Organizational Structure

Sony Group Corporation has established the Sustainability Department under the supervision of the Senior Executive in charge of Sustainability. The Sustainability Department promotes various sustainability-related initiatives throughout the Sony Group in cooperation with each business unit and operating company (Business Unit (s)) and other corporate divisions, including Compliance, Human Resources, Corporate Planning & Control, Finance and Legal (Relevant Divisions).

Pursuing Sustainability Activities in Management and Business Units

The Business Units consider sustainability issues and opportunities for their respective businesses, and, with unique perspectives, implement sustainability-related initiatives that align with their respective business characteristics. In addition, the Business Units, consulting with the Sustainability Department, have introduced key performance indicators (Sustainability KPIs), which measure the Business Units’ sustainability efforts. The Sustainability KPIs are incorporated into the Business Units’ performance evaluations, and the Sustainability Department evaluates the status of achievement of such Sustainability KPIs. Additionally, sustainability is incorporated into one of the Senior Executives’ performance-linked remuneration evaluation factors for individual performance from the perspective of social value creation and ESG (Environment, Social, Governance). In the fiscal year ended March 31, 2023, a global sustainability conference was held, where the Senior Executive in charge of Sustainability, the Senior Executive in charge of Human Resources, and sustainability personnel from the Business Units came together to confirm and share the sustainability initiatives for the Business Units and their progress on the Sustainability KPIs. For the fiscal year ended March 31, 2023, the Sustainability KPIs included reducing the use of virgin oil-based plastic in Sony products, introducing renewable energy at Sony’s manufacturing facilities, reducing GHG emissions in Sony’s manufacturing processes, implementing awareness-raising activities related to the environment and diversity, equity, and inclusion (DE&I) using Sony’s content IP, as well as conducting DE&I programs and training.

Dialogue with Stakeholders

Through the issuance of various reports such as its Corporate Report and Sustainability Report, and through its Sustainability 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
- Sustainability forums
- 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 (climate change and other environmental initiatives, prevention of forced labor in the supply chain and other human rights initiatives, diversity and social initiatives, etc.) 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.

Sony’s Sustainability Efforts

The Sustainability Department, operating under the above structure and the aforementioned “Sony’s Approach to Sustainability,” strives to spread this policy across Sony’s business operations. Through dialogue with stakeholders and materiality analysis, the Sustainability Department identifies sustainability issues that need to be addressed by the Sony Group as a whole. Additionally, the Sustainability Department promotes the group-wide sustainability initiatives by formulating relevant Group policies on identified sustainability issues, including a global environmental plan, “Road to Zero,” and communicating across the Sony Group by collaborating with the Senior Executives in charge of Sony’s headquarters functions and the Relevant Divisions. The Senior Executive in charge of Sustainability regularly reviews and assesses risks and engages in detection, communication, evaluation and response for the risk of loss related to sustainability.
Message from the Senior Executive in Charge of Sustainability

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

Promoting Sustainable Management

Under our Purpose to "fill the world with emotion, through the power of creativity and technology," and our Corporate Direction of "getting closer to people," Sony operates diverse businesses and aims for sustainable value creation based on mid- to long-term growth in the Sony Group’s corporate value. Sony will continue to focus on management centered around Kando and People based on such diversity. 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 sustainable global environment. We believe it is important for us to fulfill our responsibility to society and the environment, and contribute through our technologies and businesses.

Materiality Assessment

Sustainability-related issues are diverse, and new challenges continue to arise accompanying the evolution of society and technology. In addition, the issues that we see as priority areas may change depending on the status of Sony’s business going forward. In promoting sustainability initiatives, we believe that it is important to regularly review and update the sustainability issues that are important to the Sony Group, both from our own perspective and from that of our stakeholders. Our previous materiality analysis was conducted in 2018. Since then, the environment surrounding Sony has changed dramatically, including an increase in natural disasters due to climate change, the COVID-19 pandemic, an increase in human rights risks and social divisions, and the emergence of new geopolitical risks. In light of these changes, we conducted a materiality analysis from the perspective of the entire Sony Group in 2022, and we identified climate change; diversity, equity and inclusion (DE&I); respect for human rights; and technology for sustainability as the most important. We are tackling a variety of sustainability issues from this perspective.

Initiatives for Diverse Business, People, and Society

For Sony to achieve further growth and create value over the long term, we must also continue to evolve the diversity of our businesses and employees. As one of our measures to evolve the diversity of our employees, we are making leadership appointments that encourage new perspectives and value creation. At Sony University, which aims to develop future leaders, we are increasing the diversity of participants. We are also working to further improve diversity, including gender and internationality, on the Board of Directors.

In addition, we provide various external programs that help people from various backgrounds for their career development and challenges. In 2020, Sony established the Global Social Justice Fund to support initiatives that promote social justice and human rights, and to foster DE&I around the world. Sony Group Companies in the U.S., mainly the Entertainment Companies, published their Global Social Justice Fund Impact Report in 2022, highlighting the outcomes of the grants for communities around the globe.

Through our commitment to an inclusive future, Sony aims to create a world where everyone belongs. We strive to enhance the accessibility of our products, services and experiences. We employ inclusive design and incorporate feedback gained through the interviews and usability tests with employees and users with disabilities in the planning and development process into our design and features. The PlayStation®5 (PS5™) software God of War Ragnarök featured more than 70 accessibility features when it was released in 2022. It enables players to customize their gameplay experience depending on their individual needs. Sony also collaborates with other companies to enhance accessibility and inclusion, and launched over-the-counter (OTC) hearing aids and a retinal projection camera kit.

Global Environmental Initiatives

Sony has been promoting environmental activities since the 1970s. Road to Zero, our long-term environmental plan established in 2010, is designed to reduce the Group’s environmental footprint to zero by 2050. It follows a specific road map including concrete medium-term targets that are set every five years by backcasting from the final goals of the plan for 2050, which are based on four environmental perspectives of climate change, resources, chemical substances and biodiversity.

However, as climate change risks are becoming more apparent and serious worldwide, and the transition to a decarbonized society has become an urgent issue, we decided in May 2022 to accelerate our 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. Specifically, we are aiming to first reduce Scope 1 and 2 GHG emissions generated from our business sites to net-zero by 2030. Furthermore, when including Scope 3, which indirectly occurs in the value chain, we aim to reach net-zero by 2040. Sony leverages its technologies and businesses to improve the global environment, examples include our development of new environmentally conscious materials, the Synecoculture™* initiative, and our project to protect the earth by supporting environmental monitoring using AI and sensing technology.

Moving forward, we would like to further evolve our sustainability initiatives by prioritizing dialogues with our stakeholders and continuing to learn.

* Synecoculture is a trademark of Sony Group Corporation.

News Release: Sony and WS Audiology Have Entered into a Partnership Agreement in the Over-the-Counter Self-Fitting Hearing Aid Business (Sony Corporation)

News Release: Sony Electronics Launches a New Retinal Projection Camera Kit, DSC-HX99 RNV Kit
Summary of Actions

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 3.9% (compared to fiscal year 2018)
• Greenhouse gas emissions from sites: Down 12.5% (compared to fiscal year 2020)
• Use of electricity derived from renewable energy (renewable energy ratio): 29.7% (compared to fiscal year 2018)
• GHG emissions related to logistics between nations and within regions: Down 10.0% (compared to fiscal year 2018)

Resource Conservation
• Use of virgin oil-based plastics per product unit: Down 3.4% (compared to fiscal year 2018)
• Use of plastic packaging per product unit: Down 22.2% (compared to fiscal year 2018)
• Amount of waste generated at sites: Worsened by 31.6% (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 foods to employees, and provided meals that use environmentally conscious foods in Sony employee cafeterias. Designated October as Food for the Future Month, holding events related to utilizing environmentally conscious foods at Sony Group sites worldwide

Looking to the Future
• Accelerate initiatives to achieve net-zero targets across the value chain from scopes 1 to 3 by 2040 and a zero environmental footprint by 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 net-zero targets for direct and indirect emissions (scopes 1 and 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

Coverage
## Area of Focus

### Technology

- Connect the entire group through technology and support growth in individual businesses
- Promote collaboration, connection and growth of engineers across businesses
- Incorporate changes in the external environment and promote external collaboration
- Strengthen systems and initiatives that tackle AI ethics

#### Main Results for Fiscal Year 2022

- Implemented joint research and demonstration testing for MIMAMORI at sites worldwide
- Promoted practical use of Triporous™ in healthcare, adopted clothes made of Triporous™ for use aboard the International Space Station
- Established the Sustainability Technology Liaison Meeting and held regular forum meetings to ascertain issues, and search for and share solutions among departments responsible for development and promotion of technologies that contribute to sustainability
- Launched an AI ethics assessment of the development life cycle of electronics products and services
- Boosted employee awareness of AI ethics

#### Looking to the Future

- Emphasize technology that maximizes creativity in a variety of fields, and research and development to deliver their intentions to diverse users around the world by focusing on three areas: Sensing, AI and Virtual Spaces
- Begin development of large-scale AI models that accelerate the above in order to transform Sony into an AI and data-driven company
- Improve AI ethics assessment processes and streamline their operation
- Improve and continue activities to educate employees about AI ethics

### 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: 30.0% (Sony Group, as of March 31, 2023)
- Percentage of employees with disabilities: 2.76% (Sony Group Corporation, as of March 31, 2023)
- As one of the Iconic Leaders of The Valuable 500, provided support for the Media Hub project

#### 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 93%, 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
- 50 sites from amongst our 60 sites worldwide have obtained comprehensive ISO 45001 certification

#### Looking to the Future

- Appoint Senior Executive and Senior Vice President in charge of Lead of Group DE&I, and enhance its organizational structure aimed to achieve further group-wide growth by making the most of wide-ranging diversity among its businesses and employees
- 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
<table>
<thead>
<tr>
<th>Area of Focus</th>
<th>Key Focus</th>
<th>Main Results for Fiscal Year 2022</th>
<th>Looking to the Future</th>
<th>Coverage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Respect for Human Rights</td>
<td>• 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</td>
<td>• A working group consisting of the Sustainability Department and the department in charge of legal and compliance met once a month and the working group reviewed the progress of initiatives in priority areas: “responsible supply chain,” “respect for diversity, equity and inclusion,” and “responsible development and use of technologies” and reviewed and updated action plans considering the trends in laws and regulations. • Supported social justice and human rights initiatives through the Global Social Justice Fund</td>
<td>• Continue to analyze and monitor human rights risks throughout Sony Group’s business activities and value chains • Continue to carry out human rights due diligence, and will further enhance initiatives to prevent or mitigate potential negative impact on human rights</td>
<td>➔ Respect for Human Rights</td>
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<tr>
<td>Responsible Supply Chain</td>
<td>• Address risks to human rights, labor conditions, health and safety, and the environment throughout the electronics product supply chain</td>
<td>• Conducted CSR assessment at 12 Sony manufacturing sites and at the plants of 406 new and existing suppliers • Conducted training on requirements related to the Sony Supply Chain Code of Conduct and Sony Group’s environmental targets and procurement initiatives for all raw materials and parts procurement personnel. • Donated to the Better Mining Project</td>
<td>• Enforce strict compliance with the Sony Supply Chain Code of Conduct in Sony and its suppliers’ operations • In addition to training for employees, enhance awareness-raising activities through communication with suppliers. • Continue to collaborate with various stakeholders to enhance measures regarding the sourcing of high-risk minerals</td>
<td>➔ Responsible Supply Chain</td>
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<td>Quality and Customer Service</td>
<td>• Exceed customer expectations of product quality and customer service, pursue product safety, security, and improve usability and accessibility, thereby remaining a highly trusted partner to all customers</td>
<td>• 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 continued our certification system for HCD experts. • Engaged with inclusive design in order to deliver products and services that take accessibility into account</td>
<td>• 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</td>
<td>➔ Quality and Customer Service ➔ Sony Group Portal Website ➔ Human-Centered Design ➔ Accessibility</td>
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<td>Area of Focus</td>
<td>Key Focus</td>
<td>Main Results for Fiscal Year 2022</td>
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<td>Community Engagement</td>
<td>• 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</td>
<td>• Community engagement expenditures: approx. 5.1 billion JPY</td>
<td>• Continue striving to make the most of Sony’s products, content, technologies, strengths of employees, and stakeholder partnerships to help address global issues and to meet various needs in local communities</td>
<td>Community Engagement</td>
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<td>• Educational programs for children (approx. 360 thousand participants)</td>
<td>• Educational programs for children (approx. 360 thousand participants)</td>
<td>• Through the two global funds, continue to support activities that leverage the Sony Group’s assets and expertise</td>
<td>Sony Group Portal Website</td>
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<td>• 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 2022 expenditures: approx. 0.8 billion JPY)</td>
<td>• 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 2022 expenditures: approx. 0.8 billion JPY)</td>
<td>• Implement awareness-raising initiatives for people in and outside the Sony Group to address global issues, and strengthen employee engagement</td>
<td>Social Contribution</td>
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<td>• Supported initiatives to promote social justice and human rights through the Global Social Justice Fund (Fiscal year 2022 expenditures: approx. 3.5 billion JPY)</td>
<td>• Supported initiatives to promote social justice and human rights through the Global Social Justice Fund (Fiscal year 2022 expenditures: approx. 3.5 billion JPY)</td>
<td>• Apply technologies to solve social issues</td>
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<td>Ethics and Compliance</td>
<td>• Foster an ethical culture based on Sony’s Purpose &amp; Values and the Sony Group Code of Conduct</td>
<td>Provide trainings and messaging on ethics and compliance via the Global Ethics &amp; Compliance Network</td>
<td>• Continue to improve training and to set the tone from the top in order to create a corporate culture that values integrity and to ensure that every employee acts in a way that is ethically responsible</td>
<td>Ethics and Compliance</td>
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<td>• Continuously assess compliance risks in relation to business activities and review the compliance program based on the results of the assessment</td>
<td>• Operate the Sony Ethics &amp; Compliance Hotline (Number of reports: 451 in fiscal year 2022)</td>
<td>• Continue to assess risks and programs related to Sony’s business activities and review the compliance programs based on the results of the assessment</td>
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<td>• Strengthen and continue to run programs that address changes in the privacy environment and technological development</td>
<td>• Review and expansion of third party risk-management through the establishment of the Sony Group Third Party Engagement Policy</td>
<td>• Improve technology and processes to further streamline privacy-related operations</td>
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<td>• Maintained and implemented anti-corruption programs based on the Sony Group Anti-Bribery Policy</td>
<td>• Improve technology and processes to further streamline privacy-related operations</td>
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<td>• Enhanced the global privacy management system and ran programs in order to respond to key changes in the privacy environment</td>
<td>• Enhance privacy management system and provide training to all employees</td>
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<td>• Improved the efficiency of privacy assessment processes through the use of privacy management software Provided privacy training to all employees</td>
<td>• Strengthen action to boost awareness</td>
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<td>Area of Focus</td>
<td>Key Focus</td>
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<tr>
<td><strong>Corporate Governance</strong></td>
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<td></td>
<td>Enhanced corporate governance system</td>
<td>Enhanced Corporate Governance System</td>
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<td></td>
<td>• Continuously make periodic reports to the board on sustainability related matters (environment and social)</td>
<td>• Intensively review and effectively supervise the following items:</td>
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<td></td>
<td>• Risk management - enhanced board supervision over risks regarding geopolitics and information security</td>
<td>- Sustainability (including climate change, human rights, D&amp;I and accessibility)</td>
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<td>• Conducted deeper discussions about Sony's strategies on growth areas and new businesses (gaming, metaverse and mobility)</td>
<td>- Risk management (including, geopolitical risks and information security)</td>
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<td>• Promoted and enhanced engagement with investors</td>
<td>- AI and group collaboration through IP collaboration</td>
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<td></td>
<td>Risk Management</td>
<td>Selection of Director candidates to ensure diversity/continuity of the Board of Directors</td>
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<td>• Manage impact on global operations due to trade restrictions and economic sanctions imposed by certain countries and regions</td>
<td>• Further consideration of the use of stock-based compensation and strengthening remuneration governance measures</td>
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<td>• Implement measures to secure safety for employees and their families, and minimize business impacts under the Sony Group crisis management framework, in response to COVID-19 pandemic</td>
<td>Audit Committee to ensure effective cooperation with management side and appropriate relationships with the accounting auditor and internal audit department</td>
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<td>• Continued initiatives to maintain and strengthen the functions of the crisis management framework and reduce business disruption risks</td>
<td>Risk Management</td>
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<td>Information Security</td>
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<td>• Monitored and responded to security threats on a 24/7 basis via the global security operations center</td>
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<td>• Constantly strengthened information security programs and provided information security training to all employees</td>
<td>Information Security</td>
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<td>• Responded to increased information security risks associated with geopolitical risks, changes in laws and regulations, etc.</td>
<td>• Periodically validate and revise information security standards based on industry best practices, review information security risks, and drive improvement initiatives, thereby continuously strengthening information security governance</td>
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<td>Tax Strategy</td>
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<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>
<td>• Examine increasingly sophisticated cyber-attacks on a daily basis, improve countermeasures, and identify new threats, thereby continuing to swiftly and appropriately respond to information security issues</td>
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<td>• Built open and transparent relationships with governments regarding our tax affairs.</td>
<td>• Continuously secure and develop high-level security professionals</td>
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<td>• Provided support to governments and the OECD regarding tax reform efforts and tax policy to ensure any future rules are fair and administrable.</td>
<td>Tax Strategy</td>
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<td></td>
<td>• Maintain and improve open and transparent relationships with governments regarding our tax affairs.</td>
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<td></td>
<td>• 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>

Sony's Purpose & Values
The Sony Group Code of Conduct
Approach to Sustainability
At A Glance 2022
Editorial Policy
Business Overview
Sony's Sustainability
Organizational Structure
Message from the Senior Executive in charge of Sustainability
Summary of Actions
Stakeholder Engagement
SDGs and Sony's Contributions
External Evaluation and Recognition
Materiality
Environment
Technology
Employees
Respect for Human Rights
Responsible Supply Chain
Quality and Customer Service
Community Engagement
Ethics and Compliance
Corporate Governance
Data Section
GRI Standards Content Index
Sustainability Report 2023
Stakeholder Engagement

Communication with Stakeholders

Sony recognizes that, by addressing issues that are of concern to its many stakeholders, it is strengthening its operating foundation, which 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.

<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 | • Handles inquiries from customers, important notices regarding products and services, surveys of purchasers, trade shows, seminars, the Sony Group Portal “Accessibility”, 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, Sustainability Meeting, Technology Meeting, the Sony Group Portal “Investor Relations”, 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  
                                 • Hiring diverse talent  
                                 • 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  
                                 • Emergency humanitarian assistance  
                                 • 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 “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>
<thead>
<tr>
<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 to make 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 2019  
• Selected from among the 500 signatories as one of the Iconic Leaders 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 |

→ Responsible Supply Chain  
→ Respect for Human Rights  
→ Community Engagement  
→ Employees
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<th>Organization/Initiative</th>
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</thead>
</table>
| Task Force on Climate-Related Financial Disclosures (TCFD) | The Task Force on Climate-Related Financial Disclosures established by the Financial Stability Board | • Announced its endorsement of the TCFD Recommendations in 2019  
• Joined the TCFD Consortium |
| RE100 | 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 | • 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 |
| Race To Zero Campaign | An international campaign by the United Nations Framework Convention on Climate Change (UNFCCC) calling for actions to achieve zero greenhouse gas emissions by 2050 | • Joined in 2021 |
| Business Ambition for 1.5°C | A call to set targets that keep the global temperature rise to 1.5°C or less, led by the United Nations Global Compact, We Mean Business and 589 | • Joined in 2020 |
| Japan Climate Initiative (JCI) | 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 | • Joined in 2018  
• Endorsed recommendations to the Japanese government |
| The World Wide Fund for Nature (WWF) Climate Savers Programme | A program where WWF partners with companies to formulate and implement plans to reduce emissions of greenhouse gases | • 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 |
| Playing for the Planet Alliance | An international alliance to curb climate change established when the United Nations Environment Programme (UNEP) reached out to the gaming industry | • Sony Interactive Entertainment joined in 2019 |
| Music Climate Pact | A global platform initiated by the British Phonographic Industry (BPI) and Association of Independent Music to promote decarbonization throughout the music industry | • Sony Music Group signed up in 2021 through Sony Music Entertainment (UK) |
SDGs and Sony's Contributions

Sony manages diverse businesses with people at the core under its Purpose to "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 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 by 2040, including Scope 3. 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 talent, 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).

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).

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 groups as prescribed by Goal 17 (partnerships for the goals).
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 climate change (December 2022)
- Sony Corporation was awarded an “A” (highest grade) and selected as a Supplier Engagement Leader in CDP’s 2022 Supplier Engagement Assessment in recognition of its climate change initiatives in cooperation with the supply chain (March 2023)
- Sony Group Corporation has been named one of the World’s Most Ethical Companies for the fifth consecutive year by Ethisphere Institute, a US-based organization dedicated to the study and advancement of ethical business practices (March 2023) * “World’s Most Ethical Companies” and “Ethisphere” names and marks are registered trademarks of Ethisphere LLC.
- Sony Group Corporation received the highest AAA ranking in the MSCI ESG Ratings assessment for the fourth consecutive year (December 2022)
- Sony Corporation received the highest A List rating in CDP surveys for climate change (December 2022)
- Sony Corporation was awarded an “A” (highest grade) and selected as a Supplier Engagement Leader in CDP’s 2022 Supplier Engagement Assessment in recognition of its climate change initiatives in cooperation with the supply chain (March 2023)
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External Evaluation and Recognition

Inclusion in ESG Indexes

FTSE4Good
FTSE Blossom
Japan Index
FTSE Blossom
Japan Sector
Relative Index

2023 CONSTITUENT MSCI JAPAN
ESG SELECT LEADERS INDEX

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, those 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.

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## 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 2022 (in order received)

<table>
<thead>
<tr>
<th>Name of Award</th>
<th>Recipient</th>
<th>Awarded by</th>
<th>Date Acquired</th>
</tr>
</thead>
<tbody>
<tr>
<td>2023 World’s Most Ethical Companies</td>
<td>Sony Group Corporation</td>
<td>Ethisphere Institute (United States)</td>
<td>March 2023</td>
</tr>
<tr>
<td>ESG Finance Awards Japan “Environmentally Sustainable Company”</td>
<td>Sony Group Corporation</td>
<td>Ministry of the Environment</td>
<td>February 2023</td>
</tr>
<tr>
<td>Award for Companies Promoting Experience-based Learning Activities for Youth</td>
<td>Sony Life Insurance Co., Ltd.</td>
<td>Ministry of Education, Culture, Sports, Science</td>
<td>February 2023</td>
</tr>
<tr>
<td>2022 “Judging Committee’s Encouragement Award”</td>
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<td></td>
</tr>
<tr>
<td>2022 Corporate Social Responsibility Award</td>
<td>Sony Corporation of America</td>
<td>Global Business Alliance (United States)</td>
<td>December 2022</td>
</tr>
<tr>
<td>The Game Awards (TGA) 2022 “Innovation in Accessibility Award”</td>
<td>“God of War Ragnarök” for PlayStation®S (PS5™)</td>
<td>The Game Awards (United States)</td>
<td>December 2022</td>
</tr>
<tr>
<td>Gold Rating in the 2022 PRIDE Index</td>
<td>Sony Group Corporation and 19 Group companies in Japan</td>
<td>work with Pride</td>
<td>November 2022</td>
</tr>
<tr>
<td>Pentawards 2022 “Gold Award” (Sustainable Design)</td>
<td>Sony’s Original Blended Material: WF-1000XM4 Package</td>
<td>Pentawards (United Kingdom)</td>
<td>September 2022</td>
</tr>
</tbody>
</table>