

SONY

S U S T A I N A B I L I T Y R E P O R T **2026**

Data Book 2026

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Published Content

The Data Book presents various data on major sustainability effort areas of the Sony Group Corporation and group companies.

For details on specific policies and initiatives, refer to “Sustainability Report 2026.”

→ [Sustainability Report 2026](#)

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Scope of Compiled Data

Generally, Sony Group Corporation, its consolidated subsidiaries and other companies within the scope of consolidation are included in the scope of compiled data.

However, for items where not all of these entities are included in the scope of compiled data, the scope of coverage is specified within each respective item.

Sony Group Corporation executed a partial spin-off of Financial Services business on October 1, 2025.

Unless otherwise noted, the data for fiscal years 2023 and 2024 includes Financial Services business, and the data for fiscal year 2025 does not.

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Item	Scope*1		Unit	2023	2024	2025
Number of employees	Sony Group*2	Total	Persons	113,000	112,300	94,900
		(Contract employees)	Persons	12,500	12,200	9,100
		Men	Persons	74,300*3	73,500*3	61,900*3
		Women	Persons	38,400*3	38,500*3	32,700*3
	Sony Group Corporation	Total	Persons	2,109	2,212	2,166
		(Contract employees)	Persons	114	138	151
		Men	Persons	1,456	1,521	1,458
		Women	Persons	653	691	708
	Japan*2	Total	Persons	57,200	57,500	42,300
		(Contract employees)	Persons	7,200	7,300	4,900
		Men	Persons	42,500	42,400	31,900
		Women	Persons	14,700	15,100	10,400
	Outside Japan*2	Total	Persons	55,800	54,800	52,600
		(Contract employees)	Persons	5,300	4,900	4,200
		Men	Persons	31,800*3	31,100*3	30,000*3
		Women	Persons	23,700*3	23,400*3	22,300*3
Number of employees by business segment*2	Total		Persons	113,000	112,300	94,900
	Game & Network Services		Persons	12,700	12,100	12,300
	Music		Persons	11,300	11,300	11,400
	Pictures		Persons	9,500	11,500	11,300
	Entertainment, Technology & Services		Persons	38,700	36,700	33,100
	Imaging & Sensing Solutions		Persons	19,700	19,200	18,800
	Financial Services		Persons	13,600	14,300	-
	All Other		Persons	1,900	1,700	1,600
	Corporate Employees		Persons	5,600	5,500	6,400

Item		Scope*1		Unit	2023	2024	2025
Employee ratio by age group	Sony Group Corporation	Total	Men	%	69.0	68.8	67.3
			Women	%	31.0	31.2	32.7
		Under 30	Men	%	9.6	9.4	9.3
			Women	%	4.9	4.5	4.8
		30 - 39	Men	%	18.2	18.8	18.4
			Women	%	8.6	9.2	9.6
		40 - 49	Men	%	22.7	21.3	19.7
			Women	%	8.8	8.5	8.8
		50 - 59	Men	%	15.6	16.0	16.3
			Women	%	7.9	8.2	8.5
		60 and over	Men	%	2.9	3.2	3.6
			Women	%	0.7	0.8	1.0
	Japan	Total	Men	%	74.5	73.8	75.5
			Women	%	25.5	26.2	24.5
		Under 30	Men	%	9.9	10.1	11.7
			Women	%	4.7	5.2	5.4
		30 - 39	Men	%	16.2	16.3	16.2
			Women	%	5.8	6.1	5.6
		40 - 49	Men	%	21.4	20.5	20.4
			Women	%	6.7	6.5	5.5
		50 - 59	Men	%	22.3	21.7	22.9
			Women	%	7.2	7.2	6.9
		60 and over	Men	%	4.7	5.1	4.2
			Women	%	1.2	1.2	1.0

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Item	Scope*1			Unit	2023	2024	2025
Management positions	Sony Group Corporation	Total	Total	Persons	2,133	2,235	2,192
			Men	Persons	1,475	1,540	1,478
			Women	Persons	658	695	714
			Percentage of women	%	30.8	31.1	32.6
		Board of Directors*4	Total	Persons	8	8	9
			Men	Persons	4	5	5
			Women	Persons	4	3	4
			Percentage of women	%	50.0	37.5	44.4
		In-house Directors	Total	Persons	2	2	2
			Men	Persons	2	2	2
			Women	Persons	0	0	0
			Percentage of women	%	0.0	0.0	0.0
		Senior Vice Presidents or higher*5	Total	Persons	22	22	19
			Men	Persons	19	19	16
			Women	Persons	3	3	3
			Percentage of women	%	13.6	13.6	15.8
		General Managers or higher	Total	Persons	96	110	112
			Men	Persons	81	92	93
			Women	Persons	15	18	19
			Percentage of women	%	15.6	16.4	17.0
		Senior Managers or higher	Total	Persons	224	242	244
			Men	Persons	180	189	190
			Women	Persons	44	53	54
			Percentage of women	%	19.6	21.9	22.1
		Assistant Managers or higher	Total	Persons	623	645	618
			Men	Persons	485	498	456
			Women	Persons	138	147	162
			Percentage of women	%	22.2	22.8	26.2
		All Other	Total	Persons	1,158	1,206	1,188
			Men	Persons	704	735	716
			Women	Persons	454	471	472
			Percentage of women	%	39.2	39.1	39.7
		Of which, people in management positions	Total	Persons	320	352	356
			Men	Persons	261	281	283
			Women	Persons	59	71	73
			Percentage of women	%	18.4	20.2	20.5
		Of which, people newly appointed in management positions	Total	Persons	29	34	14
			Men	Persons	20	25	12
			Women	Persons	9	9	2
			Percentage of women	%	31.0	26.5	14.3

(FY)

Item	Scope*1		Unit	2023	2024	2025
Women in the workforce	Sony Group		%	34.0	34.2	34.4
	Sony Group Corporation		%	31.0	31.2	32.7
	Japan		%	25.7	26.2	24.5
	Outside Japan		%	42.4	42.6	42.4
	United States		%	38.5	38.6	39.0
	Mainland China and Hong Kong Region		%	56.1	58.4	58.0
	Asia-Pacific*6		%	47.5	48.8	48.4
	Europe		%	36.1	36.3	36.0
	Other Areas*7		%	36.8	37.0	37.5
Management positions held by women*8	Sony Group		%	30.7	31.6	33.0
	Sony Group Corporation		%	18.4	20.2	20.5
	Japan		%	11.8	12.8	12.3
	Outside Japan		%	38.2	39.0	39.9
	United States		%	40.7	41.9	42.6
	Mainland China and Hong Kong Region		%	36.6	38.8	38.8
	Asia-Pacific*6		%	32.9	34.7	34.7
	Europe		%	37.4	37.6	38.1
	Other Areas*7		%	40.1	38.1	42.1
Average years of service	Sony Group	Total	Years	11.6	11.8	12.3
		Men	Years	12.1*3	12.3*3	12.8*3
		Women	Years	10.5*3	10.9*3	11.3*3
	Sony Group Corporation	Total	Years	15.8	15.8	16.0
		Men	Years	15.7	15.6	15.8
		Women	Years	16.1	16.3	16.3
	Japan	Total	Years	15.0	14.4	15.7
		Men	Years	15.1	14.4	15.6
		Women	Years	14.5	14.2	16.2
	Outside Japan	Total	Years	8.3	8.9	9.4
		Men	Years	8.3*3	9.0*3	9.6*3
		Women	Years	8.4*3	8.9*3	9.3*3

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Item	Scope*1		Unit	2023	2024	2025
Number of newly hired employees*9	Sony Group	Total	Persons	12,846	13,703	7,737
		Men	Persons	7,458*3	7,282*3	4,299*3
		Women	Persons	5,206*3	6,303*3	3,342*3
	Sony Group Corporation	Total	Persons	197	139	104
		Men	Persons	140	99	69
		Women	Persons	57	40	35
	Japan	Total	Persons	4,196	4,023	1,879
		Men	Persons	2,733	2,479	1,193
		Women	Persons	1,463	1,544	686
	Outside Japan	Total	Persons	8,650	9,680	5,858
		Men	Persons	4,725*3	4,803*3	3,106*3
		Women	Persons	3,743*3	4,759*3	2,656*3
Number of applicants per new graduate hire*10	Sony Group Corporation	All positions, men	Times	62.3	41.5	36.1
		All positions, women	Times	64.1	67.1	47.6
		Non-engineer positions, men	Times	55.8	70.9	39.4
		Non-engineer positions, women	Times	58.2	63.1	57.7
		Engineer positions, men	Times	66.7	32.8	33.8
		Engineer positions, women	Times	87.7	87.0	25.2
Turnover rate*11	Sony Group	Total	%	6.4	4.2	4.3
		Men	%	6.0*3	3.8*3	3.9*3
		Women	%	7.2*3	4.9*3	5.0*3
	Sony Group Corporation	Total	%	1.3	2.5	3.3
		Men	%	1.5	2.9	3.6
		Women	%	0.9	1.6	2.5
	Japan	Total	%	3.4	3.3	2.4
		Men	%	3.2	3.1	2.5
		Women	%	4.1	4.1	2.4
	Outside Japan	Total	%	9.3	4.9	5.8
		Men	%	9.7*3	4.7*3	5.5*3
		Women	%	8.7*3	5.2*3	6.1*3

(FY)

Item		Scope*1	Unit	2023	2024	2025	
Per capita HR development investment**12		Sony Group Corporation	Yen	205,000	203,000	280,000	
Training participation across Sony Group	Number of programs	Sony Group		19,778	17,755	28,838	
	Number of times offered		Times	38,601	20,080	24,252	
	Participants		Persons	421,165	288,944	320,222	
	Cumulative total training time		Hours	1,735,760	1,601,486	1,346,257	
	Number of programs	Japan		2,660	3,013	5,264	
	Number of times offered		Times	11,647	8,780	8,199	
	Participants		Persons	225,707	187,315	219,560	
	Cumulative total training time		Hours	983,087	812,621	660,360	
	Number of programs	Outside Japan		17,118	14,742	23,574	
	Number of times offered		Times	26,954	11,300	16,053	
	Participants		Persons	195,458	101,629	100,662	
	Cumulative total training time		Hours	752,673	788,865	685,897	
	Percentage of employees with disabilities**13		Sony Group Corporation	%	2.76	2.75	2.89
			Japan	%	2.48	2.54	2.70
	Average days of annual paid leave taken by employees		Sony Group Corporation	Days	15.8	14.2	15.8
			Japan	Days	14.6	14.0	15.7
Percentage of granted annual paid leave taken by employees		Sony Group Corporation	%	70.9	63.7	70.5	
		Japan	%	68.6	66.0	70.2	
Percentage of group companies with a flexible work policy**14		Japan	%	92.6	93.9	95.1	
Average overtime hours per month		Sony Group Corporation	Hours	24.1	22.2	21.7	

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Item	Scope*1		Unit	2023	2024	2025
Number of employees taking childcare leave (leave of absence) and childcare paid leave*15	Sony Group Corporation	Total	%	85.3	86.2	89.2
		Men	%	76.2	79.7	84.0
		Women	%	100.0	100.0	100.0
	Japan	Total	%	81.5	83.8	92.9
		Men	%	76.7	79.3	91.7
		Women	%	100.0	99.7	99.4
Employees who returned to work after childcare leave*16	Sony Group Corporation	Total	%	100.0	100.0	98.4
		Men	%	100.0	100.0	100.0
		Women	%	100.0	100.0	96.9
	Japan	Total	%	99.2	99.1	99.2
		Men	%	99.6	99.6	99.6
		Women	%	98.9	98.6	98.5
Retention of employees after childcare leave	Sony Group Corporation	Total	%	96.8	97.6	100.0
		Men	%	92.3	92.9	100.0
		Women	%	100.0	100.0	100.0
	Japan	Total	%	98.2	97.1	99.1
		Men	%	98.1	97.0	99.3
		Women	%	98.3	97.1	98.9

*1 Japan: Total of Sony Group companies including Sony Group Corporation

*2 Numbers rounded to the nearest hundred employees

*3 Employees included in these data are those for whom gender has been applied. Therefore, the sum of women and men employees is not equal to the total number of employees.

*4 Refer to the “Composition of Sony Group Corporation’s Board of Directors” datasheet for the latest figures.

*5 Excluding people who serve on the Board of Directors.

*6 Southeast Asia, Oceania, India, South Korea and Taiwan Region

*7 Middle East, Latin America, Africa, and Canada

*8 The definition of “manager” varies in different countries, regions and companies.

*9 Figures (exclude outside Japan) for fiscal year 2024 were corrected from those published in previous year’s report.

*10 Figures include only general employment contracts (regular employees). Figures for fical year 2024 were corrected from those published in previous year’s report.

*11 Only voluntary turnover of regular employees. Figures (Sony Group and Japan) for fiscal year 2024 were corrected from those published in previous year’s report.

*12 Employees included in these data are those who work for Sony Group Corporation. The aggregation methodology has been partially changed for fiscal year 2025.

*13 Only companies with 101 or more employees, including special-purpose subsidiaries. As of the end of March 2026

*14 A collective term for telework, remote work, working from home, etc.

*15 Percentage of employees who used the programs during the current fiscal year among employees with newborns during the current year.

*16 Percentage of employees who returned to work, among employees who completed their leave of absence by the end of the previous fiscal year.

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Human Rights

(FY)

Item	Scope	Unit	2023	2024	2025
Percentage of employees participating in human rights-related e-learning course	Sony Group Corporation and Group companies in Japan	%	95.0	73.0	82.0

Responsible Supply Chain

(FY)

Item	Scope		Unit	2023	2024	2025
Number of CSR self-assessments at own electronics manufacturing sites	Own electronics manufacturing sites		Companies	12 (100%)	12 (100%)	11 (100%)
Number of supplier CSR assessments implemented	Electronics products supply chain	Assessment using questionnaire	Plants	235	367	620
		Written improvement instructions	Plants	9	21	36
		Remote assessment / on-site assessment	Plants	12	19	32
Addressing the issue of conflict minerals	Sony Group	Number of smelters and refiners identified	Site	345	339	330
		Number of smelters and refiners with recognition, including RMAP*1, identified above.	Site	237	229	224

*1 Compliant with RMAP, contained in the London Bullion Market Association Good Delivery List or certified by the Responsible Jewellery Council.

Occupational Health & Safety

(FY)

Item	Scope		Unit	2023	2024	2025
Workplace accident statistics*1 *2	Number of accidents causing absence from work	Global	Reports	66 (12)	50 (3)	36 (7)
	Number of lost workdays		Days	1,424 (224)	1,309 (119)	755 (308)
	Frequency rate		Points	0.31	0.23	0.19
	Severity rate		Points	0.0056	0.0050	0.0028
	Number of deaths		Persons	0	0	0

*1 Scope of data for fiscal year 2025: 146 sites (manufacturing and logistics sites, non-manufacturing sites including sales & marketing companies) (Definition)
*2 Totals include external contractors. Figures in parenthesis indicate accident data for non-Sony employees. Number of lost workdays for fiscal year 2023 was revised upon confirmation of actual numbers.
*3 Sony Group Corporation executed a partial spin-off of the Financial Services business on October 1, 2025; however, the cumulative data above includes figures for the Financial Services business.

Community Engagement

(FY)

Item	Scope	Unit	2023	2024	2025
Community engagement*1	Sony Group	billion yen	Approx. 4.7	Approx. 4.9	Approx. 5.5
Sony Global Relief Fund for COVID-19*2	Sony Group	billion yen	Approx. 0.9	Approx. 0.8	Approx. 0.8
Global Social Justice Fund*2	Sony Group	billion yen	Approx. 2.0	Approx. 3.0	Approx. 1.3

*1 In addition to donations, sponsorships and independent program expenses (including facility operation expenses), this amount includes the market value of products donated
*2 Includes expenditures by fiscal year for Sony Global Relief Fund for COVID-19 and the Global Social Justice Fund

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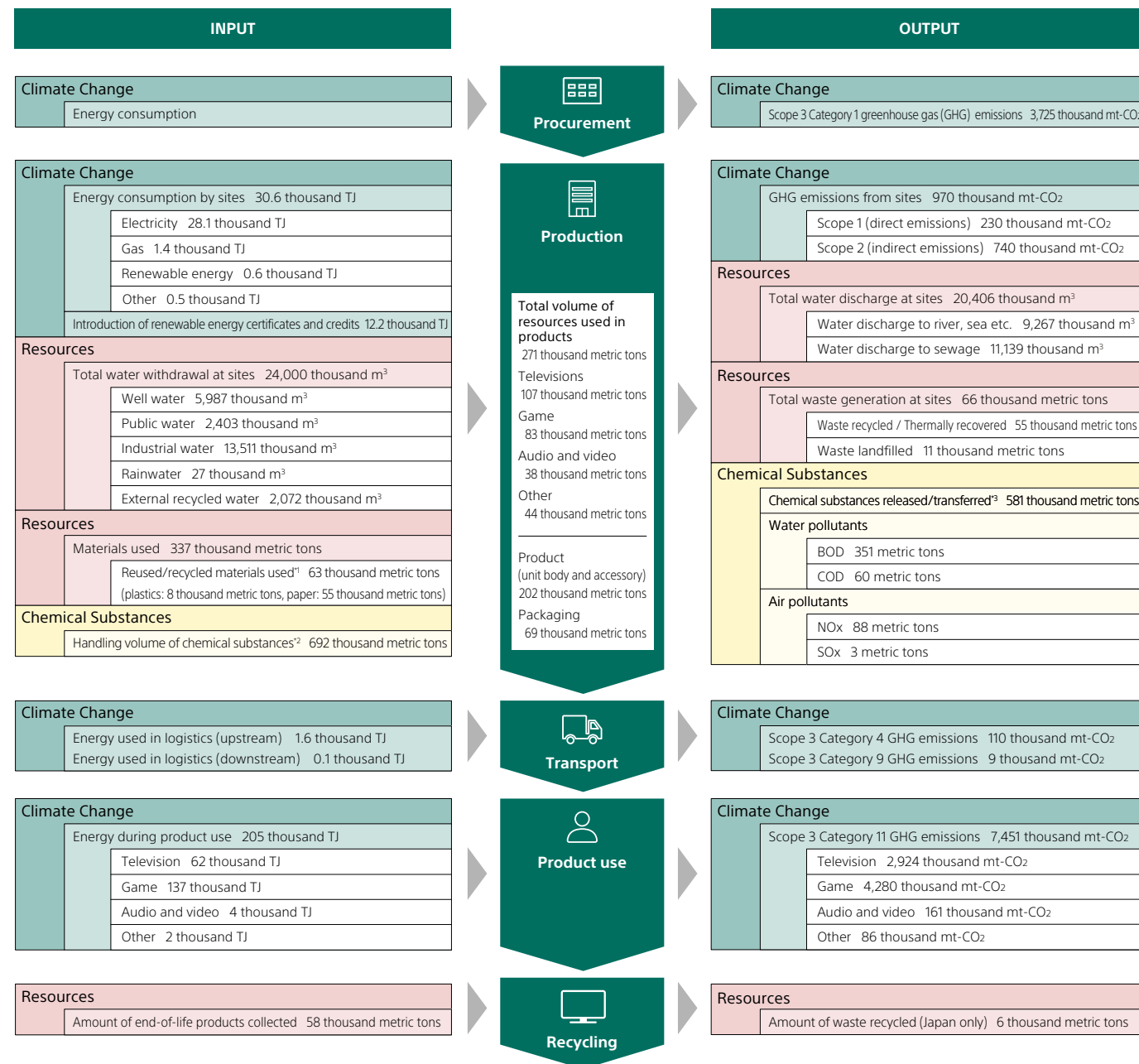
Sony's principal impact on the environment over the entire life cycle of its business activities during fiscal year 2025, including energy and resources used in business activities, energy consumed by Sony products when used by customers, and the recycling and disposal of products after use is shown on the right.

*1 Total volume of reused/recycled materials used in products

*2 Volume of Class 1-4 chemical substances handled

*3 Release and transfer related to the handling of chemical substances

Note: Environmental impact indicated are main examples and not an exhaustive list



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Climate Change

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Item	Scope	Unit	2023	2024	2025
Scope 1 GHG emissions*1	Group-wide ISO 14001 certified sites*2 *3	Thousand mt-CO ₂	241	235	✔ 230
Scope 2 GHG emissions*1	Group-wide ISO 14001 certified sites*2 *3	Thousand mt-CO ₂	826	810	✔ 740
GHG emissions from sites (Scope1+2)*1	Group-wide ISO 14001 certified sites*2 *3	Thousand mt-CO ₂	1,067	1,044	970
GHG emissions from sites (Scope1+2) Metric tons per unit of consolidated sales	Group-wide ISO 14001 certified sites*2 *3	mt-CO ₂ / million yen	0.082	0.081	0.078
Scope 3 GHG emissions	*4	Thousand mt-CO ₂	20,044	17,112	13,416
1 Purchased goods and services	*3 *4	Thousand mt-CO ₂	4,787	4,305	3,725
2 Capital goods	*3 *4	Thousand mt-CO ₂	2,321	2,053	1,751
3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	*3 *4	Thousand mt-CO ₂	140	136	127
4 Upstream transportation and distribution	*4	Thousand mt-CO ₂	142	122	110
5 Waste generated in operations	*3 *4	Thousand mt-CO ₂	56	58	55
6 Business travel	*3 *4	Thousand mt-CO ₂	58	54	52
7 Employee commuting	*3 *4	Thousand mt-CO ₂	97	76	66
8 Upstream leased assets	*4	Thousand mt-CO ₂	(N/A)	(N/A)	(N/A)
9 Downstream transportation and distribution	*4	Thousand mt-CO ₂	12	10	9
10 Processing of sold products	*4	Thousand mt-CO ₂	5	6	6
11 Use of sold products*1	*4	Thousand mt-CO ₂	12,337	10,219	7,451
12 End-of-life treatment of sold products	*4	Thousand mt-CO ₂	64	56	48
13 Downstream leased assets	*4	Thousand mt-CO ₂	(N/A)	(N/A)	(N/A)
14 Franchises	*4	Thousand mt-CO ₂	(N/A)	(N/A)	(N/A)
15 Investments	*3 *4	Thousand mt-CO ₂	25	16	16
GHG emissions related to logistics between nations and within regions	Sony Group	Thousand mt-CO ₂	134	114	110
Total of Scope 3 categories 2, 3, 4, 5, 6, 7, 11, and 12	*3 *4	Thousand mt-CO ₂	15,214	12,774	✔ 9,661
Energy consumption by sites	Group-wide ISO 14001 certified sites*2 *3	Thousand TJ	29	31	31
Renewable electricity rate	Group-wide ISO 14001 certified sites*2 *3	%	35.3	40.1	✔ 44.5
Annual energy consumption reduction rate per product (compared to fiscal year 2018)	Electronics products	%	0.7% reduction	4.6% reduction	6.7% reduction

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Item		Scope	Unit	2023	2024	2025
Total volume of resources used in products*5		Electronics products	Metric tons	365,957	312,454	271,084
Reduction rate of virgin oil-based plastic per product unit (excluding packaging materials)		Electronics products	%	16.1	22.1	22.1
Reduction rate of plastic packaging per product unit		Electronics products	%	25.1	28.4	29.9
Amount of circular plastic used in products*6		Electronics products	Metric tons	8,127	8,589	7,725
Amount of end-of-life products collected*7		Electronics products*8	Metric tons	59,544	57,003	57,936
Total waste generation at sites		Group-wide ISO 14001 certified sites*2 *3	Metric tons	65,375	68,512	66,215
	of which plastics waste	Group-wide ISO 14001 certified sites*2 *3	Metric tons	6,567	5,991	4,919
	of which waste recycled / thermally recovered	Group-wide ISO 14001 certified sites*2 *3	Metric tons	54,811	56,996	54,945
Waste generation intensity value improvement rate at sites		Group-wide ISO 14001 certified sites*2 *3	%	50.9% worsen	30.1% worsen	29.8% worsen
Landfilled waste rate at sites*9		Group-wide ISO 14001 certified sites*2 *3	%	0.9	0.7	0.6
Total water use at sites		Group-wide ISO 14001 certified sites*2 *3	Thousand m³	20,859	21,865	✔ 21,901
Water use intensity value improvement rate at sites*10		Group-wide ISO 14001 certified sites*2 *3	%	10.3% worsen	3.1% worsen	4.5% worsen
Total water withdrawal at sites		Group-wide ISO 14001 certified sites*2 *3	Thousand m³	22,627	24,284	24,000
	of which water withdrawal at sites with high water risk	Group-wide ISO 14001 certified sites*2 *3	Thousand m³	240	227	17
Total water discharge at sites		Group-wide ISO 14001 certified sites*2 *3	Thousand m³	19,670	20,803	✔ 20,406
Sites with high water risk*11		Group-wide ISO 14001 certified sites*2 *3	Sites	3 (3%)	3 (3%)	2 (2%)
	Japan / East Asia	Group-wide ISO 14001 certified sites*2 *3	Sites	0 (0%)	0 (0%)	0 (0%)
	North America	Group-wide ISO 14001 certified sites*2	Sites	0 (0%)	0 (0%)	0 (0%)
	Europe	Group-wide ISO 14001 certified sites*2	Sites	0 (0%)	0 (0%)	0 (0%)
	Pan Asia	Group-wide ISO 14001 certified sites*2	Sites	3 (43%)	3 (43%)	2 (29%)
	Mainland China and Hong Kong region	Group-wide ISO 14001 certified sites*2	Sites	0 (0%)	0 (0%)	0 (0%)
Sites with high water use*12		Group-wide ISO 14001 certified sites*2 *3	Sites	5 (6%)	5 (6%)	5 (6%)
	Japan / East Asia	Group-wide ISO 14001 certified sites*2 *3	Sites	5 (9%)	5 (9%)	5 (9%)
	North America	Group-wide ISO 14001 certified sites*2	Sites	0 (0%)	0 (0%)	0 (0%)
	Europe	Group-wide ISO 14001 certified sites*2	Sites	0 (0%)	0 (0%)	0 (0%)
	Pan Asia	Group-wide ISO 14001 certified sites*2	Sites	0 (0%)	0 (0%)	0 (0%)
	Mainland China and Hong Kong region	Group-wide ISO 14001 certified sites*2	Sites	0 (0%)	0 (0%)	0 (0%)

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Chemical Substances

(FY)

Item	Scope	Unit	2023	2024	2025
BOD emissions from sites	Group-wide ISO 14001 certified sites*2 *3	Metric tons	419	389	 351
COD emissions from sites	Group-wide ISO 14001 certified sites*2 *3	Metric tons	86	66	 60
NOx emissions from sites	Group-wide ISO 14001 certified sites*2 *3	Metric tons	70	79	88
SOx emissions from sites	Group-wide ISO 14001 certified sites*2 *3	Metric tons	3	3	3
Amount of chemical substances handled at sites					
Class 1 substances	Group-wide ISO 14001 certified sites*2 *3	Metric tons	0.74	0.51	0.31
Class 2 substances*13	Group-wide ISO 14001 certified sites*2 *3	Metric tons	5,407	5,543	4,978
Class 3 substances	Group-wide ISO 14001 certified sites*2 *3	Metric tons	45,118	48,776	52,153
Class 4 substances	Group-wide ISO 14001 certified sites*2 *3	Metric tons	390,260	560,853	635,203

Environmental Management

(FY)

Item	Scope	Unit	2023	2024	2025
Sites with integrated ISO 14001 certification within the scope of site data collection*14	Sony Group*3	Sites	86	86	83
Number of environmental accidents at sites	Sony Group*3	Reports	0	0	0

Note:  were assured by PricewaterhouseCoopers Sustainability LLC

*1 From FY2025, the emission factors applied have been changed from those available at the beginning of the reporting period to the latest factors available as of the end of the reporting period

*2 From fiscal year 2024, the figures are changed to those of sites that had obtained ISO 14001 integrated certification during the fiscal year (for sites that obtained certification during the fiscal year, the figures from the date of acquisition are included; for sites that were delisted during the fiscal year, the figures up to the date of delisting are included)

*3 Sony Group Corporation executed a partial spin-off of the financial services business on October 1, 2025; However these data items were compiled in accordance with Environmental Data Collection Methods and Rationale and include data from the Financial Services business for the period prior to the execution of the spin-off

*4 Refer to “Overview of Calculation for Scope 3 Emissions”

*5 Applies to products in the ET&S segment (excluding certain medical devices and FeliCa chips), the G&NS segment (excluding certain accessories), certain products in the I&SS segment, certain products in the Music segment (Japan), and certain products in the All Other segment

*6 Circular plastics refer to recycled plastics and renewable plastics

*7 The figure for fiscal year 2025 is as of July 2026. The figure for fiscal year 2023 has been corrected from that reported in the previous report

*8 This includes the weight of batteries and packaging. End-of-life products collected and counted may vary by region

*9 Excludes amount unavoidably landfilled due to the laws and administrative guidance of individual regions

*10 The figure for fiscal year 2023 has been corrected from that reported in the previous report

*11 Sites located in areas where the overall water risk score was 3 or higher based on a combined assessment using water risk assessment tools provided by the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF). The percentage in brackets indicates the proportion of high water risk sites among all ISO 14001 integrated certification sites in the region

*12 Sites with annual water use of 500,000 m³ or more in FY2024. The percentage in brackets indicates the proportion of high water use sites among all ISO 14001 integrated certification sites in the region

*13 The figures for fiscal years 2023 and 2024 have been revised from those reported in the previous report

*14 From fiscal year 2024, the scope of site data collection has been changed to sites with integrated ISO 14001 certification within the fiscal year (Until fiscal year 2023, the scope was sites with integrated ISO 14001 certification as of the end of the fiscal year)

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Environmental Data Collection Methods and Rationale

Scope, Collection Period, and Accuracy of Compiled Data

Collection period: April 1, 2025 - March 31, 2026

In principle, data for results was compiled in the period stated above. Estimates have been used, however, at some sites where the impact on overall results is deemed to be extremely minor.

Scope of data collection

■ Site data
83 sites were integrated ISO 14001 certified between April 1, 2025 and March 31, 2026. Among Sony Group consolidated sites, all manufacturing sites, distribution sites with 100 or more employees, and non-manufacturing sites with 1,000 or more employees are, in principle, expected to obtain integrated ISO 14001 certification.

■ Product data
Data covers all products manufactured by the Sony Group and sold outside the Group. Accessories, semi-manufactured products and components are included. Weight data includes the weight of packaging materials.

Data accuracy

■ Site data
Chemical substance data and environmental cost data collected from certain sites may be slightly less accurate than other data.

■ Product data
Data for some semi-manufactured products, components, and some products produced and sold overseas may be slightly less accurate than other data.

Greenhouse Gas-Related Data Collection Methods and Rationale

Greenhouse gas emissions from sites

Calculated based on energy-related emissions (power, heat, and fuel usage) and non-energy-related emissions (used for manufacturing processes, facilities) from sites.

■ GHG emissions from energy consumption (energy-related)
GHG emissions from energy consumption are calculated by multiplying the quantity of electrical power, heat and fuel (including fuel for motor vehicles, etc.) used at sites by the emission factors for each GHG.
For energy consumption using renewable energy including certificates, the emission factors for each GHG are zero.

■ Emissions of PFCs and other greenhouse gases (non-energy-related)
Emissions of PFCs and other greenhouse gases are converted to CO₂ emissions by multiplying greenhouse gas emissions from each site by its respective global warming potentials.
Global warming potentials are based on the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC). For mixed refrigerants not listed in the Sixth Assessment Report, the global warming potentials published by ASHRAE (American Society of Heating, Refrigeration and Air Conditioning Engineers) are applied.

■ GHG emission factors
[Electricity]
Japan: Latest rate published at the end of each fiscal year by contracted power companies.
Outside Japan: Latest rate published at the end of each fiscal year by

contracted power companies or that for the relevant country/region published by the International Energy Agency (IEA).

[Fuel & heat]
Japan/Outside Japan: Calculation method and list of emission factors applicable to Japan’s Act on Promotion of Global Warming Countermeasures are used (The Ministry of the Environment’s Greenhouse Gas Emissions Accounting and Reporting Manual Ver. 6.1). The municipal gas and heat rate used in Japan for suppliers listed in the Ministry of the Environment’s Greenhouse Gas Emissions Accounting and Reporting System is that listed for submission in 2025. Otherwise, the alternative value indicated in the relevant list is used.

Renewable electricity rate

Sony’s efforts to reduce greenhouse gas emissions through renewable energy use include using electrical power produced from renewable energy sources, purchasing electrical power produced from renewable energy sources, and purchasing renewable energy certificates and so on. Renewable electricity rates are calculated by the following equation.

Renewable electricity rate = renewable electricity consumption ÷ total consumption of sites × 100

GHG emissions from capital goods

GHG emissions are aggregated for the production of capital goods invested in by the Sony Group. These are calculated by multiplying the amount invested in facilities and software and the increase in right-of-use assets by an emissions intensity for household electronic appliances from the Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.6), [6] Emissions Intensity per Unit Price of Capital Goods, published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry (Japan).

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GHG emissions from fuel- and energy-related activities (not included in Scope 1 or Scope 2)

GHG emissions are aggregated for upstream from the procurement of fuel used by integrated ISO 14001 certified Sony Group sites, and from the production process of electricity and heat. These are calculated based on the Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.6), (7) Emissions Intensity from Electricity/Heat Usage, published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry (Japan), as well as IDEA Ver. 3.5.1 emissions intensity.

GHG emissions from upstream transportation and distribution

GHG emissions are aggregated for those from international transport of Sony Group G&NS, ET&S, I&SS segments and all other major electronics products (video game consoles, televisions, audio equipment, cameras, smartphones, image sensors, etc.), as well as regional transport of ET&S products in Japan, the US, Europe and Asia. For Japan, transportation for some G&NS and music products is included. These are calculated by multiplying ton-kilometers transported (weight of goods transported × distance traveled) by an emissions intensity. In certain instances, GHG emissions arising from transport by truck are calculated by multiplying an amount of fuel used (fuel consumption per kilometer × number of kilometers traveled) by an emissions intensity. For international transport by ship, the calculation uses the weight of goods transported including the weight of shipping containers. Emissions intensity (kg-CO₂/ton-kilometer) used for calculation uses the following values for international transportation.

Ship	Aircraft		
	< 463 km	≥ 463 km & < 1108 km	1108 km ≤
0.01283	1.970224	1.483384	0.622734

Regional transport emissions are calculated by prioritizing the emissions intensity supplied by the applicable region or country. For Japanese domestic transport, Sony refers to the factor of the amount

of fuel used per unit of freight transported (Ministry of Economy, Trade and Industry Notification No. 23 (2023)), based on the Act on Rationalizing Energy Use, and the emission factor related to fuel usage (Greenhouse Gas Emissions Calculation and Reporting Manual Ver. 6.1), based on the Act on Promotion of Global Warming Countermeasures. For transport in the United States, Sony uses the emissions intensity supplied by the SmartWay Transport Partnership, which is administered by the U.S. Environmental Protection Agency (EPA).

GHG emissions from waste generated in operations

GHG emissions are aggregated for those related to the disposal and treatment of waste (excluding valuable waste) not generated at integrated ISO 14001 certified Sony Group sites. These are calculated by multiplying amount of waste processed and recycled by type at sites by the emission intensity from the Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.6), (8) Emissions Intensity by Waste Type/Processing Method, published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry (Japan), as well as IDEA Ver. 3.5.1 emissions intensity.

GHG emissions from employee business travel

GHG emissions are aggregated for flights traveled by Sony Group employees on business trips in Japan, China, Europe, North America and South America, for which airline tickets are managed globally. These are calculated by multiplying the travel distance by the number of employees traveling, multiplied by an emissions intensity (kg-CO₂/person/km) for each class below.

	< 463 km	≥ 463 km & < 3700 km	3700 km ≤
Economy	0.129	0.079	0.077
Premium Economy	0.129	0.079	0.124
Business	0.129	0.119	0.225
First	0.129	0.119	0.310

GHG emissions from employee commuting

GHG emissions are aggregated for the commutes of Sony Group employees. These are calculated by multiplying the number of employees in Japan, the United States, Europe, mainland China and Hong Kong, Asia-Pacific, and other regions and activity data calculated from the commuting methods specified for each region by an emissions intensity in [10] Emissions Unit Value per Passenger Kilometer or [11] Emissions Unit Value per Expenditures for Transportation Fares in the Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.6), published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry (Japan), or in IDEA Ver. 3.5.1.

GHG emissions from use of sold products

GHG emissions are aggregated for major Sony Group G&NS and ET&S electronics products. These are calculated by multiplying the assumed lifetime power consumption (including standby) of products sold in the fiscal year of reporting by an emissions intensity (not the amount of GHG actually emitted during use of the fiscal year of reporting). In theory, GHG emissions during product use in the fiscal year of reporting should be calculated from the total quantity of electrical power consumed by previously sold Sony products that are still in use by consumers in the fiscal year of reporting. However, given the difficulty of determining how many previously sold Sony products are still in use by consumers of the total number of sold to date, Sony uses the estimated total quantity of electrical power consumed while in use over the lifetime of Sony products sold in the fiscal year of reporting to calculate GHG emissions during use. The hours of operation per year, standby time per year, and years of product use are calculated based on data obtained by various surveys. In Japan, Sony uses the latest emissions intensity provided by the Electric Power Council for a Low Carbon Society. Outside of Japan, it uses country or region-specific GHG emission factors as of the end of the applicable period provided by the International Energy Agency (IEA).

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GHG emissions from end-of-life treatment of sold products

GHG emissions are aggregated for those associated with the recycling or disposal of major electronic products (video game consoles, televisions, audio equipment, cameras, smartphones, etc.) handled by the Sony Group’s G&NS and ET&S segments and all other disc businesses. These are calculated by multiplying the total amount for products sold for the fiscal year of reporting by an emissions intensity from the Emissions Unit Values for Accounting of Greenhouse Gas Emissions, etc., by Organizations Throughout the Supply Chain (Ver. 3.6), (8) Emissions Intensity by Waste Type / Processing Method, published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry (Japan), as well as IDEA Ver. 3.5.1 emissions intensity.

For GHG-related data collection methods and rationale, see below.

[🔗 Greenhouse Gas-Related Data Collection Methods and Rationale](#)

Overview of Calculation for Scope 3 Emissions

Category		Overview of calculation
Category 1	Purchased goods and services	Emissions associated with raw materials and parts for use in electronics products sold by and the goods purchased by the Sony Group, from the extraction of resources through to production, as well as emissions related to certain data center use.
Category 2	Capital goods	Emissions associated with the production of capital goods purchased or acquired by the Sony Group.
Category 3	Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	Emissions associated with procurement of fuels and energy consumed by Sony Group sites within the scope of data collection.
Category 4	Upstream transportation and distribution	Emissions associated with the transportation of electronics products sold by the Sony Group and purchased parts.
Category 5	Waste generated in operations	Emissions associated with the treatment and disposal of waste generated by Sony Group sites within the scope of data collection.
Category 6	Business travel	Emissions associated with travel (by air) for business purposes by Sony Group company employees, mainly in Japan, Europe, and North America.
Category 7	Employee commuting	Emissions associated with employees’ commute from their homes to their workplace.
Category 8	Upstream leased assets	Not applicable (accounted for in other categories)
Category 9	Downstream transportation and distribution	Emissions associated with the distribution of electronics products sold by the Sony Group from retailers to consumers.
Category 10	Processing of sold products	Emissions associated with the assumed post-sale third-party processing of electronics products sold by the Sony Group.
Category 11	Use of sold products	Emissions associated with the consumption of electricity over their lifetime by electronics products sold by the Sony Group.
Category 12	End-of-life treatment of sold products	Emissions associated with the assumed end-of-life recycling or disposal of electronics products sold by the Sony Group.
Category 13	Downstream leased assets	Not applicable
Category 14	Franchises	Not applicable
Category 15	Investments	Emissions associated with some business activities of companies in which the Sony Group has invested.

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Resource-Related Data Collection Methods and Rationale

Amount of waste generated at sites

Total volume of industrial waste and non-industrial waste. This does not include valuable resources in Japan.

Amount of waste landfilled

Total amount of landfilled waste generated at sites.

Volume of water use/withdrawal/discharged

■ Volume of water use

The total volume of water used at sites (municipal water, industrial water, well water). This does not include water recycled outside the company and rainwater.

■ Volume of water withdrawal

The volume of water generated outside the company and rainwater, in addition to water consumed.

■ Volume of water discharged

The sum of discharged water to rivers and sewerage. For Sony sites where it is not possible to accurately grasp actual discharge volume, a calculation based on the volume of water used × average per-site rate for volume of water discharged is substituted.

Total volume of resources used in products

Total volume of resources used in products, accessories, manuals and packaging materials. Total weight of products shipped is used as a substitute.

Amount of end-of-life products collected

The amount of end-of-life products collected (including batteries and packaging) represents the weight of recycled products in Japan/East

Asia, Europe, North America, Pan Asia, and Latin America. Some amounts calculated based on the recycling expenses are included. The collection period may vary by region.

Other Data Collection Methods and Rationale

Volume of chemical substances handled/emitted

Class 3 and Class 4 chemical substances for which the amount handled annually is 100kg (Class3) / 1,000kg (Class4) or more are subject to reporting.

■ Volume of chemical substances handled

The volume of chemical substances used at sites; purchase volume is substituted when exact volume of usage cannot be determined.

■ Volume of chemical substances emitted

Volume of chemical substances released from sites in relation to their operation; calculations are based on purchase volume × distribution coefficient.

Emissions of water pollutants (BOD, COD)

Concentrations in water discharged × volume of water discharged. Sites that are requested to measure by law and other requirements, such as contracts, etc., are subjected to this data collection.

Emissions of air pollutants (NOx, SOx)

Volume calculated by multiplying emission volume by emission concentration. Sites that are requested to measure by law and other requirements, such as contracts, etc., are subjected to this data collection.

Independent Assurance Statement

Purpose and scope of assurance

Sony has obtained third-party assurance for environmental data since fiscal year 2001 to ensure the credibility of data reported and facilitate the ongoing improvement of its environmental management. Fiscal year 2025 data assurance was handled by PricewaterhouseCoopers Sustainability LLC, with related procedures including on-site inspection of manufacturing sites. Environmental data has been verified by a third party in accordance with ISAE3000 and ISAE3410.

Independent assurance statement

[Independent Assurance Statement \(full text\)](#) [PDF: 230 KB]



[Note]

The original “Independent Practitioner’s Limited Assurance Report” is in Japanese. This English translation is for readers’ convenience and reading this translation is not a substitute for reading the original assurance report in Japanese.

Independent Practitioner’s Limited Assurance Report (English Translation)

To Mr. Hiroki Totoki, President and CEO, Representative Corporate Executive Officer of Sony Group Corporation

July 31, 2026

PricewaterhouseCoopers Sustainability LLC
Otemachi Park Building,
1-1-1, Otemachi, Chiyoda-ku, Tokyo

Shizue Takashima
Partner

We have undertaken a limited assurance engagement in respect of the information listed below and identified with a ✓ (checkmark) (the “Identified Sustainability Information”) in Sony Group Corporation’s (the “Company”) Sustainability Report for the year ended March 31, 2026 (the “Sustainability Report 2026”).

Identified Sustainability Information

The Identified Sustainability Information for the year ended March 31, 2026 is summarized below:

Identified Sustainability Information	Amount (unit)
Scope 1 GHG emissions	230 (thousand tons-CO ₂)
Scope 2 GHG emissions	740 (thousand tons-CO ₂)
Total of Scope 3 GHG emissions from the following categories : Category 2: Capital goods Category 3: Fuel- and energy-related activities (not included in Scope 1 or Scope 2) Category 4: Upstream transportation and distribution Category 5: Waste generated in operations Category 6: Business travel Category 7: Employee commuting Category 11: Use of sold products Category 12: End-of-life treatment of sold products	9,661 (thousand tons-CO ₂)
Renewable electricity rate	44.5%
Total water use at sites	21,901 (thousand m ³)
Total water discharge at sites	20,406 (thousand m ³)
BOD emissions from sites	351 (tons)
COD emissions from sites	60 (tons)

Our assurance was with respect to the information for the year ended March 31, 2026 only and we have not performed any procedures with respect to earlier periods or any other elements included in the Sustainability Report 2026 and, therefore, do not express any conclusion thereon.

PricewaterhouseCoopers Sustainability LLC
Otemachi Park Building, 1-1-1 Otemachi, Chiyoda-ku, Tokyo 100-0004, Japan
T: +81 (3) 6212 6820, F: +81 (3) 6212 6821, www.pwc.com/jp/sustainability

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Governance Compliance

Ethics and Compliance (FY)

Item	Scope	Unit	2023	2024	2025
Number of reports to Sony Ethics & Compliance Hotline*	Sony Group	Reports	492	541	663

* Figures for fiscal year 2024 were corrected from those published in previous year's report.

Corporate Governance (FY)

Item	Scope	Unit	2024	2025	2026
Composition of Sony Group Corporation's Board of Directors*1	Total	Persons	10	11	10
	Outside directors	Persons	8	9	8
	Men	Persons	7	7	6
	Women	Persons	3 (30.0%)	4 (36.4%)	4 (40.0%)
	Persons of non-Japanese origin	Persons	4 (40.0%)	5 (45.5%)	6 (60.0%)
Composition of Sony Group Corporation executives*1 *2	Total	Persons	24 (2) *3	23 (2) *3	20 (2) *3
	Men	Persons	21 (2) *3	20 (2) *3	16 (1) *3
	Women	Persons	3 (12.5%)	3 (13.0%)	4 (1)*3 (20.0%)
	Persons of non-Japanese origin	Persons	5 (20.8%)	7 (30.4%)	7 (35.0%)

*1 As of end of August for each year
*2 FY2024: Chairman, President, Executive Deputy Presidents, Senior Executive Vice Presidents, Executive Vice President and Senior Vice Presidents
FY2025 and FY2026: Executive Chairman, President and CEO, Business CEOs, Chief Officers and Corporate Executives
*3 Number in parentheses refers to the number of people who concurrently serve as director

GRI Standards

Content Index

Sony's Sustainability reporting refers to international standards and guidelines related to Sustainability activity reporting. The below GRI Sustainability Reporting Standards Content Index includes related information available on Sony Group Portal Website.

Index No.	Index name	Related page
GRI Universal Standards		
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
1. The organization and its reporting practice		
2-1	Organizational details	Corporate Data Form 20-F Item 4 Editorial Policy Responsible Supply Chain Businesses & Products
2-2	Entities included in the organization's sustainability reporting	Editorial Policy
2-3	Reporting period, frequency and contact point	
2-4	Restatements of information	GRI Standards Content Index
2-5	External assurance	Independent Assurance Statement
2. Activities and workers		
2-6	Activities, value chain and other business relationships	Form 20-F Item 4
2-7	Employees	Form 20-F Item 4 Data Book > PEOPLE
2-8	Workers who are not employees	-
3. Governance		
2-9	Governance structure and composition	Corporate Strategy, Business Strategy and Other Policies Governance Framework

Index No.	Index name	Related page
2-10	Nomination and selection of the highest governance body	Governance Framework
2-11	Chair of the highest governance body	Governance Framework Corporate Governance Report (in Japanese)
2-12	Role of the highest governance body in overseeing the management of impacts	Form 20-F Item 4 Corporate Governance Report (in Japanese)
2-13	Delegation of responsibility for managing impacts	Organizational Structure
2-14	Role of the highest governance body in sustainability reporting	Organizational Structure
2-15	Conflicts of interest	Governance Framework
2-16	Communication of critical concerns	Internal Control and Governance Framework > Cybersecurity Ethics and Compliance
2-17	Collective knowledge of the highest governance body	Relations with Shareholders and Other Stakeholders
2-18	Evaluation of the performance of the highest governance body	Governance Framework
2-19	Remuneration policies	Governance Framework > Details of Actions Taken by the Board and Committees
2-20	Process to determine remuneration	
2-21	Annual total compensation ratio	The average annual compensation of Sony Group Corporation's employees in FY2025 is approximately 11.55 million yen, the total amount of cash compensation*1 of the CEO is approximately 611 million yen, and the ratio of the average annual compensation of our employees to the total cash compensation of the CEO is 1:53. The ratio of total cash compensation plus the grant criteria amount of stock-based compensation*2 is 1:214. *1 Fixed remuneration and remuneration linked to business results *2 Stock options and restricted stock units (RSUs). The stock-based compensation is based on the grant criteria amount for each Corporate Executive Officer for stock options and RSUs granted in FY2025. For details, see page 62 of the FY2025 SEC Filing. Form 20-F

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Index No.	Index name	Related page
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	🔗 Vision of Founder and Basic Policy for Sustainability Initiatives 🔗 Form 20-F
2-23	Policy commitments	→ Respect for Human Rights → Ethics and Compliance → Responsible Supply Chain
2-24	Embedding policy commitments	→ Respect for Human Rights → Ethics and Compliance → Responsible Supply Chain
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