

Statement on Slavery and Human Trafficking

As of March 31, 2026

This statement (“Statement”) is made pursuant to Section 54 of the UK Modern Slavery Act 2015 (the “UK Act”) and the Canada Fighting Against Forced Labor and Child Labor in Supply Chains Act (the “Canadian Act”) on behalf of reporting entities under the UK Act, which are listed in Annex A, and the reporting entities under the Canadian Act, which are listed in Annex B, collectively referred to as “Sony Reporting Entities”, “we” or “us”. The ultimate parent company of these entities is Sony Group Corporation, which is incorporated and headquartered in Japan.

Although not all Sony Group (“Sony”) companies are subject to the UK Act and the Canadian Act, all Sony companies throughout the world (including the Sony Reporting Entities) are required to comply with applicable Sony global policies and procedures. As such, this Statement identifies actions we have taken on a Sony-group wide and global basis during the fiscal year ended March 31, 2026, to prevent slavery and human trafficking from occurring in our business operations and supply chains, as well as additional steps taken by the Sony Reporting Entities.

1. Our human rights commitment

Slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking, and related forms of workplace abuse. In this Statement, we use the terms “slavery and human trafficking” to include all forms of slavery, servitude and forced or compulsory labour, human trafficking and child labour.

Sony is committed to maintaining and improving systems and processes to help identify and address risks of human rights violations related to our business operations and supply chains throughout the world. At a global level, we invest significant resources and collaborate with stakeholders, suppliers, and industry associations to develop and implement programs designed to prevent slavery and human trafficking in our business operations and supply chains.

Sony utilizes a risk-based approach to prioritize our mitigation efforts for risks of potential human rights abuses. Sony works with Business for Social Responsibility (“BSR”), an independent, non-profit, global organization devoted to building a just and sustainable world, to conduct group-wide human rights impact assessments to evaluate risks of slavery and human trafficking in our diverse businesses and supply chains. This is described in greater detail later in this Statement.

2. Organizational structure, operations and supply chain

Most activities to address slavery and human trafficking are streamlined and centralised by the Sustainability Department of Sony Group Corporation. In this role, the department coordinates and advances efforts toward a responsible supply chain in cooperation with procurement and other relevant functions at the corporate head office and across the various business units. The Sustainability Department is led by the Senior Executive in charge of Sustainability. The Sustainability Department also assesses external trends and communicates with stakeholders,

drawing on both sources of information to formulate our company-wide supply chain management policy (Sony Supply Chain Code of Conduct described in detail below). The Sustainability Department provides an annual report to Sony Group Corporation's Board of Directors (the "Board") on all key aspects of Sony's sustainability initiatives including addressing and mitigating the risks of slavery and human trafficking. The Sustainability Department also provides the Board with quarterly updates on relevant topics. Senior executives and department heads may also provide regular reports to the Board for review, as necessary.

In addition, for the electronics business, the Senior Executive in charge of Sustainability appoints management in each relevant business unit responsible for overall operational compliance within the business unit, including compliance with the Supply Chain Code of Conduct, risk assessments, regular monitoring and remedial measures.

2.1 Our operations

Sony is engaged in the development, design, manufacture, and sale of various kinds of electronic equipment, instruments and components for consumer, professional and industrial markets such as game hardware, televisions, audio and video recorders and players, still and video cameras, mobile phones, and image sensors (collectively, our "electronics products").

In addition to electronics products, Sony is engaged in the development, sales, production, distribution and licensing of game software, content, and network services. Sony is also engaged in the development, production, manufacture, and distribution of recorded music and the management and licensing of the words and music of songs as well as the production and distribution of animation titles, including game applications based on animation titles. Sony is also engaged in the production, acquisition and distribution of motion pictures and television programming and the operation of television and digital networks. Each of the Reporting Entities engages in certain of the activities described above.

2.2 Supply chain

Sony has global supply chains and procures for certain lines of business. Sony procures materials and parts for Sony's electronics products from suppliers located throughout the world including Japan, Asia-Pacific, Europe, and other areas.

Using information from the BSR risk assessments, our processes and controls, and from NGO reports, we determined that Sony's electronics products manufacturing business has a higher risk for potential human rights abuses than other Sony business segments or their supply chains. Sony's risks of slavery and human trafficking in our own business operations, including our electronics products manufacturing business, have been mitigated by various actions, which are described in greater detail later in this Statement.

2.2.1 Supply chain for electronics products

Sony develops, designs, manufactures and sells a wide range of electronics and other devices, utilizing an electronics supply chain that stretches across the entire globe. As of March 2026, we have 11 electronics manufacturing sites in Japan, China, South Korea, Thailand, Malaysia, and the UK.

Electronics manufacturing sites at Sony (as of March 2026):

- Japan: Sony Global Manufacturing & Operations Corporation, Sony Semiconductor Manufacturing Corporation, Sony Storage Media Corporation, Sony Storage Media Corporation, Sony/ Taiyo Corporation.
- China: Shanghai Suoguang Visual Products Co., Ltd., Sony Digital Products (Wuxi) Co., Ltd.
- South Korea: Sony Electronics of Korea Corp.
- Thailand: Sony Technology (Thailand) Co., Ltd., Sony Device Technology (Thailand) Co., Ltd.
- Malaysia: Sony EMCS (Malaysia) Sdn. Bhd.
- UK: Sony UK Technology Centre Ltd.

3. Our policies

3.1 Sony Group Code of Conduct

Our commitment to human rights is embedded in the Sony Group Code of Conduct (“Code of Conduct”). The Code of Conduct applies to all Sony directors, officers, and employees. The Code of Conduct has been translated into 25 languages, has been communicated to all Sony personnel, and is available publicly at

https://www.sony.com/en/SonyInfo/csr_report/compliance/code.html.

The Code of Conduct reflects ethical principles set out in various global guidelines including the following:

- Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises (the “OECD Guidelines”)
- The United Nations Global Compact
- The United Nations Universal Declaration of Human Rights (the “UDHR”)
- The Guiding Principles on Business and Human Rights (the “Guiding Principles”)
- Sustainable Development Goals (the “SDGs”)

The Code of Conduct is the cornerstone of Sony’s ethics and compliance program and prohibits any form of slavery or human trafficking in our operations. It also requires all Sony companies to adopt sound labour and employment practices, and to treat their employees in accordance with applicable law. This includes the establishment of appropriate disciplinary procedures for violations, which may include termination of employment.

The Code of Conduct explains what we should do in our day-to-day work to earn trust for the Sony brand, embracing Sony’s Purpose & Values. The Code of Conduct provides a set of guiding principles to conduct our business activities on a principled path. Staying true to the Code of Conduct is the basis for earning trust from stakeholders, and such continued efforts contributes to Sony’s sustainable growth. Sony engages with colleagues, business partners and the communities in which Sony does business based on our Code of Conduct.

All Sony suppliers and contractors are expected to adhere to Sony’s ethical values and comply with laws, respect for human rights, and fair labour and employment practices. In addition, Sony’s electronics business also expects suppliers to adhere to Sony policies as a condition for doing business (please see Section 4.1 for more information on this).

Sony periodically updates its Code of Conduct as part of its continued effort to provide clear direction on Sony's ethical principles and to maintain the Code of Conduct's effectiveness.

3.2 Sony Group Human Rights Policy

Sony's commitment to upholding fundamental human rights principles such as the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work (the "ILO Declaration") and to respecting internationally recognized human rights of people potentially affected by Sony's business operations throughout Sony's value chain is embedded in the Sony Group Human Rights Policy ("Human Rights Policy"), available at

https://www.sony.com/en/SonyInfo/csr_report/humanrights/humanrightspolicy_en.pdf.

The Human Rights Policy applies to all Sony companies and also provides an overview of our actions related to human rights-related due diligence, remedies, employee training, and other stakeholder engagement.

3.3 Supply Chain Code of Conduct

Sony is committed to working with its suppliers and other stakeholders to identify potential areas of risk and increase transparency. Sony also seeks to use its influence to help mitigate any negative impacts identified.

Sony is a founding member of the Responsible Business Alliance (the "RBA"), a non-profit coalition comprised of electronics, retail, automotive and toy companies committed to supporting the rights and well-being of workers and communities affected by the global supply chain. Sony adopted the Sony Supply Chain Code of Conduct (the "Supply Chain Code") for Sony's electronics products suppliers. The Supply Chain Code, which incorporates the RBA Code of Conduct, is derived from internationally recognized standards including the OECD Guidelines, Guiding Principles, ILO Declaration, ILO Fundamental Conventions, and UDHR and establishes standards designed to help achieve our goal that workers are treated with respect and dignity by suppliers and their rights are upheld. In particular, the Supply Chain Code prohibits the use of child labour, forced, bonded, or indentured labour, involuntary prison labour, slavery, and human trafficking.

The RBA Code of Conduct has been translated into 28 languages and is updated every five years to ensure its relevance to international norms and issues members may face in their supply chains. The RBA Code of Conduct review processes are extensive and follow a thorough consultation process with members and stakeholders. The Supply Chain Code is updated in line with the RBA Code of Conduct every 5 years. The fourth edition of the Supply Chain Code has been revised to ensure it is in line with the eighth edition of the RBA Code of Conduct, which was released in January 2024.

Sony requires suppliers doing business with Sony's electronics business to comply with the Supply Chain Code as part of the requirements applicable to their products. For more information, on how Sony enforce and encourage compliance with the Supply Chain Code, see Section 4.

The Supply Chain Code is available at

https://www.sony.com/en/SonyInfo/csr_report/sourcing/Sony_Supply_Chain_CoC_E.pdf

3.4 Sony Group Policy for Responsible Supply Chain of Minerals

As part of its commitment to avoid contributing to environmental concerns, conflicts, and human rights abuses through its sourcing practices, Sony identified certain minerals sourced from high-risk areas and which are high-risk for Sony from corporate social responsibility viewpoint, as “High-Risk Minerals” that are essential to the manufacture of electronics products, such as tin, tungsten, tantalum, gold, and cobalt. To mitigate the risks of sourcing these High-Risk Minerals, Sony established the Sony Group Policy for Responsible Supply Chain of Minerals. In this Policy, Sony pledges to avoid contributing to conflicts or serious human rights abuses through its sourcing practices, and pledges to refrain from knowingly purchasing any products, components or materials that contain High-Risk Minerals that contribute to conflicts or serious human rights abuses. Sony also works with its suppliers to address issues related to labour conditions, health and safety, and environmental protection at High-Risk Mineral production sites and in its procurement of these High-Risk Minerals.

Please refer to Section III, Supply Chain Overview in Exhibit 1.01 of the Sony Group Corporation Conflict Minerals Report for more details on these efforts made during the Reporting Period from January 1 to December 31, 2025. Sony’s Conflict Minerals Report is available at:

<https://www.sony.com/en/SonyInfo/IR/library/sec.html>

3.5 Sony Entertainment Supplier Codes of Conduct

Sony is committed to enhancing our responsible sourcing activities in the entertainment industry as well and has been working to strengthen our supplier program standards for human rights, ethical business practices, safety and environment in our recorded music, motion pictures and television businesses.

Sony Interactive Entertainment established its Sony Interactive Business Principles. Additionally, both Sony Pictures Entertainment and Sony Music Entertainment have each established a Supplier Code of Conduct. These documents are all based on principles similar to those of the Supply Chain Code.

- The Sony Pictures Entertainment Inc. Supplier Code of Conduct. is available at <https://supplier.sonypictures.com/codeofconduct.php>
- The Sony Music Entertainment Supplier Code of Conduct is available at <https://supplier.sonymusic.com/>
- The Sony Interactive Business Principles are available at <https://sonyinteractive.com/en/business-principles/>

4. Implementation of the policies

4.1 Contracts

Compliance with the Supply Chain Code is included as an expectation in electronics business contracts with raw materials and parts suppliers. These suppliers are provided the Supply Code upon signing a new contract and are kept informed of changes through updated documents. Further, Sony regularly reminds suppliers of their responsibilities and routinely obtains declarations of compliance from them. In fiscal year 2024, Sony shared the revised Supply Chain Code to its raw materials and parts suppliers and obtained a declaration of compliance

from them. In fiscal year 2025, Sony distributed the Supply Chain to all Sony's electronics business suppliers and again requested their compliance with the Supply Chain Code.

When starting new business dealings with suppliers, Sony requests compliance with the Supply Chain Code not only from the primary supplier, but also from plants supplying raw materials and parts. If a primary supplier is a trading company, Sony requires the trading company to ensure the raw materials and parts manufacturers comply with the Supply Chain Code. Sony also distributes the Supply Chain Code to our own supply chain, requesting through primary suppliers that it is observed by secondary and further suppliers.

4.2 Assessments

To ascertain supplier compliance with the Supply Chain Code, Sony's electronics business conducts assessments based on the supplier's risk level for all raw materials and parts suppliers and their manufacturing facilities. If Sony does not deal directly with the manufacturing facility, the assessments are conducted through the trading company or the manufacturer that is the primary supplier. Through the assessment, if any violations of, or risks related to violations of, the Supply Chain Code are identified at a manufacturer, we either issue instructions for improvement or conduct an on-site audit, including in-person interviews with workers and managers, to verify the actual situation, depending on the level of risk identified.

Assessments are similar to those indicated in RBA standards, and include contracts and other documentation, working hours, policies, procedures and health and safety verification. If issues are found, guidance for improvement is provided and we continue to verify and evaluate subsequent actions taken.

As a founding member of the RBA, Sony also works to strengthen its supplier assessments, ongoing monitoring, and other initiatives.

4.3 Audits

For higher risk suppliers, Sony's electronics business uses a third-party auditing company or Sony managed audit to confirm compliance with the Supply Chain Code. Worker interviews are included as part of this audit. During the worker interview, the auditor communicates directly with the workers and verifies whether they have paid any fees for employment, if the factory's health and safety conditions are good, and other relevant issues. The audits also include verification of relevant documents related to employment contracts, working hour data, policies and procedures and local health and safety conditions (details are described in section 5).

4.4 Providing education for the suppliers

Sony's electronics business conducts educational and awareness-raising activities to help suppliers better understand the responsible supply chain and other Sony sustainability initiatives. In order to facilitate a deeper understanding of the Supply Chain Code, we have prepared explanatory videos on specific topics related to human rights, which has been provided freely accessible to all electronics business suppliers. The video detailed the content of the Supply Chain Code, responsible sourcing of minerals and climate change initiatives, and further requested supplier cooperation in these endeavours.

4.5 Monitoring and evaluation: understanding and demonstrating effectiveness

Sony's electronics business issues improvement instructions to any supplier that it suspects of being in violation of the Supply Chain Code and then verifies whether those improvement instructions have been completed. If deficiencies are discovered through third-party audits of a supplier's manufacturing site, Sony requires the supplier to develop an improvement plan and, thereafter, monitors that supplier's performance.

4.6 Implementation of the Sony Group Policy for Responsible Supply Chain of Minerals

If it is determined that any of the four minerals (tantalum, tin, gold or tungsten) are used in the manufacture of products, Sony requires relevant suppliers to comply with the Sony Group Policy for Responsible Supply Chain of Minerals and to fully cooperate with its due diligence efforts regarding sourcing the four minerals in accordance with the terms of this policy.

In the event that Sony confirms that any of its products, components or materials may contain minerals in violation of the Sony Group Policy for Responsible Supply Chain of Minerals, Sony, in collaboration with relevant suppliers, takes actions reasonably necessary to eliminate such minerals from such products, components or materials and requests that the supplier makes necessary improvement to its sourcing practices. This includes adoption of a mineral supply chain policy, increased responsiveness and accuracy for surveys on the use of the four minerals, and use of the four minerals sourced from smelters or refiners participating in the Responsible Minerals Assurance Process ("RMAP") program, or who are otherwise recognized as not contributing to conflict or human rights violations through other trusted mineral traceability projects. In addition to the four minerals, Sony has recognized cobalt as another high-risk mineral and launched efforts to build a responsible cobalt supply chain. Sony manages its cobalt supply chain using industry standard tools, such as the Extended Mineral Reporting Template ("EMRT") developed by the Responsible Minerals Initiative ("RMI"), and by carrying out further third-party RMAP audits of cobalt refineries.

5. Identifying, assessing and addressing risks of slavery and human trafficking

5.1 Risks of slavery and human trafficking in our operations and supply chains

As noted earlier in this Statement, we determined that Sony's electronics products manufacturing business and its supply chain have a higher risk for potential slavery and human trafficking than other Sony's business segments or their supply chains. Sony's risks of slavery and human trafficking in our own business operations, including our electronics products manufacturing business, have been mitigated by robust employment policies, training, and other controls. Our efforts to mitigate our areas of highest risk which is our electronic products manufacturing business and supply chain are described in more detail below.

5.2 Identifying and assessing actual and potential human rights impacts in Sony-owned manufacturing sites

Sony-owned manufacturing sites are operated by Sony employees, service suppliers and on-site contractors. These sites are required to comply with the standards of the Code of Conduct and the Supply Chain Code. Sony internal procedures require implementation of an improvement plan in the event of any areas of non-compliance. Assessments and audits to confirm compliance with these standards are an integral part of our processes.

5.2.1 Self-assessments

All Sony-owned electronics products manufacturing sites conduct an annual self-assessment utilizing the RBA Self-Assessment Questionnaire (“RBA Questionnaire”) to monitor adherence to the Supply Chain Code. The RBA Questionnaire was completed by all Sony manufacturing sites for fiscal year 2025. The RBA Questionnaire results were reviewed and analysed internally. No Sony-owned manufacturing sites were identified as high risk.

5.2.2 Audits

Selected Sony-owned manufacturing sites regularly conduct the RBA Validated Assessment Program or equivalent audits.

5.3 Identifying and assessing actual and potential human rights impacts within supply chains

All new and existing electronics products production suppliers are required to comply with the Supply Chain Code. As described in sections 4.2 and 4.3, assessments and audits are an integral part of our supply chain management.

5.3.1 New suppliers

Sony conducts an initial assessment of all new Original Equipment Manufacturer/ Original Design Manufacturer (“OEM/ODM”) suppliers, all new raw materials and parts suppliers, as well as their manufacturing facilities to determine suppliers risk level. Risk level is based on such factors including the country and region in which they are located, size of business, industry, and type of business. Higher-risk suppliers are subject to additional, more comprehensive, assessments utilizing either the RBA Questionnaire or a questionnaire on labour, health and safety, environment, and ethics based on the RBA Code of Conduct developed by Sony (“Sony Questionnaire”). These questionnaires evaluate compliance with the Supply Chain Code, including issues related to slavery and human trafficking among foreign, migrant and immigrant workers, which has become a global issue. Completed questionnaires are analysed to identify potential risks.

5.3.2 Existing suppliers

All existing OEM/ODM suppliers that do sizable business with Sony are subject to annual assessments using the RBA Questionnaire. If the assessment indicates a high risk that OEM/ODM supplier is subject to an on-site audit, which may be conducted by an independent third-party auditor. Sony has also strengthened its activities for existing raw materials/parts suppliers over time. Existing raw materials and parts suppliers, and their manufacturing facilities are regularly categorized by risk level, based on such factors as the country and region in which they are located, size of business, industry, and type of business to determine if they fit criteria for assessment. Higher risk raw materials/parts suppliers must complete an assessment using the RBA Questionnaire or the Sony Questionnaire. Their responses are analysed to identify any potential risks. If Sony does not deal directly with the manufacturing facility, the assessments are conducted through the trading company or manufacturer that is the primary supplier.

5.4 Additional assessment for suppliers in specific area

5.4.1 Enhanced Assessments to determine labour conditions for foreign workers in Malaysia

In addition to regular supplier assessments, we conduct on-site visits at manufacturing plants of selected suppliers in Malaysia and carry out surveys on labour practices, including interviews with foreign migrant workers. Through these on-site visits, we have identified certain violations of the Supply Chain Code at some suppliers and have requested corrective actions.

These on-site visit activities have since been expanded to supplier manufacturing plants in other countries across our supply chain. If violations are identified, suppliers are requested to implement improvements.

5.4.2 Enhanced Assessments to determine labour conditions for foreign workers in Japan

In light of recent reports that foreign and immigrant workers are at risk of forced labour conditions throughout the world, Sony assesses all Sony manufacturing sites located in Japan to determine if any of these sites directly or indirectly employs foreign or immigrant workers. Sony utilizes the RBA Questionnaire to determine the actual terms of employment and working conditions for these workers at any site that directly or indirectly employs foreign or immigrant workers. Sony also conducts document assessments of on-site subcontractors at selected manufacturing sites to verify:

- (i) their hiring processes for technical intern trainees, both in Japan and the countries in which they were hired, and
- (ii) the labour conditions of these trainees.

The results of these surveys and additional document assessments for technical intern trainees show that on-site subcontractors in Japan are taking required steps to ensure compliance with the labour standards set out in our Supply Chain Code.

5.5 Assessment results in fiscal year 2025

5.5.1 Risks assessment results of the Sony manufacturer sites

The RBA Questionnaire was conducted for all Sony manufacturing sites in FY25. None of the sites were identified as “high risk.”

Sony has conducted group-wide human rights risk impact assessments since 2012 in partnership with BSR to identify relevant risks and to work to mitigate them.

5.5.2 Risks assessment of the suppliers

In fiscal year 2025, we conducted a total of 620 document-based assessments for new and existing supplier plants. We also conducted on-site or remote assessments and interviews at 32 plants. The results of these assessments are as follows:

a) Risk assessment results of the new supplier plants

In fiscal year 2025, Sony conducted document-based CSR assessments for 84 new supplier plants. 3 supplier plants were determined not to meet our standards for compliance with the

Supply Chain Code, and we issued written instructions for improvement and monitored the progress of their corrective actions.

In addition, 7 supplier plants underwent an on-site audit. We require suppliers to develop corrective action plans for non-conformances with the Supply Chain Code identified through audits, such as working hours exceeding the standard set by the Supply Chain Code. We also monitor the implementation status of these improvement plans.

b) Risk assessment results of the existing supplier plants

In fiscal year 2025, Sony conducted document-based CSR assessments for 536 existing supplier plants. 33 supplier plants were determined not to meet our standards for compliance with the Supply Chain Code, and we issued written instructions for improvement and monitored the progress of their corrective actions.

In addition, 23 supplier plants underwent an on-site audit, and 2 supplier plants underwent a remote audit. We require suppliers to develop corrective action plans for non-conformances with the Supply Chain Code identified through audits, such as working hours exceeding the standard set by the Supply Chain Code. We also monitor the implementation status of these improvement plans.

5.5.3 Identified incidents of slavery and human trafficking

Through the risk assessments described above, we have not identified any modern slavery issues in fiscal year 2025.

5.6 Incorporating findings from the external reports

In cases where a potential violation of the Supply Chain Code is reported via external sources, such as NGOs or media reports, we aim to act expeditiously and objectively to verify the facts. If the reported violation is confirmed at our manufacturing sites, Sony ensures that corrective action is immediately taken. At supplier plants, Sony promptly requests the supplier to establish corrective action plans and implement it without delay. We also request progress reports for implementation of these plans and further validate by conducting follow-up audits as needed. Sony's policy is to review its business relationship with a supplier if a serious violation of the Supply Chain Code is confirmed (including slavery and human trafficking) or if the supplier fails to cooperate fully in corrective actions.

In cases where Sony becomes aware of potential violations at a secondary supplier, Sony works with the primary supplier to ensure that remedial action is taken.

5.7 Evaluating the effectiveness of Sony actions to assess and address the risk of a slavery and human trafficking

Sony evaluates the performance of its initiatives by tracking overall Sony and supplier performance metrics, comparing the year-over-year results of the number of assessments using questionnaires, improvements requested, and remote/on-site visits. The Sustainability Department also assesses external trends and communicates with stakeholders to help gauge the effectiveness of actions taken.

6. Grievance mechanisms and remediation

6.1 Grievance mechanisms for all employees working at Sony

Sony employees are encouraged to raise any concerns and have multiple channels to do so, including the Sony Ethics & Compliance Hotline which is available in different local languages and staffed by independent third-party operators. Sony protects reporters from retaliation.

6.2 Grievance system for Sony Group electronics supply chain for reporting from a broad range of stakeholders

Sony also offers additional resources to facilitate the reporting of concerns related to the Supply Chain Code.

Sony has a specific grievance system for relevant stakeholders in the electronics supply chain (hereinafter referred to as the “Grievance System”), including but not limited to manufacturers and suppliers of raw materials, parts, manufacturing equipment, their employees, and other associated parties. The Grievance System provides the relevant stakeholders with a dedicated online inquiry form to report any conduct within the electronics supply chain that violates or may violate the Supply Chain Codes or the Sony Group Policy for Responsible Supply Chain of Minerals. Concerns submitted through the Grievance System are received and investigated by an organization that is not directly involved in the subject matter of the grievance. If corrective actions are necessary as a result of investigation, Sony takes reasonable corrective action as appropriate, as described in section 6.3.

Sony introduces the Grievance System to all new electronics business suppliers before beginning transactions. In fiscal year 2025, we received 15 reports via the Grievance System, including a case concerning labour environment at suppliers in Asia.

6.3 Remediation

Sony aims to investigate allegations and other concerns arising from its due diligence process expeditiously and objectively. If a violation by a supplier is confirmed, Sony requires the supplier to take corrective action. In the case where a supplier refuses to cooperate with the investigation or fails to take requested corrective action, Sony will reconsider the business relationship. If the violation involves an indirect supplier, the relevant Sony affiliate will work with its direct supplier to obtain corrective action from such indirect supplier.

Sony has implemented the following remediation measures, among others: in fiscal year 2024, Sony discontinued sourcing from a third-party Malaysian supplier due to the supplier’s failure to make significant progress on corrective measures required by Sony. These corrective measures included: 1) appropriate payments to workers, 2) proper management of working hours, and 3) improvement of living condition in the worker dormitory. Sony neither owned nor operated that supplier and did not employ its workers. Nonetheless, in collaboration with the RBA, Sony, in fiscal year 2025, provided funding to help support the affected workers in furtherance of Sony’s commitment to human rights.

7. Stakeholder engagement

With the aim of improving processes in the electronics industry supply chain, in 2004 Sony and other companies established the Electronic Industry Citizenship Coalition (“EICC” which was in 2017 restructured into the RBA). The EICC initially developed the EICC Code of

Conduct incorporating best industry practices. This later became the RBA Code of Conduct. The RBA works with its member companies to develop tools that help to establish and manage codes of conduct, Web-based systems, and skills development programs for suppliers. As of June 2025, the RBA consisted of more than 250 participating companies from Europe, the Americas and Asia, and includes manufacturers and OEM companies. The RBA has membership categories for different levels of engagement and has granted Full Member status to Sony, its highest membership category. Additionally, Sony has worked as a member of the RBA Board of Directors from 2020 to 2024. The RBA promotes corporate social responsibility (“CSR”) in supply chains through the RMI, which addresses issues with minerals procurement, the Responsible Labor Initiative (“RLI”), which addresses human rights issues such as forced labour, and other programs.

Furthermore, this Statement also describes various types of Sony’s stakeholder engagement, including collaboration with suppliers, employees, and third parties through different actions aimed at addressing risks related to slavery and human trafficking.

8. Training

8.1 Training for all Sony employees

All Sony employees are required to receive initial and periodic refresher training on the Code of Conduct to ensure that they understand Sony’s commitment to its core ethical values and internal policies.

8.2 Training for the personnel responsible for responsible supply chain

In fiscal year 2025, Sony conducted training for the personnel responsible for promoting responsible supply chains within the business units subject to the Supply Chain Code. The training included a comprehensive review of the Supply Chain Code, along with good practices in specific areas such as responsible disengagement and grievance mechanisms.

8.3 Training for procurement personnel

Sony conducts training for employees who are involved in procurement on socially responsible procurement practices and the Supply Chain Code.

8.3.1 Training for managers of procurement departments

In fiscal year 2025, managers from the Sustainability Department of Sony Group Corporation conducted training sessions for procurement managers to update and deepen understanding of the latest information regarding human rights issues in the supply chain.

8.3.2 Training for all procurement personnel

All raw materials and parts procurement personnel received additional training regarding Sony sustainability and procurement policy and initiatives. For new such procurement personnel, training regarding Sony Sustainability and procurement policy and initiatives is provided annually.

In fiscal year 2025, all procurement personnel received on-line training regarding Sony sustainability and human rights issues in the supply chain to refresh their knowledge.

8.3.3 Additional training for procurement personnel in select countries and regions

In fiscal year 2025, Sony further provided a deeper training to the procurement personnel in Malaysia, Thailand, and China who have been assigned to be the assessors verifying the compliance with the Supply Chain Code at suppliers located in each country and region regarding human rights issue, the risks related to human rights violations identified in supply chain, and the requirements of the Supply Chain Code.

This training aims to enable the assessors to identify risks at supplier on-site visits and provide guidance for improvement.

8.4 Training for suppliers

In fiscal 2025, Sony has distributed the Supply Chain Code to all Sony electronics business suppliers and requested their compliance with the Code. In order to facilitate a deeper understanding of the Code, Sony has prepared explanatory videos on specific topics related to human rights, which are made accessible to all suppliers, as described in section 4.4.

9. Continuous improvement

9.1 Policies

The policies are updated on an as needed basis.

9.2 Identifying, assessing and addressing risk of slavery and human trafficking

Sony continuously acquires knowledge about human rights risks in each country and region through supplier assessments, audits, and site visits, as well as through information obtained from external organizations. In addition, Sony monitors trends in human rights- related laws and regulations. Sony takes this information and knowledge into account to further refine and optimize its assessment processes and approaches.

Based on the past assessment results, which are described in Section 4.2, 4.3 and 5.3, Sony has incorporated a new assessment procedure as described in Section 5.4. In this way, Sony will continue to review and enhance its processes for identifying and assessment and approaches for addressing the risk of slavery and human trafficking.

Annex A: UK Act

Each of the below entities are Reporting Entities under the UK Act.

1. AWAL Digital Limited
2. AWAL Recordings Ltd
3. Bad Wolf Ltd
4. Bleeding Fingers Inc.
5. Broccoli Content Limited
6. Century Media Records Limited
7. Ceremony of Roses UK Limited
8. Columbia Pictures Corporation Limited
9. Crunchyroll, LLC
10. Essential Music & Marketing Limited (t/a The Orchard)
11. Extreme Music Library Limited
12. Firesprite Games Limited
13. FIRESPRITE LIMITED
14. Hawk-Eye Innovations Limited
15. K.P.M. Music Limited
16. LBP Outlander 6 and 7 Limited
17. LBP-TV 2 Limited
18. Ministry Of Sound Recordings Limited
19. Now That's What I Call Music LLP
20. Psygnosis Limited
21. Raymond Gubbay Limited
22. Robots and Humans Music Limited
23. Royalty Share Limited
24. Senbla Limited
25. Simco Limited
26. SMEIL Digital Limited
27. Somethin Else Group Limited
28. Sony DADC UK Limited
29. Sony Europe B.V.
30. Sony Europe Limited
31. Sony Interactive Entertainment Direct Europe Limited
32. Sony Interactive Entertainment Europe Limited
33. Sony Interactive Entertainment Network Europe Limited
34. Sony Interactive Entertainment UK Limited
35. Sony Music Entertainment International Limited
36. Sony Music Entertainment Ireland Limited
37. Sony Music Entertainment UK Limited
38. Sony Music Publishing (UK) Limited
39. SP Film Production
40. The Orchard, EU Limited

UK Act – Approval of Statement

Solely for purposes of compliance with the UK Act, this Statement has been approved by:

- The Board of Directors of Sony Europe Limited on May 11, 2026, on behalf of Sony Europe Limited (reporting entity numbered 30 on the previous page) which is the parent company of the reporting entities numbered 14 and 29 on the previous page; and
- The Board of Directors of Sony Corporation of America on April 30, 2026, on behalf of the reporting entities numbered 1-13, 15-28, and 31-40 on the previous page, for which Sony Corporation of America is the parent company.

Atsuki Matsuzawa

Director, Sony Europe Limited

Date: 05/15/2026

Signature: *Atsuki Matsuzawa*

Karen Halby

President and Director, Sony Corporation of America

Date: 05/15/2026

Signature: *K-J Halby*

Annex B: Canada Act

Each of the below entities are Reporting Entities under the Canadian Act.

Reporting Entity Name(s)	Reporting Entity Categorization	Reporting Entity Activities in Canada
Sony Corporation of America (“SCA”)	Corporation	SCA is the ultimate parent company for each of the Reporting Entities under the Canadian Act. SCA provides services to the Canadian Reporting Entities including legal, compliance, sustainability, and procurement. SCA is not a manufacturer. SCA’s headcount is 750 employees.
Sony Electronics Inc. (“SEL”)	Corporation	SEL is a registered non-resident importer that sells and distributes electronic products to retailers for online sales, and to other commercial or professional entities in Canada. SEL also sells semiconductors to customers in Canada. SEL is not a manufacturer. It provides engineering teams to support the manufacturing of Sony branded TVs in Mexico at a non-Sony third party factory. The products it imports and distributes in Canada are manufactured primarily in Asia and Mexico. SEL is registered for environmental compliance in Canada. Key consumer products include televisions, home theatres, players, headphones, earphones, MP3 players, wireless speakers, cameras and memory cards. Professional products and solutions are marketed to sectors such as broadcast and production, sports, entertainment, education, corporate and healthcare. Professional products include studio and broadcast cameras, digital cinema cameras, camcorders, professional monitors, projectors, and optical disc archiving devices among others. Professional solutions include the HawkEye sports tracking technology. SEL’s headcount is 1,349 employees.
Sony Interactive Entertainment LLC (“SIE”)	Corporation	SIE’s sells electronic products to its appointed local distributor, Sony Interactive Canada Inc., which resells such products to a range of retail partners throughout Canada. SIE’s core business is consumer products, including products marketed under the PlayStation brand, including gaming consoles, videogames and associated peripherals, and accessories. SIE is not a manufacturer. All SIE products are manufactured outside of Canada. SIE operates the PlayStation online store from which it sells digital products and services to Canadian consumers. SIE also enters into arrangements with various videogame and media service providers for these services to be featured and accessed on the PlayStation interface. SIE’s headcount is 4,432 employees.
Sony Music Entertainment Canada Inc. (“SME”)	Corporation	SME’s principal activities include the production, marketing, promotion, sale and licensing of pre-recorded music and related audiovisual works via digital channels and in the form of compact discs, vinyl records, and DVDs. SME is also involved in sale of associated merchandise and in sponsorships and endorsements. SME is not a manufacturer. SME’s headcount is 111 employees.
Sony Pictures Entertainment Canada and Sony Pictures Imageworks Canada Inc.	Corporation	Sony Pictures Entertainment Canada (SPEC) is a wholly owned subsidiary of Sony Pictures Home Entertainment. Sony Pictures Imageworks Canada Inc. (Imageworks Canada) is a wholly owned subsidiary of Sony Pictures Imageworks Inc. Collectively, SPEC and Imageworks Canada’s headcount in Canada is 919 employees.
Sony Biotechnology Inc. (“SBT”)	Corporation	SBT’s primary activities include the sale of Instruments and related consumables used for medical research. SBT also provides services for the Research Instruments. SBT is not a manufacturer. All goods are imported into Canada from Japan and the United States. SBT’s headcount is 68 employees.
Sony DADC US Inc. (“DADC”)	Corporation	DADC manufactures and distributes optical discs for customers in the home entertainment industry (including Canadian customers from time to time). DADC does not have any manufacturing facilities in Canada. DADC’s headcount is 135 employees.

Canada Act - Approval and Attestation

Solely for purposes of compliance with the Canada Act, this Report has been approved pursuant to section 11(4)(b)(i) of the Canada Act by the Board of Directors of Sony Corporation of America, the controlling and governing body of each of the Reporting Entities subject to the Canada Act.

The information contained in this Report generally applies to all Canadian Reporting Entities.

In accordance with the requirements of the Canada Act, and in particular section 11 thereof, I, in the capacity of Director, attest that I have reviewed the information contained in this Report on behalf of the governing body for the entities listed on Annex B. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Canada Act, for the reporting year listed above.

Karen Halby

President and Director, Sony Corporation of America

Date: 05/15/2026

I have the authority to bind Sony Corporation of America

Signature: *K-H Halby*