

Occupational Health & Safety



Overview

Basic Approach

Sony has implemented occupational health and safety since its founding, including prior to the passing of Japan's Industrial Safety and Health Act in 1972. It established the Sony Group Global Policy on Occupational Health & Safety in the late 1990s. While occupational health and safety activities were previously carried out by individual manufacturing sites, Sony integrated the occupational health and safety (OHS) management systems for its manufacturing sites in Japan in the early 2000s, then carried out a similar integration on a global scale in the 2010s.

With the ultimate objective of ensuring zero injuries and zero illness, Sony sets out a Sony Group Global OHS Medium-Term Plan every three years and continues its activities on a global basis.

Organizational Structure

Sony is implementing and continually improving its globally integrated occupational health and safety function management system with the aim of realizing the Sony Group OHS Vision, achieving the targets of the Sony Group Global OHS Medium-Term Plan and complying fully with legal requirements, regulatory demands and internal policies established for the Group.

In addition, Sony has set up specialized functions to handle individual areas of activity within its headquarters' occupational health and safety functions. Corporate Executive Officers oversee these functions in their role as Sony Group Corporation top management.

Looking to the Future

Sony will build on the Sony Group Global OHS Medium-Term Plan for fiscal year 2024 to fiscal year 2026 as it strives to achieve the goal of zero injuries and zero illness, continuing to build safe, healthy working environments for everyone working at Sony.

Sony Group, which engages in diverse businesses, will strengthen coordination with various business domains to address wide-ranging challenges relating to occupational health and safety and will implement initiatives in an even more active and sustainable manner. Integrated group-wide ISO 45001 certification is a key pillar of these activities, with 57 sites having already obtained certification. These sites are principally production, logistics and R&D-related sites worldwide, and Sony plans to expand the number of certified sites to 61. (Certification acquisition rate as of fiscal year 2024: 93%)

Milestones

- 1974: Established Sony Corporation Occupational Health & Safety Management Guidelines
- 1998: Established unified group-wide Sony Group Global Policy on Occupational Health & Safety
- 1999: Began to acquire OHSAS 18001 certification at manufacturing sites worldwide
- 2003: Integrated occupational health and safety management systems at all manufacturing sites in Japan
- 2010: Established Global OHS Organization
- 2013: Established OHS "Vision Zero"
Established group-wide occupational health and safety management system
- 2019: Established Sony Group Global OHS Medium-Term Plan
Began switching manufacturing sites with OHSAS 18001 certification over to ISO 45001 certification
- 2021: Began to obtain integrated group-wide ISO 45001 certification at production, logistics and R&D-related sites worldwide
- 2024: Formulated Sony Group Global OHS Medium-Term Plan for FY2024-FY2026

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Global OHS Initiatives

Sony Group Global Policy on Occupational Health & Safety: Philosophy and Vision

Sony has established the Sony Group Global Policy on Occupational Health & Safety for Sony Group companies worldwide. This policy states, "The Sony Group regards securing the health and safety of workers as a key challenge. The Sony Group is committed to reaching ZERO injury and ZERO illness, and to securing a safe and engaging workplace environment for all the workers in any business activity." To fulfill this commitment, Sony works hard to build safe, healthy working environments for everyone working at Sony. Sony has also formulated the Sony Group OHS "Vision Zero" with the ultimate objective of ensuring ZERO injury and ZERO illness.

Sony Group Global Policy on Occupational Health & Safety Philosophy

Sony Group regards it as one of the critical values to secure health and safety of workers. Sony Group is committed to reaching ZERO injury and ZERO illness, and to securing safe and engaging environment of workplace for all the workers in any business activity.

Sony Group OHS "Vision Zero"

Sony does not tolerate occupational accidents and has set an ultimate goal of ZERO injury and ZERO illness.



Sony Group Global OHS Medium-Term Plan

To achieve its Vision Zero objectives, Sony is working to meet its OHS Medium-Term Plan, which is a globally shared plan. It is currently working to meet the targets for the period from fiscal year 2024 to fiscal year 2026.

Sony Group Global OHS Medium-Term Plan (Fiscal Years 2024 to 2026)

Focal Points	Targets	Subjected Sites
Sustainable OHS activities through promotion of group synergies	Promotion of Sony OHSMS activities and maintaining integrated ISO 45001 certification	All sites
	Promote occupational health	
Ensure "improvement" through "performance evaluation"	Define "Opportunities for Improvement" and implement actions to achieve improvement	All sites
	Reduce injuries due to slips, trips and falls	
	Reduce injuries due to chemical substances and machinery (including management of the 9 RBA-listed process chemical substances)	Manufacturing, logistics and R&D sites
Addressing of new risks	Ensure response to "Management of Change"	All sites

Promotion of OHSMS Activities and Maintaining Integrated ISO 45001 Certification

Sony operates an OHS management system based on the ISO 45001 international standard, covering all people working in the Sony Group worldwide. It has also been working to obtain integrated ISO 45001 certification, beginning with manufacturing, logistics and R&D sites around the world and then proceeding on to other sites. Of the 61 relevant sites, 57 (1 site in the HQ OHS Office, 27 sites in Japan/East Asia, 11 sites in China, 8 sites in Pan Asia, 2 sites in North America, 5 sites in Europe, and 2 sites in the Pictures Segment and 1 site in the Game Segment) have already obtained integrated certification, an increase of 3 between fiscal year 2023 and 2024. (As of August 2025)



ISO 45001 certification

Promotion of Occupational Health

Awareness of the importance of water and hygiene (WASH)*1 has risen in recent years. As part of its occupational health promotion activities to achieve its global OHS Medium-Term Plan targets, Sony has set a target of ensuring sustainable and safe water for employees. In 2024, it carried out surveys at applicable sites*2 to ascertain the current situation regarding water and hygiene, and confirm that sufficient safe water is being provided to employees at all sites.

*1 According to the World Health Organization (WHO), WASH is an acronym of water, sanitation and hygiene and refers to the fact that access to safe drinking water, sanitation facilities (such as toilets) and hygiene practices are all extremely important to human health and wellbeing.

*2 Sites with ISO 45001 certification

Reduction of Accidents Caused by Unsafe Behavior

Global occurrences of OHS incidents have been trending downward each year in terms of both numbers of incidents and lost workdays, but Sony is still working to further reduce risks. An analysis of OHS incidents in all regions has prompted Sony to identify collisions, slips, trips and falls due to unsafe behavior as a global priority due to the fact that the number of such incidents remains especially high. Accordingly, action to further reduce the number of slips, trips and falls is being promoted globally in the OHS Medium-Term Plan for fiscal years 2024 to 2026.

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Reducing Accidents Caused by Chemical Substances and Machinery

Sony's R&D facilities and manufacturing sites use a wide variety of chemical substances and machinery, and reducing the risks associated with that use is an important determinant of the level of occupational safety and health. Sony is establishing a risk assessment system that will not just identify hazards relating to chemical substances, machinery, and work modes, but will also check that legal requirements are met. In particular, it is strengthening management of chemical substances in line with revisions to the Industrial Safety and Health Act in Japan moving toward independent management of chemical substances. At Sony, internal site audits and corporate audits are also carried out by Headquarters and Regional Safety Offices to ascertain the state of chemical substance management at its manufacturing sites. As one initiative to reduce accidents caused by chemical substances, substances identified as hazardous process chemicals in the Industry Focus Process Chemical List* have been included in the list of substances that require management with the aim of promoting thorough risk assessment.

* The Industry Focus Process Chemical List is a list of process chemicals for which risk management is considered necessary. It is compiled by the Responsible Business Alliance (RBA), a coalition that aims to create responsible supply chains (including procurement and production). Sony is a member of the RBA.

Global OHS Organization

To ensure that all group companies operate under a single management structure, Sony has established a global OHS system led by top management and comprised of nine Safety Offices (in Japan/East Asia, China, Pan Asia, Latin America, North America, Europe, and in the Music, Pictures and Game segments), and appointed Safety Officers who are responsible for implementing programs. To staff the management of this system, Sony established an HQ OHS Office at Sony Group Corporation headquarters to serve as the OHS headquarters at the Sony Group. This office does practical work to ensure compliance with laws and regulations related to health and safety, as well as to set Sony Group OHS targets and ensure that the targets are met.

Top Management

- Establish Sony Group basic OHS policies and targets
- Establish and supervise an organization for promoting the OHS management system
- Appoint, remove and direct Safety Officers, including Sony Group Safety Officers

HQ OHS Office

- Carry out Sony Group's OHS-related headquarters functions (governance functions)
- Ensure compliance with OHS laws and regulations, and sets and seeks to accomplish the corporate target

Safety Officers

- Set and implement regional targets and plans for their regions and business entities
- Establish and direct Safety Offices
- Direct compliance with OHS-related legislation and Group regulations, and instruct corrective action when violations occur

Safety Offices

- Staffed by Safety Officers
- Ensure that the Sony Group complies with OHS laws and regulations and accomplishes the corporate targets in their regions and business entities



57 sites worldwide acquired integrated ISO 45001 certification

*1 Japan, South Korea and Taiwan Region

*2 Mainland China and Hong Kong Region

*3 Mongolia, Asian countries other than the above, the Middle East, Oceania, Africa, Azerbaijan, Tajikistan, Turkmenistan, Uzbekistan, Ukraine and Georgia

*4 Europe, Turkey, Israel, and former Soviet Union countries (except for Azerbaijan, Tajikistan, Turkmenistan, Uzbekistan, Ukraine and Georgia)

*5 Sites affiliated with Sony Music Entertainment

*6 Sites affiliated with Sony Pictures Entertainment

*7 Sites affiliated with Sony Interactive Entertainment

Activities of the Sony HQ OHS Office Monitoring

To achieve the Vision Zero goals, the HQ OHS Office regularly collects information on the occurrence of occupational accidents and illnesses at Sony Group companies and sites, and information on the OHS activities carried out there. To collect information, Sony holds regular meetings with Safety Officers to share examples of good practices and events in the region, and this information is used in problem solving. Regional conferences are hosted by safety officers and attended by representatives from sites in the region to gather opinions from individual workplaces and share about any issues. In addition to regularly including information on good practices collected by the HQ OHS Office in in-house newsletters, each time a significant incident occurs or information on an accident comes to light, the office also instructs that actions be taken to prevent a recurrence.

Global Audit System

At Sony's sites, internal audits, corporate audits and external audits are employed to examine the effectiveness of OHS management systems. Internal audits are conducted for sites to examine the effectiveness of their own OHS management system in order to continuously improve the system and ensure that occupational accidents are prevented. The HQ OHS Office and Safety Offices carry out corporate audits to examine compliance with corporate rules. A third-party certification body conducts external audits to provide confirmation of the effectiveness of the OHS management system. These three types of audits combine to determine the effectiveness of the Sony Group OHS management system as a whole. The HQ OHS Office is responsible for training corporate auditors and examining the effectiveness of audits carried out at the regional level. Once it has established an in-house auditor system and determined auditor qualification requirements, it conducts periodic auditor training to enhance auditing skills.

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Management Review

The HQ OHS Office facilitates annual management reviews conducted by the Top Management in charge of Human Resources and General Affairs based on each region's reports to evaluate OHS activities; the occurrence of occupational accidents and illnesses in each region; the level of achievement of activity goals; and adherence to laws and regulations. It was also confirmed that no violations of laws and regulations took place in fiscal year 2024. Management comments set out in management reviews are reflected in the OHS Medium-Term Plan, and are fed back to each Regional Safety Office and to sites within each region.

OHS Education

Sony provides regional education tailored to its businesses in each region. In addition, the HQ OHS Office holds training sessions for internal auditors to improve the skills of auditors in each region. In Japan/East Asia, the Japan/East Asia Regional Safety Office provides group training to ensure that OHS managers and employees of business sites have the required skills.

Fiscal Year 2024 OHS Training

Region	Training program	Target group	No. of trainees
Headquarters	Global Auditors Training	Regional safety officers and managers	30
Japan/East Asia	OHS Managers Basic Training	Newly appointed site OHS managers	30
	Laser Safety Management Training	Site employees responsible for handling equipment	153
	Handling Machinery/ Equipment, and Risk Assessment Training	Site employees responsible for handling equipment	74
	Internal Auditors Training	Site OHS managers	34
North America	Workplace Violence Prevention Training	Site employees	1,418
	CPR/AED Training	Site employees	24
	Ladder Safety Training	Site employees	70
China	Training Related to Slips, Trips and Falls	Site employees	4,425

Occupational Health and Safety Initiatives by Region/Business

Occupational Health and Safety Initiatives in Japan/East Asia

In fiscal year 2024, 13 out of the 20 accidents caused by unsafe behavior that led to absence from work were due to slips and falls. The length of absences from work is increasing, particularly among employees aged 50 and older, and this trend continues to be an issue that must be addressed. Sony is working to further reduce industrial accidents through efforts such as raising awareness of accidents caused by slips and falls, measures to prevent recurrence, the horizontal sharing of examples of good practices, and by requesting that external contractors cooperate in ongoing safety activities. In addition, information on case studies demonstrating good practice at manufacturing sites is shared at the annual Japan/East Asia Regional OH&S Conference, including ways to address health risks and reduce accidents, such as preventing slips, trips and falls. Content related to revised legislation moving toward independent management of chemical substances was included among corporate audit key measures for fiscal year 2024, and the status of work to enhance diligent chemical substances management at manufacturing sites was assessed. Sony works to further enhance emergency preparedness by implementing online training covering initial responses and other measures in the event of an earthquake, safety confirmation training, and on-site drills for evacuating all people on site in the event of a fire.

Occupational Health and Safety Initiatives in China

In China, Sony has successfully established comprehensive safety and health management systems nationwide, encompassing both manufacturing and non-manufacturing sites. Sony has obtained and consistently maintained ISO 45001- Occupational health and safety management systems certifications, driving continuous improvement through the PDCA cycle since 2020.

From reducing injuries to proactively addressing new risks, Sony remains steadfast in protecting the health and safety of Sony's employees as Sony works towards achieving its Vision Zero target in China.

As part of these efforts, Sony has launched a variety of training programs and multiple initiatives across various areas in fiscal year 2024, including risk assessment, reporting of near-misses, road traffic safety, emergency response, and first aid. These initiatives are aimed at enhancing employees' awareness of safety and their ability to respond to risks effectively.

Summer Safety Campaign & Safety Month

Every June marks China's Work Safety Month. Throughout the summer from June, a series of diverse activities and training sessions are conducted across the China region, including safety video creation, trainings on injury prevention and heatwave prevention, fire safety trainings, near-miss reporting activities. A total of 22,338 employees participated these activities and trainings in fiscal year 2024. In addition, as part of the summer safety campaign, a road safety knowledge contest has been conducted throughout the China region to protect staff from harm and minimize the risk of accidents on roadways, all companies in the region came together and invited employees to take part, achieving a participation rate of 98% in fiscal year 2024.

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This series of activities have led to a 38% reduction in accidents in fiscal year 2024 in the China region compare with fiscal year 2023.

Emergency response

To better prepare for emergencies, Sony conducted comprehensive emergency drills, including realistic fire escape training. In addition, to enhance emergency response capabilities, Sony also implemented first aid training, which covered wound care, the Heimlich Maneuver, cardiopulmonary resuscitation (CPR), and the use of automated external defibrillators (AEDs). A total of 176 members joined the First Aid CPR AED course and acquired certifications awarded by professional institutions.



Realistic fire escape training (SDPW)



First aid training (SSVE)

Occupational Health and Safety Initiatives in North America

Sony operations in North America consist of a diverse group of companies across many fields. Operations include corporate office functions, sales and marketing, warehouse and distribution, game and network services, music and film business, biotechnology R&D, and a limited amount of manufacturing. Site headcounts range from fewer than 10 to more than 1,000 employees. The Sony Group Global Policy on Occupational Health and Safety (OHS) serves as the underlying guidance documentation. Operations strive for a well-balanced program of safety, health and wellness initiatives, in keeping with the type and size of operation. Sony DADC Terre Haute, a manufacturing and distribution facility recertified their ISO 45001 certification in May 2024. Sony Pictures Slauson warehouse and Sony Interactive Entertainment San Mateo have attained their ISO45001 certification in Oct 2024.

Advancing Safety, Health and Well-Being

The tagline “Advancing Safety, Health and Well-Being” is used to communicate the objectives of Vision Zero and workplace safety. Sony Group Global Policy on Occupational Health and Safety (OHS) provides the underlying guidance for those efforts. In the Sony DADC Terre Haute, an extensive pinch point analysis was completed to ensure employee safety. New machinery incorporated into the operation in fiscal year 2024 went through a risk and hazard assessment before being placed into production. A Hazard Registry

for the site was created which contains associated risk ratings and control measures.



Advancing Safety, Health and Well-Being

OHS Activities and Training

Sony operations in North America are committed to ensuring the safety of our employees and reducing the risk of injuries and accidents through training. In 2023, each company planned a series of safety training sessions and events to promote a culture of safety in the workplace. Sony Electronics (SEL) and Sony Corporation of America (SCA) employees were offered Workplace Violence and Abusive Conduct training with close to 1,500 employees completed the training. Employees whose work require additional safety trainings have completed other specialized trainings this year, including Ladder Training. All employees also had the opportunity to take part in a series of wellness webinars, held throughout the year, with the aim to raise awareness and reduce health risks in different work environments. These webinars helped employees connect with the various Sony benefits offered and topics included Mental Health Awareness, Managing Staff Through Stressful Situations, Introduction to Exercise, Personal and Professional Boundaries, and Tools to Handle Stress, and Inclusivity in the Workplace. SCA continue to host their annual month long Safe@Sony campaign offering a series of in person and virtual events providing employees with emergency and disaster preparedness trainings, information, advice, and educational sessions on personal safety. Sony DADC held a “Healthier You !” campaign in Summer ‘24 promoting physical and mental health.

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Sony DADC Terre Haute "Healthier You !" campaign

Occupational Health and Safety Initiatives in Latin America

Sony Latin America has carried out the following activities during fiscal year 2024 to support the Region's Health and Safety program initiatives:

- Continued ongoing earthquake and fire evacuation drills.
- Relaunch EAP (Employee Assistance Program).
- Monthly meetings of the safety and health committee at work.
- Continued activities to promote employee health and well-being with: Health Week, support for occupational medical consultations for employees.
- Updated workplace risk prevention programs with courses and exercises on fire extinguisher use, evacuation, and emergency response.
- Monitoring and compliance with government regulations related to occupational health and safety.
- Occupational hygiene monitoring (lighting, ergonomics, and psychosocial) with an occupational doctor.
- Annual vaccinations (influenza and COVID-19).
- Healthy food workshops.
- Promoting physical activity for employees outside the office, such as running, padel tennis, etc.



Chile Health Week



Fire extinguisher training in Peru

Trainings/drills for emergency preparedness

CPR (Cardiopulmonary Resuscitation) and AED use, basic first aid training, annual evacuation drills and emergency brigade training are conducted at each location.

Active Breaks

Active breaks are carried out in some locations once a day with five-minute stretches to further promote ergonomics and good exercise-based habits during working hours.

Occupational Health and Safety Initiatives in Europe

In Europe, Sony's focus was on internal capacity building through trainings, consultations and growth of fire and safety trained employees. In addition to this continued tracking of performance, increasing emphasis was given to supporting the mental health of employees, better food & sleeping habits and psychological counseling. This approach was consistent with meeting the OHS targets, reducing risks of occupational incidents occurring and supporting the health and wellbeing of our employees.

Sony DADC Europe GmbH

In addition to regular Occupational Health & Safety trainings on workplace specific risks, Sony DADC Europe GmbH has expanded their cross-functional team of now 20 safety representatives, and (re-)qualified approx. 70 first aiders and fire safety officers. As part of the site's "OneFit" initiative numerous in-person trainings and courses were offered with topics ranging from sports to mental health and nutrition. Sony DADC was awarded the BGF seal of approval for workplace health promotion for the third time in 2024 by the Austrian Health Insurance Fund (ÖGK).



OneFit initiative

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BGF seal of approval for workplace health promotion

Sony UK Technology Centre has continued to drive a positive safety culture by providing an extensive list of health and safety courses, both in person as well as via their online platform SafetyHub. The courses covered a wide range of topics, from safety trainings provided by external organizations (e.g., Carbon accountancy, legionella control, mask fit testing), to online learnings about PPE, spill prevention, fire safety, driver safety and waste management. Moreover, Sony UK Technology Centre has 56 First Aiders, 41 Fire Wardens, and 21 Spill Responders on site. Over the course of fiscal year 2024, 161 team players completed in-person EHS refresher training. Additionally, 670 online courses were completed by 370 team players in areas such as waste management, fire safety and safe driving.

Sony Deutschland GmbH, Stuttgart Technology Center

Sony Stuttgart Technology Center carried out a general risk assessment for the entire site to identify potential hazards and realize the potential for improvement, this was carried out with around 55 employees. All employees (approximately 125) participated in the mandatory safety training to stay informed about the safety protocols and best practices. STC introduced soundproof boxes to help employees work in a quieter space, reducing noise and improving focus. Regular Occupational Safety meetings with a committee (8 employees and 1 external doctor) are still in place and conducted regularly. Participation with the external doctor was increased, to focus on mental health with the EAP (Employee Assistance Program). A wellness week and collaboration games were also held, with 75 employees participating in the latter.

Occupational Health and Safety Initiatives in Pan Asia

Sony's Global Occupational Health and Safety Management System (ISO 45001) has been continually improved by all ISO 45001 certified sites in the Pan Asia region, especially the manufacturing sites in Thailand and Malaysia. The process of extending this OHSMS to non-manufacturing sites in India is also underway.

Ongoing OHS initiatives

The reduction of injury cases was considered a continual improvement in all sites, with a focus on preventing injuries from machines, equipment, and tools as the first priority. This approach is aligned with the Pan Asia Region and Sony Group Corporation targets. Safety management inspections and patrols were performed at sites in Thailand and Malaysia, with strong support from site top management participating in this initiative.

Mental health is another initiative in the Pan Asia Region. For example, the Sony Technology Thailand (STT) & Sony Device Technology (SDT) site in Thailand is developing and setting up an assessment program to check employees' mental health status. The assessment results will be used to continually improve operations, including implementing a caring program for our employees. The Safety Buy-Off project at the Sony EMCS (Malaysia) site in Malaysia is a notable example of OHSMS in action for Pan Asia Region. This project involves a series of rigorous safety evaluations and approvals to ensure that all safety standards are met before the project is deemed complete. The process includes:

1. Initial Safety Assessments: Conducting thorough safety inspections at the beginning of the project by Regional Safety Officer and Site Safety Response Person.
2. Assessments Improvement and Ongoing Monitoring: The improvement was considered to improve together with regular safety audits throughout
3. Final Safety Approval: A comprehensive review and approval process to confirm that all safety requirements have been satisfied before approval to use the machine, equipment and tool.



Safety Buy-Off project (SOEM, Malaysia)

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External Recognition for OHS Initiatives (Fiscal Year 2024)

Site	Name of Award
Sony DADC Europe Ltd. Thalgau Site	BGF (Betriebliche Gesundheitsförderung) Seal (3rd time)
Shanghai Suoguang Visual Products Co., Ltd.	1. RBA Silver Medal Certificate 2. Shanghai Safety Culture Construction Demonstration Enterprise
Sony Device Technology(Thailand) Co.,Ltd.	1. National "Platinum Level" for excellent practices establishment on occupational safety and health (15th consecutive year) 2. Zero Accident Award 2024 (Gold Award, 3rd consecutive year)
Sony Technology (Thailand) Co.,Ltd. (Chonburi site)	1. Fiscal Year 2024 Occupational Health & Safety Excellence Project 2. Zero Accident Award 2024 (Platinum level)
Sony Technology (Thailand) Co.,Ltd. (Bangkadi site)	1. Fiscal Year 2024 Occupational Health & Safety Excellence Project 2. Zero Accident Award 2024 (Gold level, 3rd consecutive year)

OHS Performance

Sony employs a global data collection system to gather occupational health and safety data on a quarterly basis in the countries and regions in which it has operations. Sony analyzes these statistics to gain an understanding of circumstances and trends in terms of country/region and accident type, in order to help prevent recurrences.

Sony Group Global OHS Performance*1

FY	2020	2021	2022	2023	2024
Number of lost-work injuries (external contractors)	73*2 (19)*2	75 (6)	57 (10)	66 (12)	50 (3)
Number of lost workdays (external contractors)	1,373*2 (618)*2	1,210 (191)	1,458*3 (638)*3	1,424*2 (224)	1,309 (119)
Frequency rate	0.35*2	0.39	0.27*3	0.31	0.23
Severity rate	0.0054*2	0.0052	0.0057*3	0.0056	0.0050
Number of deaths	0	0	0	0	0

Scope of data for fiscal year 2024: 186 sites (manufacturing and logistics sites, non-manufacturing sites including sales & marketing companies)

(Definition)

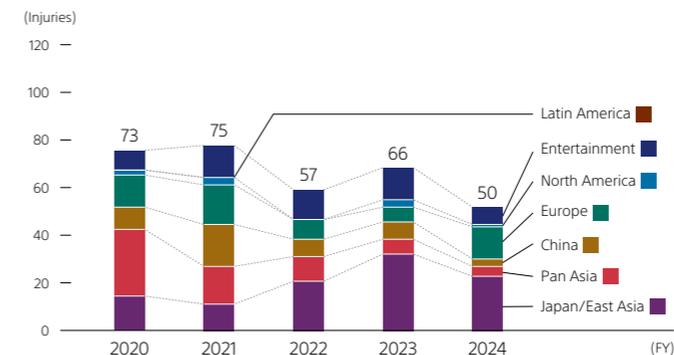
Frequency rate: Number of accidents causing one or more lost workdays ÷ total number of man-hours worked × 1,000,000

Severity rate: Number of lost workdays ÷ total number of man-hours worked × 1,000

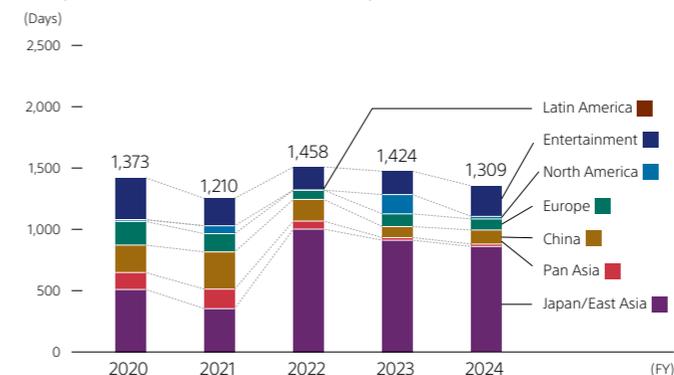
*1 Statistics include external contractors. Figures in parenthesis indicate accident data for non-Sony employees.

*2 Figures were corrected from those published in the previous year's report reflecting additional reporting.

Sony Global Trends in the Number of Injuries



Sony Global Trends in Lost Workdays



Major Causes of Injuries in Fiscal Year 2024

- Slips, trips and falls: 16 (7 fewer than the previous year)**
- Collisions and stepping on sharp objects : 9 accidents (3 more than the previous year)**
- Overexertion : 7 accidents (2 fewer than the previous year)**

These were the top three categories of unsafe behavior causing accidents in fiscal year 2024, accounting for roughly 60% of all accidents causing absence from work. Among these accidents, Sony has set a medium-term target of reducing slips, trips, falls and collisions, and is making global efforts aimed at improvement.

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