

Datasheet

Employees

(FY)

Item	Scope*1		Unit	2021	2022	2023
Number of employees	Sony Group*2	Total	Persons	108,900	113,000	113,000
		(Contract employees)	Persons	13,100	12,900	12,500
		Men	Persons	70,500*3	74,200*3	74,300*3
		Women	Persons	38,100*3	38,400*3	38,400*3
	Sony Group Corporation	Total	Persons	2,839	2,445	2,109
		(Contract employees)	Persons	93	103	114
		Men	Persons	2,140	1,769	1,456
		Women	Persons	699	676	653
	Japan*2	Total	Persons	55,100	56,400	57,200
		(Contract employees)	Persons	6,700	7,100	7,200
		Men	Persons	41,100	42,000	42,500
		Women	Persons	14,000	14,400	14,700
	Outside Japan*2	Total	Persons	53,800	56,600	55,800
		(Contract employees)	Persons	6,400	5,800	5,300
		Men	Persons	29,400*3	32,200*3	31,800*3
		Women	Persons	24,100*3	24,000*3	23,700*3
Number of employees by business segment*2	Total		Persons	108,900	113,000	113,000
	Game & Network Services		Persons	10,200	12,700	12,700
	Music		Persons	10,800	11,100	11,300
	Pictures		Persons	8,100	9,100	9,500
	Entertainment, Technology & Services		Persons	40,200	38,400	38,700
	Imaging & Sensing Solutions		Persons	18,100	20,300	19,700
	Financial Services		Persons	13,200	13,500	13,600
	All Other		Persons	2,300	2,100	1,900
	Corporate Employees		Persons	6,000	5,800	5,600

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Item	Scope*1		Unit	2021	2022	2023	
Employee ratio by age group	Sony Group Corporation	Total	Men	%	75.4	72.4	69.0
			Women	%	24.6	27.6	31.0
		Under 30	Men	%	9.9	9.9	9.6
			Women	%	3.8	4.2	4.9
		30 - 39	Men	%	18.6	18.7	18.2
			Women	%	6.6	7.9	8.6
		40 - 49	Men	%	25.5	23.6	22.7
			Women	%	6.9	7.4	8.8
		50 - 59	Men	%	19.2	17.5	15.6
			Women	%	6.9	7.6	7.9
		60 and over	Men	%	2.1	2.6	2.9
			Women	%	0.4	0.6	0.7
	Japan	Total	Men	%	74.8	74.4	74.5
			Women	%	25.2	25.6	25.5
		Under 30	Men	%	9.2	9.8	9.9
			Women	%	4.6	4.9	4.7
30 - 39		Men	%	16.4	16.5	16.2	
		Women	%	5.4	5.7	5.8	
40 - 49		Men	%	23.4	22.2	21.4	
		Women	%	7.7	7.1	6.7	
50 - 59		Men	%	22.0	21.9	22.3	
		Women	%	6.5	6.8	7.2	
60 and over		Men	%	3.9	4.1	4.7	
		Women	%	1.0	1.1	1.2	

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Item	Scope*1		Unit	2021	2022	2023	
Management positions	Sony Group Corporation	Total	Total	Persons	2,865	2,471	2,133
			Men	Persons	2,161	1,790	1,475
			Women	Persons	704	681	658
			Percentage of women	%	24.6	27.6	30.8
		Board of Directors*4	Total	Persons	8	8	8
			Men	Persons	4	4	4
			Women	Persons	4	4	4
			Percentage of women	%	50.0	50.0	50.0
		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	23	24	22	
		Men	Persons	20	21	19	
		Women	Persons	3	3	3	
		Percentage of women	%	13.0	12.5	13.6	
	General Managers or higher	Total	Persons	181	104	96	
		Men	Persons	157	90	81	
		Women	Persons	24	14	15	
		Percentage of women	%	13.3	13.5	15.6	
	Senior Managers or higher	Total	Persons	273	258	224	
		Men	Persons	228	214	180	
		Women	Persons	45	44	44	
		Percentage of women	%	16.5	17.1	19.6	
	Assistant Managers or higher	Total	Persons	817	495	623	
		Men	Persons	694	394	485	
		Women	Persons	123	101	138	
		Percentage of women	%	15.1	20.4	22.2	
	All Other	Total	Persons	1,561	1,580	1,158	
		Men	Persons	1,056	1,065	704	
		Women	Persons	505	515	454	
		Percentage of women	%	32.4	32.6	39.2	
	Of which, people in management positions	Total	Persons	477	362	320	
Men		Persons	405	304	261		
Women		Persons	72	58	59		
Percentage of women		%	15.1	16.0	18.4		
Of which, people newly appointed in management positions	Total	Persons	43	31	29		
	Men	Persons	36	25	20		
	Women	Persons	7	6	9		
	Percentage of women	%	16.3	19.4	31.0		

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Item	Scope*1		Unit	2021	2022	2023	
Women in the workforce	Sony Group		%	35.0	34.0	34.0	
	Sony Group Corporation		%	24.6	27.6	31.0	
	Japan		%	25.4	25.5	25.7	
	Outside Japan		%	44.8	42.4	42.4	
	United States		%	38.9	38.4	38.5	
	Mainland China and Hong Kong Region		%	51.8	50.7	56.1	
	Asia-Pacific*6		%	54.2	49.5	47.5	
	Europe		%	35.6	35.3	36.1	
	Other Areas*7		%	38.2	37.0	36.8	
	Management positions held by women*8	Sony Group		%	30.1	30.0	30.7
		Sony Group Corporation		%	15.1	16.0	18.4
		Japan		%	10.5	10.9	11.8
Outside Japan		%	39.3	37.8	38.2		
United States		%	41.6	40.8	40.7		
Mainland China and Hong Kong Region		%	37.9	35.8	36.6		
Asia-Pacific*6		%	37.8	33.3	32.9		
Europe		%	37.7	36.1	37.4		
Other Areas*7		%	38.1	38.2	40.1		
Average years of service		Sony Group	Total	Years	11.9	11.5	11.6
			Men	Years	12.5*3	12.1*3	12.1*3
			Women	Years	10.7*3	10.4*3	10.5*3
	Sony Group Corporation	Total	Years	16.7	16.4	15.8	
		Men	Years	16.6	16.4	15.7	
		Women	Years	16.9	16.5	16.1	
	Japan	Total	Years	15.2	15.1	15.0	
		Men	Years	15.3	15.2	15.1	
		Women	Years	15.1	14.7	14.5	
	Outside Japan	Total	Years	8.7	8.2	8.3	
		Men	Years	8.8*3	8.2*3	8.3*3	
		Women	Years	8.6*3	8.2*3	8.4*3	

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Number of newly hired employees	Sony Group	Total	Persons	14,272	15,215	12,846
		Men	Persons	8,537*3	9,498*3	7,458*3
		Women	Persons	5,479*3	5,549*3	5,206*3
	Sony Group Corporation	Total	Persons	157	182	197
		Men	Persons	103	134	140
		Women	Persons	54	48	57
	Japan	Total	Persons	3,837	4,489	4,196
		Men	Persons	2,628	3,000*3	2,733
		Women	Persons	1,209	1,487*3	1,463
	Outside Japan	Total	Persons	10,435	10,726	8,650
		Men	Persons	5,909*3	6,498*3	4,725*3
		Women	Persons	4,270*3	4,062*3	3,743*3
Number of applicants per new graduate hire*9	Sony Group Corporation	All positions, men	Times	40.2	33.2	62.3
		All positions, women	Times	40.3	41.2	64.1
		Non-engineer positions, men	Times	45.9	58.6	55.8
		Non-engineer positions, women	Times	61.4	76.8	58.2
		Engineer positions, men	Times	37.3	25.8	66.7
		Engineer positions, women	Times	17.5	14.5	87.7
Turnover rate*10	Sony Group	Total	%	7.8	9.0	6.4
		Men	%	7.6*3	9.1*3	6.0*3
		Women	%	8.2*3	8.9*3	7.2*3
	Sony Group Corporation	Total	%	1.7	2.2	1.3
		Men	%	1.9	2.4	1.5
		Women	%	1.3	1.3	0.9
	Japan	Total	%	2.9	3.3	3.4
		Men	%	2.6	3.2	3.2
		Women	%	3.9	4.0	4.1
	Outside Japan	Total	%	13.2	15.0	9.3
		Men	%	15.3*3	17.9*3	9.7*3
		Women	%	10.4*3	11.3*3	8.7*3

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Item	Scope*1	Unit	2021	2022	2023	
Per capita HR development investment*11	Sony Group Corporation	Yen	204,000	216,000	205,000	
Training participation across Sony Group	Sony Group	Number of programs		21,406	18,218	19,778
		Number of times offered	Times	46,845	47,819	38,601
		Participants	Persons	382,110	437,262	421,165
		Cumulative total training time	Hours	1,472,974	1,462,334*12	1,735,760
	Japan	Number of programs		2,910	2,319	2,660
		Number of times offered	Times	11,159	7,332	11,647
		Participants	Persons	179,043	232,178	225,707
		Cumulative total training time	Hours	568,662	818,292	983,087
	Outside Japan	Number of programs		18,496	15,899	17,118
		Number of times offered	Times	35,686	40,487	26,954
		Participants	Persons	203,067	205,084	195,458
		Cumulative total training time	Hours	904,312	644,042*12	752,673
Percentage of employees with disabilities*13	Sony Group Corporation	%	2.87	2.76	2.76	
	Japan	%	2.50	2.46	2.48	
Average days of annual paid leave taken by employees	Sony Group Corporation	Days	14.8	14.2	15.8	
	Japan	Days	13.2	13.3	14.6	
Percentage of granted annual paid leave taken by employees	Sony Group Corporation	%	65.6	62.6	70.9	
	Japan	%	62.1	62.4	68.6	
Percentage of group companies with flexible work policy*14	Japan	%	92	91.1	92.6	
Average overtime hours per month	Sony Group Corporation	Hours	25.5	25.1	24.1	

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Item	Scope*1	Unit	2021	2022	2023	
Number of employees taking childcare leave (leave of absence) and childcare paid leave*15	Sony Group Corporation	Total	%	68.9	66.7	85.3
		Men	%	59.5	56.9	76.2
		Women	%	100	100	100.0
	Japan	Total	%	59.0	66.9	81.5
		Men	%	47.8	59.1	76.7
		Women	%	96.4	98.8	100.0
Employees who returned to work after childcare leave*16	Sony Group Corporation	Total	%	95.8	96.0	100.0
		Men	%	100	80.0	100.0
		Women	%	94.7	100.0	100.0
	Japan	Total	%	98.5	97.3	99.2
		Men	%	99.3	99.3	99.6
		Women	%	98.1	96.3	98.9
Retention of employees after childcare leave	Sony Group Corporation	Total	%	95.7	100	96.8
		Men	%	100	100	92.3
		Women	%	94.4	100	100.0
	Japan	Total	%	-	94.1	98.2
		Men	%	-	94.2	98.1
		Women	%	-	93.9	98.3
Employee engagement survey response rate	Sony Group	%	-	93	93	
Employee engagement index*17	Sony Group	%	-	90	90	

*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 include only general employment contracts (regular employees)

*10 Only voluntary turnover of regular employees.

*11 Employees included in these data are those who work for Sony Group Corporation

*12 Figures were corrected from those published in previous year's report for data review.

*13 Only companies with 101 or more employees, including special-purpose subsidiaries. As of the end of March 2024

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

*15 Figures of Sony Group Corporation and fiscal years 2022 and 2023 Japan: Percentage of employees who used the programs during the current fiscal year among employees with newborns during the current fiscal year (fiscal year 2021: Percentage of employees who used the programs during the previous and current fiscal year among employees with newborns during the previous year)

*16 Percentage of employees who returned to work, among employees who completed their leave of absence by the end of fiscal year 2022

*17 Percentage of employees who did not give an unfavorable response to four questions regarding employee engagement. Some of the four questions in the employee engagement index were replaced, so the 2022 index is also listed in the same group of questions.

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Occupational Health & Safety

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Item	Scope*1		Unit	2021	2022	2023
Workplace accident statistics*1 *2	Global	Number of accidents causing absence from work	Reports	75 (6)	57 (10)	66 (12)
		Number of lost workdays	Days	1,210 (191)	1,458 (638)	1,439 (224)
		Frequency rate	Points	0.39	0.27	0.31
		Severity rate	Points	0.0052	0.0057	0.0056
		Number of deaths	Persons	0	0	0
Number of sites with ISO 45001 certification*3	Manufacturing sites	Sites	27	50	54	

*1 Scope of data for fiscal year 2023: 60 sites in Japan and 121 sites outside of Japan

*2 Totals include external contractors. Figures in parenthesis indicate accident data for non-Sony employees Number of lost workdays for fiscal year 2022 was revised upon confirmation of actual numbers

*3 Number of sites subject to ISO 45001 certification: functional organizations at headquarters, manufacturing sites, logistics sites, and R&D sites; total of 60

Human Rights

(FY)

Item	Scope	Unit	2021	2022	2023
Percentage of employees participating in human rights-related e-learning course	Sony Group Corporation and Group companies in Japan	%	94	94	95

Quality and Customer Service

(FY)

Item	Scope		Unit	2021	2022	2023
Consumer AV product service locations (global)	Electronics	Total	Sites	3,458	3,362	3,286
		Japan	Sites	454	421	405
		United States/Canada	Sites	636	653	608
		Europe	Sites	803	728	726
		Mainland China and Hong Kong Region	Sites	553	553	567
		Asia-Pacific*1	Sites	533	531	531
		Others*2	Sites	479	476	449

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

*2 Middle East, Latin America and Africa

Responsible Supply Chain

(FY)

Item	Scope		Unit	2021	2022	2023
Number of CSR self-assessments at own electronics manufacturing sites	Own electronics manufacturing sites		Companies	12 (100%)	12 (100%)	12 (100%)
Number of supplier CSR assessments of implemented	Electronics products supply chain	Assessment using questionnaire	Plants	796	406	235
		Written improvement instructions	Plants	94	75	9
		Remote assessment / on-site assessment	Plants	39	64	12
Addressing the issue of conflict minerals	Sony Group	Number of smelters and refiners identified	Site	339	337	345
		Number of smelters and refiners with recognition, including RMAP*1, identified above.	Site	255	246	237

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

Community Engagement

(FY)

Item	Scope	Unit	2021	2022	2023
Community engagement*1	Sony Group	billion yen	Approx. 3.5	Approx. 5.1	Approx. 4.7
Sony Global Relief Fund for COVID-19*2	Sony Group	billion yen	Approx. 1.6	Approx. 0.8	Approx. 0.9
Global Social Justice Fund*2	Sony Group	billion yen	Approx. 2.7	Approx. 3.5	Approx. 2.0
Educational programs for children*3	Total no. of people	Sony Group Persons	Approx. 290,000	Approx. 360,000	Approx. 330,000

*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

*3 Number of participants from education programs implemented by the Sony Group globally

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Environment

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Item	Scope	Unit	2021	2022	2023
Annual energy consumption reduction rate per product (compared to fiscal year 2018)	Electronics products	%	Increased 3.3%	Increased 3.9%	0.7% reduction
Greenhouse gas emissions: Scope 1 (direct emissions)	Group-wide ISO 14001 certified sites	Thousand mt-CO ₂	211	230	241 <input checked="" type="checkbox"/>
Greenhouse gas emissions: Scope 2 (indirect emissions)	Group-wide ISO 14001 certified sites	Thousand mt-CO ₂	984	736	826 <input checked="" type="checkbox"/>
Greenhouse gas emissions: Scope 3 (Other emissions)	*1	Thousand mt-CO ₂	18,239	21,119	20,044
1 Purchased goods and services	*1	Thousand mt-CO ₂	3,810	6,208	4,787
2 Capital goods*2	*1	Thousand mt-CO ₂	1,016	1,801	2,321
3 Fuel- and energy-related activities (not included in scope 1 or scope 2)	*1	Thousand mt-CO ₂	173	188	140
4 Upstream transportation and distribution	*1	Thousand mt-CO ₂	208	170	142
5 Waste generated in operations	*1	Thousand mt-CO ₂	44	49	56
6 Business travel	*1	Thousand mt-CO ₂	11	40	58
7 Employee commuting	*1	Thousand mt-CO ₂	52	94	97
8 Upstream leased assets	*1	Thousand mt-CO ₂	(N/A)	(N/A)	(N/A)
9 Downstream transportation and distribution	*1	Thousand mt-CO ₂	5	6	12
10 Processing of sold products	*1	Thousand mt-CO ₂	5	5	5
11 Use of sold products*3	*1	Thousand mt-CO ₂	12,804	12,460	12,337
12 End-of-life treatment of sold products	*1	Thousand mt-CO ₂	94	76	64
13 Downstream leased assets	*1	Thousand mt-CO ₂	(N/A)	(N/A)	(N/A)
14 Franchises	*1	Thousand mt-CO ₂	(N/A)	(N/A)	(N/A)
15 Investments	*1	Thousand mt-CO ₂	160	220	250
Total for Scope 3 categories 2, 3, 4, 5, 6, 11, and 12*4	*1	Thousand mt-CO ₂	-	14,784	15,117 <input checked="" type="checkbox"/>
Energy consumption by sites	Group-wide ISO 14001 certified sites	Thousand TJ	26	27	27

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Item	Scope	Unit	2021	2022	2023
Greenhouse gas emissions from sites	Group-wide ISO 14001 certified sites	Thousand mt-CO ₂	1,195	965	1,067
		mt-CO ₂ / million yen*5	0.120	0.084	0.082
Generation of renewable energy	Group-wide ISO 14001 certified sites	%	14.6	29.7	35.3 <input checked="" type="checkbox"/>
CO ₂ emissions from product transport	Sony Group	Thousand mt-CO ₂	191	162	134
Total volume of resources used in products	Electronics products	Metric tons	435,599	459,206	365,957
Reduction in use of virgin oil-based plastic per product	Electronics products	%	3.1	3.4	16.1
Reduction in use of plastic packaging per product	Electronics products	%	15.2	22.2	25.1
Amount of recycled plastic used in products	Electronics products	Metric tons	7,319	8,471	8,127
Amount of waste generated at sites	Group-wide ISO 14001 certified sites	Metric tons	51,615	54,944	65,375
Of which, amount of plastic waste generated	Group-wide ISO 14001 certified sites	Metric tons	7,194	5,988	6,567
Waste improvement per unit at sites	Group-wide ISO 14001 certified sites	%	7.6% worsen	31.6% worsen	50.9% worsen
Amount of waste recycled at sites	Group-wide ISO 14001 certified sites	Metric tons	50,558	53,149	54,811
Amount of waste landfilled at sites*6	Group-wide ISO 14001 certified sites	%	0.5	2.5	0.9
Take-back of end-of-life products record*7	Electronics products*8	Metric tons	74,644	55,924	54,366
Water consumption at sites*7	Group-wide ISO 14001 certified sites	Million m ³	19.55	19.97	20.86 <input checked="" type="checkbox"/>
Water consumption improvement per unit at sites	Group-wide ISO 14001 certified sites	%	1.7% worsen	11.7% worsen	11.6% worsen
Amount of discharged water from sites	Group-wide ISO 14001 certified sites	Million m ³	16.85	16.87	19.67 <input checked="" type="checkbox"/>
Amount of BOD emissions from sites*9	Group-wide ISO 14001 certified sites	Metric tons	363	405	419 <input checked="" type="checkbox"/>

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Item	Scope	Unit	2021	2022	2023
Amount of COD emissions from sites* ⁹ * ¹⁰	Group-wide ISO 14001 certified sites	Metric tons	127	95	86
NOx emissions from sites	Group-wide ISO 14001 certified sites	Metric tons	79	85	70
SOx emissions from sites	Group-wide ISO 14001 certified sites	Metric tons	3	3	3
Amount of chemical substances handled at sites					
Class 1 substances	Group-wide ISO 14001 certified sites	Metric tons	0.22	0.26	1.03
Class 2 substances		Metric tons	3,370	3,046	4,476
Class 3 substances		Metric tons	38,353	54,063	53,420
Class 4 substances		Metric tons	305,500	339,838	372,220
Number of environmental accidents at sites	Sony Group	Accidents	0	0	0
Sites with Integrated ISO14001 certification	Sony Group	Sites	91	91	86

Note: were assured by PricewaterhouseCoopers Sustainability LLC

*1 Refer to "Overview of Calculation for Scope 3 Emissions"

*2 The figure for fiscal year 2023 includes CO₂ emissions associated with the production of capital goods acquired by the Sony Group

*3 The figures for fiscal years 2021 and 2022 were corrected from that of previous year's report due to a correction in the annual energy consumption of game consoles

*4 The figure for fiscal year 2022 was corrected due to the correction in the category 11 figure from that of previous year's report

*5 Metric tons per unit of consolidated sales

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

*7 The figure for fiscal year 2023 is as of July 2024. The figures for fiscal years 2021 and 2022 were corrected from that of previous year's report

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

*9 The figures have been changed to only those of sites that are legally regulated since fiscal year 2022 (until fiscal year 2021, the figures were calculated by adding the figures of sites with voluntary measurement in addition to those regulated by law)

*10 The figure for fiscal year 2022 was corrected from that of previous year's report

Ethics and Compliance

(FY)

Item	Scope	Unit	2021	2022	2023
Number of reports to Sony Ethics & Compliance Hotline	Sony Group	Reports	Approx. 407	Approx. 451	Approx. 492

Corporate Governance

(FY)

Item	Scope	Unit	2021	2022	2023
Composition of Sony Group Corporation's Board of Directors* ¹	Total	Persons	10	10	10
	Outside directors	Persons	7	8	8
	Men	Persons	6	6	7
	Women	Persons	4 (40.0%)	4 (40.0%)	3 (30.0%)
	Non-Japanese nationals	Persons	3 (30.0%)	4 (40.0%)	4 (40.0%)
Composition of Sony Group Corporation executives* ¹ * ²	Total	Persons	26 (2) * ³	24 (2) * ³	24 (2) * ³
	Men	Persons	23 (2) * ³	21 (2) * ³	21 (2) * ³
	Women	Persons	3 (11.5%)	3 (12.5%)	3 (12.5%)
	Non-Japanese nationals	Persons	6 (23.1%)	6 (25.0%)	5 (20.8%)

*1 As of end of August for each year

*2 Chairman, Vice Chairman, President, Executive Deputy Presidents, Senior Executive Vice Presidents, Executive Vice Presidents, and Senior Vice Presidents.

*3 Number in parentheses refers to the number of people who concurrently serve as director

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Environmental Data Collection Methods and Rationale

Scope, Collection Period, and Accuracy of Compiled Data

Collection Period: Saturday, April 1, 2023 - Sunday, March 31, 2024

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

As of March 31, 2024, 86 sites were integrated ISO14001 certified. 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.

■ CO₂ emissions from energy consumption (energy-related)

CO₂ 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 CO₂ conversion rate. For energy consumption using renewable energy including certificates, the CO₂ conversion rate is zero.

■ Emissions of PFCs and other greenhouse gases (non energy-related)

Emissions of PFCs and other greenhouse gases are converted to CO₂ by multiplying greenhouse gas emissions from each site by global warming potentials.

Global warming potentials are based on the Sixth Assessment Report of the Intergovernmental Panel on Climate Change (IPCC).

■ CO₂ conversion rates

[Electricity]

Japan: Latest rate published each year by contracted power companies. Outside Japan: Latest rate published each year by contracted power companies or that for the relevant country/region published by the International Energy Agency.

[Fuel & Heat]

Japan/Outside Japan: Calculation method and list of emission factors

applicable to the Japan's Act Promotion of Global Warming Countermeasures are used (The Ministry of the Environment's Greenhouse Gas Emissions Accounting and Reporting Manual Ver4.8). As for the heat, if the latest coefficient of the supplier with which the site has a contract is available, the latest coefficient 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

CO₂ Emissions from Capital Goods

CO₂ 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. 3.4), (6) the 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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CO₂ Emissions from Fuel- and Energy-related Activities (not included in Scope 1 or Scope 2)

CO₂ emissions are aggregated for upstream from the procurement of fuel used by integrated ISO14001 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. 3.4), (7) Emissions Intensity from Electricity / Heat Usage, published by the Ministry of the Environment and the Ministry of Economy, Trade and Industry (Japan), which contain the total products sold for the fiscal year, as well as IDEA Ver 3.1 emissions intensity.

CO₂ Emissions from Logistics

CO₂ emissions are aggregated for those from international transport of Sony Group G&NS, ET&S, I&SS segments and 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 x distance traveled) by an emissions intensity. In certain instances, CO₂ emissions arising from transport by truck are calculated by multiplying an amount of fuel used (fuel consumption per kilometer x 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		
	< 463km	≤ 463km & < 1108km	1108km ≤
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. 66 (2006), No. 67 (2009)), based on the Act on Rationalizing Energy Use, and the emissions factor related to fuel usage (Greenhouse Gas Emissions Calculation and Reporting Manual Ver4.8), 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).

CO₂ Emissions from Waste Generated in Operations

CO₂ emissions are aggregated for those related to the disposal and treatment of waste (excluding valuable waste) not generated at integrated ISO14001 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. 3.4), (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 3.1 emissions intensity.

CO₂ Emissions from Employee Business Trips

CO₂ emissions are aggregated for flights traveled by Sony Group employees on business trips in Japan, China, Europe, North America and South America, 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.

	< 463km	≥ 463km & < 1108km	1108km ≤
Economy	0.17147	0.09245	0.08263
Premium Economy	0.17147	0.09245	0.13221
Business	0.17147	0.13867	0.23963
First	0.17147	0.13867	0.33052

CO₂ Emissions from Product Use

CO₂ 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 CO₂ actually emitted during use of the fiscal year of reporting).

In theory, CO₂ 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 Sony products 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 CO₂ 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 CO₂ conversion rates (from the end of the applicable period) provided by the International Energy Agency (IEA).

CO₂ Emissions from End-of-Life Treatment of Sold Products

CO₂ emissions are aggregated for those associated with the recycling or disposal of major electronic products (video game consoles, televisions, audio equipment, cameras, smartphones, image sensors, etc.) handled by the Sony Group's G&NS, ET&S, I&SS segments and 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. 3.4), (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 3.1 emissions intensity.

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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 assumed post-sale third-party processing of 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.

Amount of Waste Landfilled

Total amount of landfilled waste generated at sites.

Volume of Water Consumption / Intake / Discharged

■ Volume of water consumption

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 x 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.

Take-back of End-of-Life Products Record

Take-back of end-of-life products (including batteries and packaging) record is 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 x distribution coefficient.

Emissions of Water Pollutants (BOD, COD)

Concentrations in water discharged x 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.

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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 2023 data assurance was handled by PricewaterhouseCoopers, 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 \(full text\) \[PDF:228KB\]](#)



[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. Kenichiro Yoshida, Chairman and CEO Representative Corporate Executive Officer of Sony Group Corporation

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

Toru Yoshioka
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, 2024 (the “Sustainability Report 2024”).

Identified Sustainability Information

The Identified Sustainability Information for the year ended March 31, 2024 are summarized below:

Identified Sustainability Information	Amount (unit)
Greenhouse gas emissions: Scope 1 (direct emissions)	241 (thousand tons-CO ₂)
Greenhouse gas emissions: Scope 2 (indirect emissions)	826 (thousand tons-CO ₂)
Total of the following Greenhouse gas emissions: Scope 3 (Other emissions)	
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	15,117 (thousand tons-CO ₂)
Category 5: Waste generated in operations	
Category 6: Business travel	
Category 11: Use of sold products	
Category 12: End-of-life treatment of sold products	
Generation of renewable energy	35.3%
Water consumption at sites	20.9 (million m ³)
Amount of wastewater from sites	19.7 (million m ³)
Amount of BOD in wastewater from sites	419 (tons)
Amount of COD in wastewater from sites	86 (tons)

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