

Survey Questions		Target of a Survey				
		Value Chain			The Company's Business (SoftBank Corp. and its	Joint Ventures (Associates )
		Key Suppliers	Sales Agents Operating Shops	Overseas Sales Agents		
<b>1. Basic stance and main initiatives on human rights</b>						
1	Is your company aware of human rights rules, including social and industry norms, as well as domestic and international laws?	*	●	●	●	●
2	Does your company clearly designate the person(s) responsible for human rights and establish the corresponding organizational framework (responsible/promotion department)?	*	●	●	●	●
3	Does your company's senior management, including top executives, understand and commit to its efforts to respect human rights?	*	●	●	●	●
4	Has your company established a human rights policy, guidelines, or both based on international human rights principles? *This may include relevant elements incorporated into corporate policies or philosophies.	*	●	●	●	●
5	Which of the following elements are included in your human rights policy or related guidelines? *This may include relevant elements incorporated into corporate policies or philosophies.  1.Emphasis on diversity; prohibition of discrimination and harassment 2.Prohibition of forced labor, child labor, and human trafficking 3.Respect for freedom of association and the right to collective bargaining 4.Compliance with laws on wages, working hours, and overtime 5.Equal pay regardless of gender 6.Employee safety and health preservation 7.Freedom of expression and the protection of privacy	*	●	●	●	●
6	To whom does your company require the respect of human rights and the avoidance of human rights violations? (Select all that apply)  1.Your own company, including its executives, employees, services, products, and all business activities 2.Group companies under your control, including their executives, employees, services, products, and all business activities 3.Suppliers, including their executives, employees, services, products, and all business activities 4.Other business partners, including their executives, employees, services, products, and all business activities	*	●	●	●	●
7	Does your company have a system in place to identify, assess, and address potential human rights risks arising from its business activities?	*	●	●	●	●
8	Please check all initiatives your company is implementing to promote respect for human rights in the supply chain:  1.Conducting surveys or on-site assessments (audits) etc. 2.Establishing and distributing procurement guidelines 3.Holding briefing sessions or dialogues 4.Taking action to resolve and remedy issues when human rights risks are identified	*	●	●	●	●
9	Does your company conduct surveys on human rights among employees (including harassment-related surveys)?	*	●	●	●	●
10	Does your company disclose its human rights policies and initiatives on its website or other public channels?	*	●	●	●	●
11	Has your company established consultation channels for human rights issues, including complaints and remedies for violations? (This may include compliance hotlines or harassment consultation channels.)	*	●	●	●	●

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<b>2. Prohibition of forced labor / human trafficking / child labor</b>							
1	Does your company recognize relevant legal regulations and social norms?	*	●	●	●	●	
2	Does your company clearly designate the department or individual responsible for this matter?	*	●	●	●	●	
3	Does your company provide employee training or awareness-raising activities?	*	●	●	●	●	
4	Does your company respond appropriately and rigorously when incidents occur?	*	●	●	●	●	
5	Does your company require its business partners to comply with these standards as well?	*	●	●	●	●	
6	Regarding production sites in least developed countries and other designated countries/regions	(1) Does your company or any of your suppliers have manufacturing facilities in developing countries, the Xinjiang Uyghur Autonomous Region (China), or Myanmar? 1.No 2.Yes, and human rights and fair business practices are being upheld 3.Yes, but compliance with human rights and fair business practices was not confirmed; corrective action is being taken 4.Yes, and human rights and fair business practices are not being upheld	*	●	●	●	●
		(2) Are there any factories in your supply chain* located in developing countries, Xinjiang (China), or Myanmar? e.g., OEM facilities, factories that supply raw materials or components for your products 1.No 2.Yes, and human rights and fair business practices are being upheld 3.Unknown, but there is a plan to investigate within the next year 4.Yes, but compliance with human rights and fair business practices has not been confirmed 5.Unknown, and there is no current plan to investigate 6.Yes, and human rights and fair business practices are not being upheld	*	●	●	●	●
7	On the technical intern training program for foreign workers in Japan	(1)Does your company employ foreign workers under the Technical Intern Training Program?	*	●	●	●	●
		(2)Which of the following initiatives does your company implement for technical intern trainees? (Please check all that apply) 1.Pays fair wages and monitors to prevent improper deductions or exploitation by third parties 2.Verifies that trainees are employed through proper channels beyond the legal minimum requirements 3.Ensures that trainees keep their own passports 4.Provides a dedicated consultation service for technical intern trainees	*	●	●	●	●
		(3)Do any of your suppliers or contractors employ workers under the Technical Intern Training Program? 1.Confirmed not to be employing such workers 2.Employing such workers, and human rights are confirmed to be respected 3.Status unknown, but an investigation is planned within the next year 4.Employing such workers, but it is not confirmed whether human rights are respected 5.Status unknown, and no investigation is currently planned 6.Employing such workers, and human rights are not being respected	*	●	●	●	●
8	On child labor	(1) Does your company employ any workers under the age of 15 (or under 14 in developing countries) in work that interferes with compulsory education, or any workers under 18 in hazardous or harmful work prohibited by law?	*	●	●	●	●
		(2) Are any of your suppliers or contractors involved in employing workers under the age of 15 (or under 14 in developing countries) in work that interferes with compulsory education, or workers under 18 in hazardous or harmful work prohibited by law? 1.No 2.Currently requesting corrective action 3.Under investigation 4.Unknown 5.Yes	*	●	●	●	●

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<b>3. Prohibition of harassment/discrimination</b>						
1	Does your company recognize applicable laws, regulations, and social norms?	*	●	●	●	●
2	Does your company clearly designate the department (and person) responsible?	*	●	●	●	●
3	Does your company conduct employee training and awareness-raising activities?	*	●	●	●	●
4	Does your company take strict action when an incident occurs?	*	●	●	●	●
5	Does your company require compliance from its business partners?	*	●	●	●	●
6	Does your company carry out diversity & inclusion initiatives, such as promoting women's advancement and fostering understanding of LGBTQ+?	*	●	●	●	●
7	<p>Does your company have initiatives to address customer harassment? Please check all that apply:</p> <p>1. Established dedicated policies or guidelines for harassment by customers. 2. Defined clear response procedures and escalation processes for incidents of harassment by customers. 3. Set up a system for reporting and consulting on incidents of harassment by customers. 4. Conducted education and training programs on recognizing and handling harassment by customers. 5. Implemented practical measures to reduce or prevent harassment by customers (e.g., removing name badges). 6. Announced customer-harassment policies and countermeasures both internally and externally.</p>	*	●	●	●	●
8	<p>Which of the following factors does your company consider in hiring, evaluation, compensation, or promotion decisions? Please check all that apply:</p> <p>1.Race, ethnicity, or religion 2.Nationality or place of origin 3.Gender or women's advancement 4.Gender identity and sexual orientation 5.Age 6.Disability or health conditions 7.Social media or internet activity under undisclosed ("private") accounts 8.None of the above criteria apply</p>	*	●	●	●	●
<b>4. Reduction of working hours</b>						
1	Does your company recognize applicable laws, regulations, and social norms?	*	●	●	●	●
2	Does your company clearly designate the department (and person) responsible?	*	●	●	●	●
3	Does your company conduct employee training and awareness-raising activities?	*	●	●	●	●
4	<p>Please check all of the following initiatives your company is implementing:</p> <p>1.Thorough enforcement of legal compliance by monitoring overtime work records by employee and department 2.Conclusion of Article 36 agreement and labor-management consultations 3.Introduction of flextime systems and No-Overtime Days 4.Promotion of paid leave usage 5.Establishment of a system for guidance and interviews by occupational physicians</p>	*	●	●	●	●
5	Does your company require compliance from its business partners?	*	●	●	●	●

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<b>5. Appropriate wages and benefits</b>						
1	Does your company's regulations clearly specify wage and benefit provisions in accordance with applicable laws?	*	●	●	●	●
2	Does your company ensure that employees are paid at least the legal minimum wage?	*	●	●	●	●
3	Does your company ensure equal pay for equal work, with no unreasonable differences in treatment between men and women or between regular and non-regular employees?	*	●	●	●	●
4	Does your company require compliance from its business partners?	*	●	●	●	●
<b>6. Ensuring freedom of association and employees' right to organize</b>						
1	Does your company recognize the relevant laws, regulations, and social norms related to this area?	*	●	●	●	●
2	Does your company clearly designate the department (or person) responsible for this area?	*	●	●	●	●
3	Does your company ensure freedom of association and the right to collective bargaining for all employees?	*	●	●	●	●
4	Does your company require its business partners to comply with these provisions as well?	*	●	●	●	●
<b>7. Respect for the rights of the environment, local communities, and indigenous peoples</b>						
1	Does your company ensure responsible business operations and investments that respect the rights of indigenous peoples, consumers, and local communities? (e.g., preventing environmental destruction such as deforestation, pollution, forced displacement, and other negative impacts on local communities)	*	●	●	●	●
2	Does your company implement barrier-free measures at its stores and facilities so that elderly and disabled persons can use them safely and comfortably?	*	●	●	●	●
3	Does your company recognize that climate change impacts fundamental human rights—such as the rights to life, health, housing, water, and sanitation—and that it needs to undertake initiatives to address these environment-related human rights impacts going forward?	*	●	●	●	●
Note		*Since FY2024, we have been administering the Sustainable Procurement Common SAQ—developed in collaboration with the third-party evaluation platform EcoVadis, NTT Inc., and KDDI Corporation—to survey suppliers.				