

Human Rights Policy

Summary

This Policy sets out the minimum standards to be observed by the SoftBank Group (meaning SoftBank Group Corp. and its subsidiaries) and its Officers and employees (including employees who are not Regular Employees; collectively, “we”) in order to prohibit discrimination, harassment, forced labor, child labor, and the like both inside and outside of the workplace, and to maintain a healthy working environment.

We have a duty to act in accordance with this Policy, and to treat our colleagues with dignity and respect at all times. The SoftBank Group also requires third parties conducting business for the SoftBank Group, such as agents, consultants, advisors, sales agents, suppliers, and contractors, to always act in accordance with laws and ordinances which prohibit discrimination, harassment, forced labor, child labor, and the like.

Requirements

Respect for Human Rights

We will respect the human rights of all stakeholders including members working for the SoftBank Group, customers, and business partners, and will not tolerate any human rights violations under any circumstances. The SoftBank Group supports international standards regarding human rights such as the International Bill of Human Rights (including but not limited to the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights, and the International Covenant on Economic, Social and Cultural Rights), the International Labor Organization (ILO)’s ILO Declaration on Fundamental Principles and Rights at Work, which sets forth fundamental rights at work, and the Children's Rights and Business Principles; and will promote group-wide measures to respect human rights in accordance with the United Nations’ Guiding Principles on Business and Human Rights.

Compliance with Applicable Laws and Ordinances

We will act in accordance with the laws and regulations regarding human rights of all countries or territories in which we conduct business activities, and if any conflict arises between local laws or regulations and the international principles of human rights, we will respect the international principles of human rights to the fullest extent, and fulfill our required responsibilities to respect human rights.

Prohibition of Discrimination

We will embrace the diversity of individuals, always treat one another with dignity and respect, and will not engage in any acts of discrimination, directly or indirectly, based on protected characteristics (examples are listed below). We will also take appropriate action when others engage in conduct that violates this Policy.

Protected characteristics are characteristics which define a person’s identity, such as race, nationality, age, religion, sex, sexual orientation, gender identity, marital or civil partnership status, military record, and disability. Placing individuals at an obvious disadvantage to others on the grounds of protected characteristics is direct discrimination (e.g. denial of equal

employment opportunities). To unjustly affect groups with particular identities relative to others due to a company-wide policy is indirect discrimination (e.g. introduction of a new dress code discouraging certain religious attire).

Prohibition of Harassment

We are committed to providing a harassment-free working environment, and will not engage in any kind of harassment, including harassment based on national origin, sexual harassment, bullying, or power harassment.

Harassment refers to any unwanted conduct which damages a person's dignity, and may take various forms including physical, verbal, or non-verbal conduct. Harassment based on national origin can occur when someone is treated unfairly based on their nationality (regardless of whether such unfair treatment is based on their actual or perceived nationality) and may take various forms, from physical threats or violence to racial remarks or stereotypes. Sexual harassment can occur between people of the same or opposite sex, and may take various forms, from unwelcome physical contact or sexual assaults to emails containing sexual-oriented jokes or sexual propositions. For example, if a leader in a superior position asks a subordinate on a date, the subordinate may feel uncomfortable declining the invitation, particularly in cases where such invitation takes place repeatedly or the request is clearly inappropriate.

Power harassment can occur when a person in a superior position abuses their authority and causes a subordinate to suffer physical or mental distress. Examples include cases where a manager refuses to give any work assignments to or publicly criticizes a subordinate.

Harassment can occur when the victim believes that the words or actions of a person are intimidating, hostile, or create an uncomfortable working environment. It is not the offender's intent, but rather the victim's perception and impacts on the victim that dictates whether conduct shall be deemed as harassment.

Prohibition of Forced Labor and Child Labor

We will not engage in any human rights violations or illegal activities such as forced labor, child labor, slave labor, or human trafficking in our value chain.

Maintenance of Healthy Working Environment

We are committed to promoting the creation of an organizational culture in which we act ethically and compliantly. By reducing excessive working hours beyond compliance with laws and ordinances and acting in accordance with labor-related laws, ordinances, regulations, and provisions, as well as providing various work-style options and supporting work-life balance, we will strive to maintain a safe, sanitary, and healthy working environment that fosters high moral standards and best industry practices.

Respect of Fundamental Labor Rights

We will respect fundamental labor rights such as workers' rights to organize, their right to collective bargaining, and their right to act collectively.

Wages and Benefits

We will strive to pay wages that exceed the living wage and provide benefits that are competitive compared with local and industry labor markets.

Handling of Human Rights Risks

We will identify human rights risks unique to all industries in which we conduct business activities and work proactively to reduce such risks.

Establishment of Compliance System

The SoftBank Group will establish and continuously implement systems to evaluate the impacts of its business activities on human rights. If our business activities have any negative impact on human rights, the SoftBank Group will take appropriate steps using fair and equitable remedial measures in order to alleviate and resolve such impact through dialogue and consultation in good faith with stakeholders, and will disclose the progress in a timely and appropriate manner. The SoftBank Group will also provide human rights education to all officers and employees of the group in order to disseminate this Policy throughout the entire group, and proactively promote human rights awareness campaigns together with stakeholders.

Each of the SoftBank Group companies must establish internal regulations and procedures required for incorporating the SoftBank Group Policies effectively into business processes, taking into account applicable laws and ordinances. These internal regulations and procedures must also stipulate that training and seminars be conducted on a regular basis.

Seeking Advice and Reporting Potential Violations

Human rights laws and ordinances can be complicated. If you have any questions regarding this Policy, please contact Legal, Compliance, or Human Resources departments.

Employees must report any violation of this Policy to Legal, Compliance, or Human Resources departments.

The SoftBank Group will not tolerate any retaliation against anyone who reports misconduct or participates in any investigation.

Competent Department

The Human Resources Department of SoftBank Group Corp. is in charge of this Policy.

Revision or Repeal

Any material revision or repeal of this Policy requires a resolution of the Board of Directors of SoftBank Group Corp.

Enforcement

This Policy is partly revised on and enforced from February 1, 2021.

Supplementary Provisions

1. Entered into force on June 14, 2019.
2. Revised on July 1, 2020.
3. Revised on February 1, 2021.