and OVO jointly contributed IDR 1 billion to Indonesia's Taskforce for Accelerating Handling of COVID-19

Societal response	
DiDi	DiDi setup a \$10M fund to support drivers infected with COVID-19, and provided free transport for healthcare workers and communities in Wuhan, China at the start of the pandemic
DoorDash	DoorDash cut commissions by 50%, benefiting 150K US local restaurants, and launched a United Way partnership to deliver food and goods to vulnerable populations. They also offered at-cost and subsidized delivery for non-profit organizations responding to COVID-19
OYO	OYO is providing free stays to healthcare workers in the U.S. and potentially other geographies; providing quarantine sites in India
Paytm	PayTM partnered with KVN Foundation to offer 75K meals to daily wage workers per day, and raised over Rs 100 Cr for the Prime Minister's Fund to fight coronavirus, with the aim to raise Rs 500 Cr
Rappi	Rappi delivered 500K free meals to hospital workers in Latin America, setup a support fund for infected couriers and trialed robot deliveries to reduce potential infections among couriers
Uber	Uber pledged 10M free rides and meals to support healthcare workers, feed first responders, support local restaurants and move critical supplies with Uber Freight
REEF + Uber	In the U.S., REEF Technology and Uber are partnering to deliver needed goods to consumers. REEF converted parking lots into fulfillment centers and launched its online "Stock-Up Mart" on UberEats' technology platform. UberEats manages last mile delivery of goods to consumers

* As of November 5,2020. Press release, etc. of each portfolio company. Portfolio company names are abbreviated.

— SoftBank Corp.

SoftBank Corp. has been thorough in its infection control measures at shops so customers can feel safe using services. It has also provided support through its telecommunications business, helping companies manage telework and assisting students who have switched to online classes due to COVID-19 have an environment where they can study at home.

[Response to COVID-19 \(SoftBank Corp.\)](#) 

— Other Group Companies

Other Group companies have also taken various actions. Please see our Sustainability Report 2021 for further details.

 [Our Response to COVID-19 \(Sustainability Report 2021\)](#) (5.6MB/47 pages)


Initiatives for Employees

SoftBank Group Corp. fully allowed all employees to work from home since April 2020, when the state of emergency related to COVID-19 was declared for the first time in Japan. Since then, we have prepared a working environment that employees can flexibly switch between coming to the office and working from home. We also made sure we managed entries into buildings thoroughly by a temperature detection system that utilizes AI when employees come to the office, and regularly conducted saliva PCR tests for all employees since August 2020, enabling us to maintain stability in our business operations and to create an environment where employees can feel safe at work.



In addition, from June 2021, we conducted workplace vaccinations not only for our employees but also for employees of domestic Group companies, their families, and business partners. We also revised our regulations so that employees are allowed to get vaccinated during working hours and are granted up to three days of special paid leave if they need to rest due to adverse reactions or if they need to accompany or care for family members who have been vaccinated.

Please see our Sustainability Report 2021 for further details of our efforts about working style in the COVID-19 pandemic.

 [SoftBank Group's Resilience Further Strengthened during the COVID-19 Pandemic \(Sustainability Report 2021\)](#)
(5.6MB/47 pages)

Editorial Policy and Disclaimers

The purpose of this Sustainability website is to communicate the Group's sustainability activities to stakeholders. By describing the policies, systems, measures, and other details of SBG and each Group company in line with the categories of Environment, Society, and Governance (ESG), the report conveys a comprehensive picture of the Group's sustainability activities.

Target scope

SBG and its Group companies*

* In principle, Group companies indicate subsidiaries of SBG and may include some associates depending on the description.

Period covered

Fiscal 2022 (April 1, 2022 to March 31, 2023)*

* Activities during the specified period are typically reported, incorporating some initiatives from before and recent updates.

Guidelines referenced

- Recommendations of the Task Force on Climate-related Financial Disclosures (TCFD)
- Global Reporting Initiative (GRI)
- Standards and Sustainable Development Goals (SDGs)

Disclaimers

Please refer to [IR Disclaimers](#) for details on the disclaimers on this Sustainability website.