

Mitigation Efforts for Major Risk Items (FY2022)

Segment	Risk Theme	Overview of Potential Risks	Mitigation Measures
<ul style="list-style-type: none"> •Key Suppliers •Shop operation sales agents •SoftBank Subsidiary •Softbank affiliates, etc. (Joint Venture) 	<p>Forced labor, human trafficking, and prohibition of child labor</p>	<p>There are cases where technical intern trainees (mostly foreign nationals) are not being monitored in terms of human rights protection, or suppliers are unable to confirm whether the trainees' human rights are being ensured.</p>	<ul style="list-style-type: none"> •Requesting actual condition surveys from the supply chain (including provision of request procedures and survey forms) •Providing response procedures in cases where human rights violations are identified in the supply chain •Holding briefing sessions for group companies
<ul style="list-style-type: none"> •SoftBank Subsidiary •Softbank affiliates, etc. (Joint Venture) 	<p>Human rights risks for employees</p>	<p>Implementation of employee human rights surveys There are cases where no surveys or questionnaires have been conducted with employees to assess the presence of discrimination, harassment, or forced labor, resulting in insufficient understanding of the actual situation.</p>	<ul style="list-style-type: none"> •Requesting the implementation of surveys (including provision of procedure manuals and questionnaire templates) •Providing response procedures in cases where human rights violations are identified •Holding briefing sessions for group companies
<ul style="list-style-type: none"> •SoftBank Subsidiary •Softbank affiliates, etc. (Joint Venture) 	<p>Discrimination and harassment</p>	<p>Awareness initiatives for employees There are cases where training and communication efforts to reduce discrimination and harassment among employees have been insufficient.</p>	<ul style="list-style-type: none"> •Providing awareness content for employees of each company and requesting implementation of training sessions •Holding briefing sessions for group companies