Organizational Structure for Sustainability Initiatives

Sony’s organizational structure for sustainability initiatives is spearheaded by the Sustainability Section at Sony Group Corporation headquarters, which in turn operates under the supervision of the Senior Executive in charge of Sustainability, who is appointed by the Board of Directors.

Formulating and Monitoring of Sustainability-Related Policies

The Sustainability Section formulates sustainability-related policies for the entire Sony Group, pursuing and monitoring sustainability activities. It also reports on various external inputs to the Senior Executive in charge of Sustainability, and ensures that these inputs are fed back to the management team and sections in charge of headquarters functions (including legal, compliance, corporate communication, environment, product quality, procurement, investor relations, human resources, and marketing). Accordingly, Sony addresses sustainability from a Group-wide perspective and incorporates issues into management action as necessary. The Sustainability Section and other sections in charge of headquarters functions then implement sustainability activities throughout the Group by ensuring that Sony’s policies and initiatives are conveyed to business units and group companies around the world.

Pursuing Sustainability Activities in Management and Business Units

Starting from fiscal year 2020, Sony has adopted a key performance indicator for sustainability initiatives as part of the evaluation pertaining to the remuneration linked to business results for Senior Executives. In addition, from fiscal year 2021, Sony is incorporating initiatives that address sustainability issues into the mid-range plans of each of its businesses, such as measures related to employees and the environment identified as key to each respective business, and Sony has set KPIs for those initiatives as part of its business performance evaluations.

Information Disclosure and Dialogue with Stakeholders

Through the issuance of various reports such as its Corporate Report and Sustainability Report, and through its ESG Briefing and websites, Sony communicates its approach to sustainability and information about initiatives regarding sustainability.

Raising Employee Awareness

Sony recognizes the importance of boosting employee awareness of sustainability and engages in a variety of initiatives to do so.

- Sustainability Awards
- Events such as the Sustainability Forum
- Sustainability-themed sessions at global online meetings open to all employees
- Dissemination of information via intranet websites
- E-learning training programs

Reports to the Board of Directors for Review

The Sustainability Section submits quarterly reports on its activities to the Board of Directors. Once a year, in principle, it reports to the Board of Directors on the status of Sony’s entire set of sustainability initiatives, and the Board reviews them. For matters of great importance, the senior executive and department in charge of a particular matter provide regular reports for the Board of Directors to review.
Message from the Senior Executive in charge of Sustainability

Sony Kambe
Senior Executive Vice President
Corporate Executive Officer
Officer in charge of Sustainability
Sony Group Corporation

Sony’s responsibility and contribution to Society and the Global Environment

Sony develops diverse businesses globally in alignment with its purpose to “fill the world with emotion, through the power of creativity and technology” and corporate direction of “getting closer to people.” The Sony Group Code of Conduct states, “It is the core corporate responsibility of Sony to society to pursue its corporate value enhancement through innovation and sound business practices and contribute to developing a sustainable society.” For Sony to continue to provide emotion and create social value, it is necessary for the society and global environment in which we live to be healthy. Our daily lives, and Sony Group businesses, are being significantly impacted by the COVID-19 pandemic, extreme weather events around the world, and various social issues including those related to human rights and diversity, providing a stark reminder that the health of the global environment and society is not something we can take for granted. It is our responsibility to directly acknowledge the environmental and social impact of our business operations and take appropriate action linked to business results for Senior Executives. In addition, from fiscal year 2021, we are incorporating initiatives that address sustainability issues into the mid-range plans of each of our businesses, such as measures related to employees and the environment identified as key to each respective business, and we have set KPIs for those initiatives as part of our business performance evaluations.

Sony is making various efforts regarding the global environment from the two perspectives of responsibility and contribution. Sony has pursued environmental initiatives in accordance with its environmental principles since the early 1990s. And in 2010, we announced the Road to Zero, a long-term global environmental plan that aims to realize a sustainable society by achieving zero environmental footprint throughout the life cycle of Sony’s products and business activities by the year 2050 and carried out a comprehensive roadmap to achieve the goals of the plan. The Road to Zero plan symbolizes Sony’s responsibility for the global environment. However, as climate change risks become more apparent and serious worldwide, and the transition to a decarbonized society has become an urgent issue, Sony decided in May 2022 to accelerate its environmental impact reduction activities in the climate change area and to bring forward the target year of achieving a zero environmental footprint in this area by ten years. It aims for carbon neutrality of all emissions, including those covered by Scope 3, by 2040. Sony has also accelerated the goal of achieving 100% renewable electricity used at its own sites by ten years, from 2040 to 2030. To this aim, Sony will implement measures such as continuing to reduce environmental impact at its own sites, further promoting the energy efficiency of its products, encouraging its partners to take action and contributing to carbon removal and fixation.

Sony is also actively working to contribute to the global environment through its own technologies and businesses, as well as through co-creation with partners. Intelligent vision sensors are one example of this. Using AI to analyze and process images reduces the amount of data uploaded to the cloud, while also addressing security and privacy concerns and enabling a reduction in power consumption. Sony is working with various partners to develop and deliver next-generation solutions that utilize its intelligent vision sensors.

In recent years, corporations are facing ever more complex and diverse human rights issues. Sony respects the human rights of all stakeholders involved in its business operations and strives to prevent and mitigate potential adverse impact on human rights. Sony’s goal is to create value for society through an array of businesses centered on people. Sony is fostering diversity, equity and inclusion (DE&I) throughout the entire Group, where differences in background, gender and ability are viewed as strengths. The Group is also promoting initiatives aimed at fostering diversity and social justice in its engagement with greater society.

In 2020, Sony established the Global Social Justice Fund to support initiatives that promote social justice and human rights and foster DE&I around the world. We also established the Sony Global Relief Fund for COVID-19 to support those around the world affected by COVID-19. In order to provide humanitarian aid for people impacted by the conflict in Ukraine and those who have taken refuge in neighboring countries, in March 2022 Sony made donations to relevant international organizations and NGOs, and employees held fund-raising initiatives.

Regard human rights risks in the supply chain of electronics products, we are strengthening our efforts to implement the Sony Supply Chain Code of Conduct, and we are also working collaboratively with global companies and other stakeholders.

Sony actively discloses its sustainability-related initiatives through ESG briefings, the Corporate Report and the Sustainability Report. We also place great importance on dialogue with our stakeholders. Sony Group employees are also important stakeholders, and, in addition to top management’s commitment to sustainability initiatives, Sony strives to foster a corporate culture in which each employee recognizes that sustainability is an issue that affects them personally. Sony has established sustainability awards as an in-house award system to encourage initiatives in each business and region. We also strive to boost employee awareness of sustainability by sharing information at online meetings for all Sony Group employees and by holding forums. Going forward, Sony will continue to engage in dialogue with various stakeholders, develop our sustainability initiatives even further, and fulfill our responsibility and contribution to society and the global environment.
Overview and Purpose of Materiality Analysis

The Sony Group develops diverse businesses globally. Sony recognizes that stakeholders expect it to maintain a well-defined stance and take action to address the issues facing society and the global environment, in addition to delivering emotional experiences through its business.

In response to such expectations, and to various social and environmental changes, Sony reviewed material topics in sustainability from the standpoints of all its businesses in FY2022. In that process, Sony designated creativity and technology, two components of its Purpose, as drivers for value creation along with diversity of employees and businesses, and defined materiality as “material topics that are related to sustainability, impact Sony’s value creation, and are determined with longer-term social change and diverse stakeholder needs in mind.”

Step 1: Identify and classify material topics

Based on internal and external information and documents, Sony selected material topics with high relevance. References included the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) standards, which are global guidelines for sustainability reporting, the ISO 26000 international standard for corporate social responsibility, and the SDGs, which are globally agreed goals for building a sustainable world.

Step 2: Assess the topics from the perspective of Sony and its stakeholders

The topics identified and classified in Step 1 were assessed from the perspectives of Sony and its stakeholders.

The senior executives in charge of Sony headquarters functions assessed each topic from the angle of its mid- to long-term positive or negative impact on value creation at Sony to determine its importance from the company’s perspective.

The assessment of the importance of each topic from the perspective of stakeholders was based on information published by NGOs, investors, ESG rating agencies, the mass media and other sources.

Step 3: Identify the most important topics

The most important topics were specified after being reviewed by top management and the Board of Directors on the basis of the assessment conducted in Step 2.

Analysis Results and Sony Group Material Topics

As a result of the aforementioned assessment process, climate change; diversity, equity and inclusion; respect for human rights; and technology for sustainability as the most important.

The Sustainability Report 2022 classifies Sony’s material topics, including the above, into eight categories: environment, employees, respect for human rights, responsible supply chain, quality and customer service, community engagement, ethics and compliance, and corporate governance.
### Summary of Actions

<table>
<thead>
<tr>
<th>Area of focus</th>
<th>Key focus</th>
<th>Achievements in fiscal year 2021</th>
<th>Future initiatives</th>
<th>Coverage</th>
</tr>
</thead>
</table>
| **Environment** | Strive to achieve a zero environmental footprint throughout the life cycle of Sony’s products and business activities in order to realize a sustainable society | Climate Change  
• Annual energy consumption rate per product: Up 3.3% (compared to fiscal year 2018)  
• Greenhouse gas emissions from sites: Up 8.4% (compared to fiscal year 2020)  
• Use of electricity derived from renewable energy (renewable energy ratio): 14.6%  
• GHG emissions related to logistics between nations and within regions: Up 4.6% (compared to fiscal year 2018)  
Resource Conservation  
• Use of virgin oil-based plastics per product unit: Down 3.1% (compared to fiscal year 2018)  
• Use of plastic packaging per product unit: Down 15.2% (compared to fiscal year 2018)  
• Amount of waste generated at sites: Worsened by approx. 7.6% (compared to fiscal year 2020)  
• Promoted the One Blue Ocean Project worldwide, and encouraged reduction of single use plastic use at Sony sites  
Chemical Substances  
• Facilitated the use of alternative substances for PVC and BFR based on Sony standards for the management of chemical substances  
Biodiversity  
• Implemented education and awareness-raising initiatives on biodiversity conservation at all Sony sites as part of their community engagement  
• Promoted the One Blue Ocean Project worldwide, and held community clean ups for plastic waste  
• Expanded the Food for the Future project, distributed a guidebook detailing environmentally conscious food to employees, and provided meals that utilize environmentally conscious ingredients in Sony employee cafeterias | Ramp up initiatives to achieve carbon neutrality by fiscal year 2040 and a zero environmental footprint by fiscal year 2050  
- Develop and leverage technologies that contribute to global environmental conservation  
- Enhance supply chain engagement  
- Strengthen environmental awareness-raising activities in the entertainment and other businesses  
- Expand the adoption of renewable electricity by installing photovoltaic panels at Sony sites to achieve the target of sourcing 100% renewable electricity for worldwide operations by fiscal year 2030  
- Achieve carbon neutrality for direct and indirect emissions (Scope 1 & 2) in Sony’s own operations by 2030  
- Further strengthen initiatives to achieve climate change targets by fiscal year 2035, which were approved as 1.5°C science-based targets (SBTs)  
- Research and contribute to carbon removal/fixation  
- Reduce plastic packaging materials used for products and the use of virgin oil-based plastics | Environment  
Addressing Social and Environmental Issues  
Sony Group Portal Website Environment |
<table>
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<th>Achievements in fiscal year 2021</th>
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</tr>
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</table>
| Employees    | Respect and support each employee’s ambitions to grow and take on new challenges, and provide a range of experiences and opportunities for each diverse employee to make the most of their individual strengths, skills, abilities and creativity | Diversity, Equity and Inclusion  
- Percentage of management positions held by women: 10.5% (Sony Group in Japan, as of March 31, 2022)  
- Percentage of employees with disabilities: 2.87% (Sony Group Corporation, as of March 31, 2022)  
- As one of the Iconic Companies of The Valuable 500, provided support for the Media Hub project | Focus on "Diversity, Equity and Inclusion," "Talent Development," and "Employee Engagement"  
- Build safe, healthy working environments  
- Provide opportunities for employees to improve and make the most of their individual strengths, skills, abilities, and creativity | Employees |
|             | Talent Development and Employee Engagement | Provided more accessible learning opportunities, including personalized content and online courses on a wide range of topics  
- Promoted an environment where employees consciously build their own career and aim for self-growth  
- Sony University, which supports the professional growth of key personnel, accepted entrants from all businesses and expanded its program to include various forms of participation by top management  
- Employee survey response rate of 91%, employee engagement index of 89% (Percentage of employees who did not give an unfavorable response to four questions regarding employee engagement) | | |
|             | Occupational health & safety | Implemented OHS initiatives targeting zero injury and zero illness  
- 23 sites from amongst our 50 sites worldwide have obtained comprehensive ISO 45001 certification | | |
| Respect for human rights | Continue reasonable efforts to avoid causing or contributing to adverse human rights impacts that may arise from our operations, products, services and/or business relationships | Established areas of focus based on a human rights impact assessment, and specified "responsible supply chain," "respect for diversity, equity and inclusion," and "responsible development and use of technologies" to be priority action areas  
- Established a working group to implement human rights due diligence, and reviewed and monitored necessary actions  
- Supported social justice and human rights initiatives through the Global Social Justice Fund | | Respect for Human Rights |
| Responsible supply chain | Address risks to human rights, labor conditions, health and safety, and the environment throughout the electronics product supply chain | Conducted CSR assessment at 12 Sony manufacturing sites and at the plants of 796 new and existing suppliers  
- Distributed a video about sustainability to all suppliers  
- Donated to the RMAP Audit Program (a fund to help cover the costs of refinery audits) | | Responsible Supply Chain |
### Quality and Customer Service
- Exceeded customer expectations of product quality and customer service, pursue product safety, and improve usability and accessibility, thereby remaining a highly trusted partner to all customers.
- Maintained the quality management system and continuously improved the quality of products.
- Continued with initiatives to ensure the safety, long-term reliability, and security of products.
- Continued with efforts to improve customer satisfaction by improving customer information centers and other customer services.
- As part of Sony’s initiatives to enhance the user experience, continued to take action from the customer’s perspective by employing Human-Centered Design (HCD) processes, and launched a certification system for HCD experts.
- Engaged with inclusive design in order to deliver products and services that take accessibility into account.

### Community Engagement
- Under the slogan “For the Next Generation,” contribute to the resolution of a wide range of global social issues in places where Sony does business around the world by fully utilizing its products, content, and technologies.
- Community engagement expenditures: approx. 3.5 billion JPY
- Educational programs for children (Approx. 2,600 workshops and roughly 290 thousand participants)
- Utilized the Sony Global Relief Fund for COVID-19 to provide support in the medical and educational fields, and for the creative community (Fiscal year 2021 expenditures: approx. 1.6 billion JPY)
- Supported initiatives to promote social justice and human rights through the Global Social Justice Fund (Fiscal year 2021 expenditures: approx. 2.7 billion JPY)

### Ethics and Compliance
- Foster an ethical culture based on Sony’s Values and the Sony Group Code of Conduct.
- Continuously assess compliance risks in relation to business activities and review the compliance program based on the results of the assessment.
- Strengthen and continue to run programs that address changes in the privacy environment and technological development.
- Strengthen systems and initiatives that tackle AI ethics.
- Provide trainings and messaging on ethics and compliance via the Global Ethics & Compliance Network.
- Operate the Sony Ethics & Compliance Hotline (Number of reports: 407 in fiscal year 2021)
- Maintained and implemented anti-corruption programs based on the Sony Group Anti-Bribery Policy.
- Enhanced the global privacy management system and ran programs in order to respond to key changes in the privacy environment.
- Improved the efficiency of privacy assessment processes through the use of privacy management software.
- Provided privacy training to all employees.
- Launched an AI ethics assessment of the development life cycle of electronics products and services.
- Boosted employee awareness of AI ethics.

### Achievements in Fiscal Year 2021
- Boosted employee awareness of AI ethics.
- Launched an AI ethics assessment of the development life cycle of electronics products and services.
- Maintained the quality management system and continued to improve the quality of products.
- Continued with initiatives to ensure the safety, long-term reliability, and security of products.
- Continued with efforts to improve customer satisfaction by improving customer information centers and other customer services.
- As part of Sony’s initiatives to enhance the user experience, continued to take action from the customer’s perspective by employing Human-Centered Design (HCD) processes, and launched a certification system for HCD experts.
- Engaged with inclusive design in order to deliver products and services that take accessibility into account.

### Future Initiatives
- Strengthen preventive measures, product compliance systems, and compliance with the product security regulations, thereby improving quality from the perspective of customers and achieving quality that exceeds customer expectations.
- Continue leveraging its worldwide network to collect and analyze information which can then be reflected in the next releases of products and customer services.
- Strengthen the processes for Human-Centered Design (HCD) and develop new talent with HCD skills.
- Continue to promote accessibility and inclusive design.

### Coverage
- Quality and Customer Service
- Community Engagement
- Ethics and Compliance
- Accessibility
- Human-Centered Design
- Social Contribution
### Area of focus

<table>
<thead>
<tr>
<th>Key focus</th>
<th>Achievements in fiscal year 2021</th>
<th>Future initiatives</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Corporate governance</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>• Establish and enhance the corporate governance system that best suits the Sony Group</td>
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<tr>
<td>• Manage risks that may cause losses to the Sony Group</td>
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<tr>
<td>• Enhance information security management system and activities</td>
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<tr>
<td>• Comply with all applicable tax laws and regulations of each country and region where Sony conducts business as well as the common rules and guidance regarding international taxation</td>
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<tr>
<td>Enhanced corporate governance system</td>
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<tr>
<td>• Continuously made periodic reports to the Board on ESG/sustainability related matters</td>
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<tr>
<td>• Enhanced Board’s supervision over risks regarding economic security and geopolitics</td>
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<tr>
<td>• Focused on information security continuously through maintaining the number of directors in charge of information security</td>
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<tr>
<td>• Held additional executive sessions</td>
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<tr>
<td>• Continuously conducted visiting audits by Audit Committee members at Sony’s business sites</td>
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<tr>
<td>Risk management</td>
<td></td>
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<tr>
<td>• Continued to implement measures to secure employee safety and minimize business impacts under the Sony Group crisis management framework, in response to COVID-19 pandemic</td>
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<tr>
<td>• Conducted reviews of basic action manuals and implemented drills, to maintain and strengthen the functions of the crisis management framework and reduce business disruption risks</td>
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<tr>
<td>Information Security</td>
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<tr>
<td>• Monitored and responded to security threats on a 24/7 basis via the global security operations center</td>
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<tr>
<td>• Constantly strengthened information security programs and provided information security training to all employees</td>
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<tr>
<td>Tax strategy</td>
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<tr>
<td>• Continue to manage our tax affairs in line with business objectives and operations, as well as regular reporting and communication regarding tax with CFO, who is a board member, and the Audit Committee</td>
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<tr>
<td>Corporate governance</td>
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<tr>
<td>• Selection of director candidates to ensure diversity/continuity on the Board of Directors</td>
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<tr>
<td>• Intensively review and effectively supervise over the following material items: ESG/sustainability Information security, including cybersecurity Risks regarding economic security and geopolitics Growing/new business domain</td>
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<tr>
<td>• Implement a new type of stock-based compensation and strengthen remuneration governance measures</td>
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<tr>
<td>• Continuously conduct visiting audits by Audit Committee members at Sony’s business sites, and ensure effective cooperation with financial auditors and internal audit departments</td>
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<tr>
<td>Risk management</td>
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<tr>
<td>• Strengthen cooperation with group companies in business continuity planning (BCP), conduct and continuously improve practical drills, thereby enhancing the effectiveness of crisis management and BCP</td>
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<tr>
<td>• Manage impact to global operations due to trade restrictions and economic sanctions imposed by certain countries and regions</td>
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<tr>
<td>• Reduce risk for buildings by optimizing facility renewal and repair plans</td>
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<tr>
<td>• Reduce fire risk at manufacturing sites, in accordance with Sony Group guidelines</td>
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<tr>
<td>Information Security</td>
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<tr>
<td>• Periodically validate and revise information security standards based on industry best practices, review security risks, and drive improvement initiatives, thereby continuously strengthening security governance</td>
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<tr>
<td>• Examine increasingly sophisticated cyber-attacks on a daily basis, improve countermeasures, and identify new threats, thereby continuing to swiftly and appropriately respond to security issues</td>
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<tr>
<td>• Continuously secure and develop high level security professionals</td>
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<tr>
<td>Tax strategy</td>
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<tr>
<td>• Continue to build open and transparent relationships with governments regarding our tax affairs. Continue to provide support to governments and the OECD regarding tax reform efforts and tax policy to ensure any future rules are fair and administrable</td>
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</table>
### Stakeholder Engagement

Sony recognizes that, by addressing issues that are of concern to its many stakeholders, it is strengthening its operating foundation, which is in turn vital to its business activities and the achievement of sustainable growth. Sony strives to earn the trust of all stakeholders by conducting its business responsibly and engaging in stakeholder dialogue.

#### Communication with Stakeholders

<table>
<thead>
<tr>
<th>Stakeholders</th>
<th>Principal Goals</th>
<th>Main Communication Methods</th>
</tr>
</thead>
</table>
| **Customers**         | • Provide products and services that deliver satisfaction, safety and peace of mind from the customer’s perspective  
                        • Provide customer service that further enhances customer satisfaction  
                        • Enhance usability and accessibility                                      | • Customer Center (handles inquiries from customers), important notices regarding products and services, surveys of purchasers, trade shows, seminars, the Accessibility website, various social media sites, etc. |
| **Shareholders**      | • Ensure swift and appropriate disclosure  
                        • Achieve continued growth in corporate value                                     | • General meetings of shareholders and presentations on financial results, Business Segment Briefings and meetings for individual investors, ESG and Technology Briefings, Websites disclosing information for investors, Corporate Report (integrated report), etc. |
| **Business partners** | • Ensure appropriate, transparent and fair procurement practices, in line with the Sony Group Code of Conduct and Sony Supply Chain Code of Conduct  
                        • Ensure that procurement practices are in harmony with the environment and society (including labor issues, human rights and conflict minerals)  
                        | • Explanatory meetings for suppliers, audits and surveys related to CSR procurement, dedicated website for suppliers and a department established for handling their inquiries, regular consultations with suppliers, Sony Group Policy for Responsible Supply Chain of Minerals Hotline, etc. |
| **Employees**         | • Support employees with diverse backgrounds  
                        • Hire diverse employees  
                        • Nurture global business leaders and engineers who will drive growth in the future  
                        • Support individual career-building efforts  
                        • Promote dialogue through employee surveys and town hall meetings              | • Town hall meetings, career counseling, employee surveys, Sony Ethics & Compliance Hotline, labor-management negotiations, Occupational Health & Safety Committee, in-house newsletters, in-house websites, etc. |
| **Local communities** | • Promote initiatives that contribute to communities in fields where Sony is best able to do so  
                        • Disaster relief and humanitarian aid  
                        • Collaborate with NGOs and NPOs to help address social challenges            | • Local volunteer initiatives, participation in events held by local organizations and governments, social contribution initiatives, etc. |
| **Global environment**| • Reduce the environmental footprint of Sony’s business activities and products throughout their life cycle to zero | • Activities for contributing to the community and reducing the environmental burden at each site, measures that take the environment into consideration over the lifecycle of products and services, environmental information provided through communication with various stakeholders, information provided on the Sony Group Portal Website “Environment” |
| **NGOs, NPOs and other organizations** | • Collaborate with NGOs and NPOs to help address social challenges  
                        • Participate in global frameworks  
                        • Participate in CSR-related organizations and projects                          | • Activities held in collaboration with NGOs and NPOs, etc. |
Partnership and Participation in Multi-Stakeholder Frameworks

For Sony, engaging and working together with various stakeholders is vital for pursuing sustainability initiatives. In addition to promoting stakeholder engagement, Sony participates in multi-stakeholder efforts to forge a global framework for sustainability.

<table>
<thead>
<tr>
<th>Organization/Initiative</th>
<th>Description</th>
<th>Sony Actions</th>
</tr>
</thead>
</table>
| Responsible Business Alliance (RBA) | An alliance dedicated to supply chain responsibility encompassing human rights, labor conditions, health and safety, and the environment | • Founding member (of the former EICC)  
• Formulated the Sony Supply Chain Code of Conduct, which incorporates the provisions of the RBA Code of Conduct  
• Member of the RBA Board of Directors since 2020 |
| Council for Better Corporate Citizenship (CBCC) | Established under an initiative of Nippon Keidanren (Japan Business Federation)  
Helps Japan-affiliated companies engaged in business overseas to form good relations with various stakeholders | • Sony co-founder Akio Morita served as its first chairman  
• Continues to be actively involved in its initiatives |
| BSR                          | A global non-profit organization with experts in CSR                          | • Member of the Human Rights Working Group and Sustainability Strategy Working Group organized by BSR |

<table>
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<th>Organization/Initiative</th>
<th>Description</th>
<th>Sony Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Save the Children</td>
<td>An international NGO that works in approximately 120 countries in a wide range of fields such as education and humanitarian response, aiming at making children’s rights to survival, development, protection and participation a reality worldwide</td>
<td>• Jointly implemented projects and established a humanitarian fund in order to continuously support the children who lead the next generation.</td>
</tr>
</tbody>
</table>
| The Valuable 500             | An international initiative to promote participation by individuals with disabilities so that they can demonstrate their latent potential to bring value to business, society, and the economy | • Joined in 19  
• Selected from among the 500 signatories as one of the Iconic Companies that are a driving force in their respective countries, regions, and industries |
| G20 EMPOWER                  | An alliance to increase the number of women who play a key role in the economy and business, and to empower women | • Participated as an advocate in 2020 to support action in Japan |
| United Nations Office for Projects Services (UNOPS) | A UN organization which specializes in projects that procure and deliver goods and services in areas such as infrastructure and medical supplies, equipment and vehicles | • Signed a collaboration agreement in 2020  
• Sony Startup Acceleration Program provides support in areas such as technological development and employee training |

→ Responsible Supply Chain

→ Community Engagement

→ Employees
<table>
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<th>Description</th>
<th>Sony Actions</th>
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</thead>
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<tr>
<td>TCFD</td>
<td>The Task Force on Climate-Related Financial Disclosures established by the Financial Stability Board</td>
<td>• Announced its endorsement of the TCFD Recommendations in 2019 • Joined the TCFD Consortium</td>
</tr>
<tr>
<td>RE100</td>
<td>A global initiative led by The Climate Group in partnership with CDP Participating companies set a goal of procuring 100% renewable electricity for power used in their global business operations</td>
<td>• Joined in 2018 • Committed to procuring 100% renewable electricity for power used in its global business operations by 2030 • Selected as a corporate member of the RE100 Advisory Committee in 2022</td>
</tr>
<tr>
<td>Race To Zero Campaign</td>
<td>An international campaign by the United Nations Framework Convention on Climate Change (UNFCCC) calling for actions to achieve zero greenhouse gas emissions by 2050</td>
<td>• Joined in 2021</td>
</tr>
<tr>
<td>Business Ambition for 1.5°C</td>
<td>A call to set targets that keep the global temperatures rise to 1.5°C or less, led by the United Nations Global Compact, We Mean Business and 589</td>
<td>• Joined in 2020</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Organization/Initiative</th>
<th>Description</th>
<th>Sony Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Japan Climate Initiative (JCI)</td>
<td>A network committed to strengthening communication and information sharing among companies, local governments, NGOs and all other actors that are implementing climate actions in Japan</td>
<td>• Joined in 2018 • Endorsed recommendations to the Japanese government • Participates in dialogues between government representatives and companies</td>
</tr>
<tr>
<td>The World Wide Fund for Nature (WWF) Climate Savers Programme</td>
<td>A programme where WWF partners with companies to formulate and implement plans to reduce emissions of greenhouse gases</td>
<td>• Has participated since 2006 • Signed a three-year comprehensive corporate partnership agreement with WWF Japan in 2021 to collaborate in the field of promoting biodiversity through forest conservation as well as the field of climate change</td>
</tr>
<tr>
<td>Playing for the Planet Alliance</td>
<td>An international alliance to curb climate change established when the United Nations Environment Programme (UNEP) reached out to the gaming industry</td>
<td>• Sony Interactive Entertainment joined in 2019</td>
</tr>
<tr>
<td>Music Climate Pact</td>
<td>A global platform initiated by the British Phonographic Industry (BPI) and Association of Independent Music to promote decarbonization throughout the music industry</td>
<td>• Sony Music Group signed up in 2021 through Sony Music Entertainment (UK)</td>
</tr>
</tbody>
</table>
Sony endeavors to reduce environmental impact and prevent pollution through its technologies, products, services and content, as well as its diverse business portfolio. It aims to contribute to the achievement of the SDGs and to have people connected to each other through innovation and sound business practice. Sony believes that its diverse business portfolio is very relevant to the development of a sustainable society.

Sony's Contributions

**SDGs and Sony's Contributions**

Sony develops diverse businesses centered on people in alignment with its Purpose of “fill the world with emotion, through the power of creativity and technology,” and its Corporate Direction of “getting closer to people.” In order to have people connected to each other through emotion, it is necessary to create a society in which everyone can live with peace of mind in a healthy global environment. Through innovation and sound business practice, Sony endeavors to contribute to the development of a sustainable society.

Sony believes that its diverse business portfolio is very relevant to the 17 SDGs, and aims to contribute to the achievement of the SDGs through its technologies, products, services and content, as well as with various partnerships.

**Sustainability Initiatives and SDGs**

**Responsibilities toward the Global Environment and Positive Contributions**

Sony endeavors to reduce environmental impact and prevent pollution in its business activities and throughout the life cycle of its products. To address Goal 13 (climate action), Sony is reducing energy consumption from business activities and the life cycle of products and services, aiming to achieve zero emissions of greenhouse gases. Sony has also joined the RE100 initiative by making a commitment to sourcing 100% renewable electricity for the worldwide operations of the Sony Group by 2030. This concrete commitment is in line with securing renewable energy as sought by Goal 7 (affordable and clean energy).

To minimize inputs of virgin resources into its business activities, Sony identifies key resources and strives to achieve zero usage of those virgin materials. Furthermore, Sony endeavors to ensure the appropriate use of water, minimize waste from its business sites, and collect and recycle products from the market to contribute to Goal 12 (responsible consumption and production).

**Diversity, Equity and Inclusion (DE&I)**

Sony leverages its diverse businesses and workforce as strengths in its business strategy. In order to further promote diversity as a key management strategy, in addition to promoting diversity in business and geography and hiring diverse human resources, Sony provides opportunities to think more deeply about diversity, whether it be in terms of race, nationality, disabilities, gender, sexual orientation, values, or work styles. These opportunities are also extended to other companies and external organizations. By promoting the message of diversity to society, Sony is promoting inclusive and sustainable economic growth, employment, and decent work for all, as outlined in Goal 8 (decent work and economic growth). Sony is working to achieve gender equality and empower women as called for by Goal 8 (decent work and economic growth), and contribute to suitable and equitable skills development and economic activity as sought by Goal 10 (reduced inequalities). By implementing such initiatives throughout the supply chain, Sony is aiming to realize peaceful and inclusive societies as described by Goal 16 (peace, justice and strong institutions).

**Community Engagement**

Under the slogan "For the Next Generation," Sony is meeting community needs, focusing on the following areas: supporting education in various countries and regions, providing emergency relief and assistance for large-scale disasters. These activities contribute to Goal 4 (quality education) and create a positive social impact while partnering with external sectors as prescribed by Goal 17 (partnerships for the goals).

**Human Rights and Diversity**

All stakeholders who are connected to the business activities of the Sony Group, including employees and creators, are important and help support Sony in its drive to contribute to social change that will help achieve the SDGs. Sony ensures that all employees are aware of the Sony Group Code of Conduct, in which its core principle of respecting human rights is made explicit. Sony also implements initiatives to advance social justice, protect human rights and promote DE&I through the Global Social Justice Fund it established in 2020. Via such initiatives, Sony is working to eliminate discrimination as addressed by Goal 10 (reduced inequalities), as well as to secure equal opportunities by encouraging appropriate behavior and correcting inequalities in outcomes.

**Initiatives throughout Supply Chains**

Sony works with its suppliers to secure compliance with the Sony Supply Chain Code of Conduct and Sony Group Policy for Responsible Supply Chain of Materials, applying the policies to its sites, suppliers and contract manufacturers. In this way, Sony and its suppliers are addressing issues in the supply chain including human rights, labor conditions, occupational health and safety, and the environment. Through this initiative, Sony is endeavoring to provide safe, decent, and humane work as called for by Goal 8 (decent work and economic growth), and contribute to suitable and equitable skills development and economic activity as sought by Goal 10 (reduced inequalities). By implementing such initiatives throughout the supply chain, Sony is aiming to realize peaceful and inclusive societies as described by Goal 16 (peace, justice and strong institutions).

**Responsible Supply Chain**

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**Respect for Human Rights**

**Diversity, Equity and Inclusion**

Sony’s Contributions

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ESG External Evaluations and Inclusion in Indexes

Sony is consistently ranked highly for its ongoing efforts to promote sustainability by the world’s leading ESG evaluation institutions, and it has been chosen for inclusion in various ESG indexes.

**ESG External Evaluations**

- In CDP surveys, Sony Group Corporation received the highest A List rating for both climate change and water security (December 2021)
- Sony Corporation was selected as a Supplier Engagement Leader in CDP’s Supplier Engagement Assessment in recognition of its climate change initiatives in cooperation with the supply chain (February 2022)
- Sony Group Corporation was chosen as one of the World’s Most Ethical Companies for the fourth consecutive year by Ethisphere Institute, a US-based organization dedicated to the study and advancement of ethical business practices (March 2022)
- Sony Group Corporation received the highest AAA ranking in the MSCI ESG Ratings assessment for the third consecutive year (December 2021)

**Inclusion in ESG Indexes**

FTSE Russell (the trading name of FTSE International Limited and Frank Russell Company) confirms that Sony Group Corporation has been independently assessed according to the criteria of the FTSE4Good and FTSE Blossom Index Series and has satisfied the requirements to become a constituent of those index series. Created by the global index provider FTSE Russell, these index series are designed to measure the performance of companies demonstrating strong Environmental, Social and Governance (ESG) practices and used by a wide variety of market participants to create and assess responsible investment funds and other products.
## Major External Awards Received for Sustainability Initiatives

* Organization names appear as they were at the time of award receipt. * Organizations with no country name given in “Awarded by” are in Japan.

### Fiscal Year 2021 (in order received)

<table>
<thead>
<tr>
<th>Name of Award</th>
<th>Recipient</th>
<th>Awarded by</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sustainable Materials Management Electronics Challenge</td>
<td>Sony Electronics' responsible recycling of electronic waste through certified recyclers</td>
<td>United States Environmental Protection Agency</td>
<td>March 2022</td>
</tr>
<tr>
<td>2021 World’s Most Ethical Companies</td>
<td>Sony Group Corporation</td>
<td>Ethisphere Institute (United States)</td>
<td>March 2022</td>
</tr>
<tr>
<td>AsiaStar 2021 Awards (Consumer Package)</td>
<td>Sony’s Original Blended Material for the WF-1000XM4 wireless headphones packaging</td>
<td>Asian Packaging Federation (APF)</td>
<td>February 2022</td>
</tr>
<tr>
<td>WorldStar Awards 2022 (Electronics)</td>
<td>Sony’s Original Blended Material for the WF-1000XM4 wireless headphones packaging</td>
<td>World Packaging Organisation (WPO)</td>
<td>February 2022</td>
</tr>
<tr>
<td>Corporate Equality Index 2022 (rates workplaces on equality for LGBTQ employees)</td>
<td>Sony Pictures Entertainment, Sony Corporation of America, Sony Interactive Entertainment, Sony Electronics</td>
<td>The Human Rights Campaign Foundation (United States)</td>
<td>February 2022</td>
</tr>
<tr>
<td>2021 Prime Minister’s Industry Award for Environmental Quality Conservation</td>
<td>Sony Technology (Thailand) Co., Ltd-Chonburi (STT-C)</td>
<td>Ministry of Labour (Thailand)</td>
<td>December 2021</td>
</tr>
<tr>
<td>Gold Rating in the 2021 PRIDE Index</td>
<td>Sony Group Corporation and 17 Group companies in Japan</td>
<td>work with Pride</td>
<td>November 2021</td>
</tr>
<tr>
<td>Special TEPIA Award in the 15th Kids Design Awards</td>
<td>toio™ Format Title “Let’s play with music Picotons™”</td>
<td>(NPO) Kids Design Association</td>
<td>September 2021</td>
</tr>
<tr>
<td>Electric Equipment Packaging Award, Japan Packaging Contest 2021</td>
<td>Efforts to remove plastics from headphone packages</td>
<td>Japan Packaging Institute (JPI)</td>
<td>August 2021</td>
</tr>
<tr>
<td>Japan Package Design Association Award, Japan Packaging Contest 2021</td>
<td>Sony’s Original Blended Material for the WF-1000XM4 wireless headphones packaging</td>
<td>Japan Packaging Institute (JPI)</td>
<td>August 2021</td>
</tr>
</tbody>
</table>