

Occupational Health & Safety



Overview

Basic Approach

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

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

Organizational Structure

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

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

Looking to the Future

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

Sony Group, which engages in diverse businesses, will strengthen coordination with various business domains to address wide-ranging challenges relating to occupational health and safety and will implement initiatives in an even more active and sustainable manner. Integrated group-wide ISO 45001 certification is a key pillar of these activities, with 54 sites having already obtained certification. Sony plans to expand this number to 60.

Milestones

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

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Occupational Health & Safety

Global OHS Initiative

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

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



Sony Group Global OHS Medium-Term Plan

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

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

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

Promotion of OHSMS Activities and Maintaining Integrated ISO 45001 Certification

Sony operates an OHS management system based on the ISO 45001 international standard, covering all people working in the Sony Group worldwide. It has also been working to obtain integrated ISO 45001 certification, beginning with manufacturing, logistics and R&D sites around the world and then proceeding on to other sites. Of the 60 relevant sites, 54 (1 site in the HQ OHS Office, 27 sites in Japan/East Asia, 11 sites in China, 7 sites in Pan Asia, 2 sites in North America, 5 sites in Europe, and 1 site in Picture Segment) have already obtained integrated certification, an increase of 4 between fiscal year 2022 and 2023. (As of June 2024)



ISO 45001 certification

Reduction of Accidents Caused by Unsafe Behavior

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

Reducing Accidents Caused by Chemical Substances and Machinery

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

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substances that require management with the aim of promoting thorough risk assessment.

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

Global OHS Organization

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

Top Management

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

HQ OHS Office

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

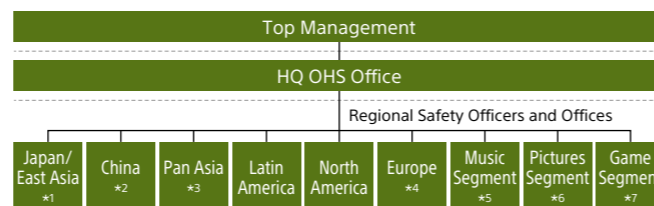
Regional Safety Officers

- Set and implement regional targets and plans
- Establish and direct Regional Safety Offices

- Direct compliance with OHS-related legislation and Group regulations, and instruct corrective action when violations occur

Regional Safety Offices

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



54 sites worldwide acquired integrated ISO 45001 certification

- *1 Japan, South Korea and Taiwan Region
- *2 Mainland China and Hong Kong Region
- *3 Mongolia, Asian countries other than the above, the Middle East, Oceania, Africa, Azerbaijan, Tajikistan, Turkmenistan, Uzbekistan, Ukraine and Georgia
- *4 Europe, Turkey, Israel, and former Soviet Union countries (except for Azerbaijan, Tajikistan, Turkmenistan, Uzbekistan, Ukraine and Georgia)
- *5 Sites affiliated with Sony Music Entertainment
- *6 Sites affiliated with Sony Pictures Entertainment
- *7 Sites affiliated with Sony Interactive Entertainment

Activities of the Sony HQ OHS Office Monitoring

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

office also instructs that actions be taken to prevent a recurrence.

Global Audit System

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

Management Review

The HQ OHS Office facilitates annual management reviews conducted by the Top Management in charge of Human Resources and General Affairs based on each region’s reports to evaluate OHS activities; the occurrence of occupational accidents and illnesses in each region; the level of achievement of activity goals; and adherence to laws and regulations. It was also confirmed that no violations of laws and regulations took place in fiscal year 2023. Management comments set out in management reviews are reflected in the OHS Medium-Term Plan, and are fed back to each Regional Safety Office and to sites within each region.

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OHS Education

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

Fiscal Year 2023 OHS Training

Region	Training program	Target group	No. of trainees
Headquarters	Global Auditors Training	Regional safety officers and managers	21
Japan/East Asia	OHS Managers Basic Training	Newly appointed site OHS managers	38
	Laser Safety Management Training	Site employees responsible for handling equipment	159
	Handling Machinery/ Equipment, and Risk Assessment Training	Site employees responsible for handling equipment	46
	Internal Auditors Training	Site OHS managers	255
North America	Internal Auditor ISO 45001 Training	Site OHS managers	4
China	Five Whys Training	Site OHS managers and supervisors	100
Europe	First Aid Training	Site employees	104
	Occupational Health & Safety Refresher Training	Site employees	331

Occupational Health and Safety Initiatives by Region/Business

Occupational Health and Safety Initiatives in Japan/East Asia

In fiscal year 2023, 13 out of the 20 accidents caused by unsafe behavior that led to absence from work were due to slips and falls. The length of absences from work is increasing, particularly among employees aged 50 and older, and this trend continues to be an issue that must be addressed. Sony is working to further reduce industrial accidents through efforts such as raising awareness of accidents caused by slips and falls, measures to prevent recurrence, the lateral sharing of examples of good practices, and by requesting that external contractors cooperate in ongoing safety activities. In response to revised legislation moving toward independent management of chemical substances, in addition to providing explanations of relevant changes related to health and safety through health and safety newsletters, Sony has invited external lecturers and industrial physicians to give talks on the background and aims behind changes to the law and promotes understanding and awareness of chemical substance management at manufacturing sites. As part of emergency preparedness, Sony is leveraging the benefits of online training measures taken during the COVID-19 pandemic while also implementing on-site training to strengthen its ability to respond to emergencies.

Occupational Health and Safety Initiatives in China

In the China region, Sony completed its transition to ISO 45001 certification in fiscal year 2020 and expanded the scope of the OHS management system in fiscal year 2021, achieving safety and health management covering the entire region, including both manufacturing and non-manufacturing sites. From reducing accidents to responding to new risks, Sony will continue to protect the health and safety of its employees as it works towards its Vision Zero. As part of these efforts, Sony has implemented various participatory safety initiatives since fiscal year 2015 with the aim of achieving zero

injuries, including raising awareness of near-miss accidents, safety simulations for electric motorbikes, and the production of safety videos, and is working to enhance employees' awareness of safety and ability to respond to risk.

Summer Safety Campaign

Sony engaged in a wide range of initiatives in the China region as part of its summer safety campaign in fiscal year 2023, including promotional activities around Vision Zero, providing five whys training, implementing heatstroke prevention measures and holding a road safety contest. As part of the summer safety campaign, 14 companies in the region came together and invited employees to take part, achieving a participation rate of 98%. Five whys training was an area of particular focus. Training was held in a hybrid online and on-site format. Employees learned about five whys analysis, then applied this approach by analyzing risks in the workplace and the causes of past accidents with the aim of preventing the recurrence of similar incidents. This series of activities have led to a significant reduction in accidents in the China region, with a 65% decrease in the three years up to fiscal year 2023.



Five whys lecture

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Road safety contest poster

Occupational Health and Safety Initiatives in North America

Sony operations in North America consist of a diverse group of companies across many fields. Operations include corporate office functions, sales and marketing, warehouse and distribution, game and network services, music and film business, biotechnology R&D, and a limited amount of manufacturing. Site headcounts range from fewer than 10 to more than 1,000 employees. The Sony Group Global Policy on Occupational Health and Safety (OHS) serves as the underlying guidance documentation. Operations strive for a well-balanced program of safety, health and wellness initiatives, in keeping with the type and size of operation. Sony DADC Terre Haute, a distribution facility attained their ISO 45001 certification in May 2023, increased the number of ISO45001 internal auditor to four, and will undertake recertification in 2024.

Advancing Safety, Health and Well-Being

The tagline “Advancing Safety, Health and Well-Being” is used to communicate the objectives of Vision Zero and workplace safety. Sony Group Global Policy on Occupational Health and Safety (OHS) provides the underlying guidance for those efforts. Operations strive to implement a well-balanced program of safety, health and wellness initiatives, tailored to the specific type and size of operation. The Sony DADC Terre Haute incorporated the Vision Zero objective into their OHS objectives and targets, setting a goal of “zero injuries caused by machine or equipment”.



Advancing Safety, Health and Well-Being

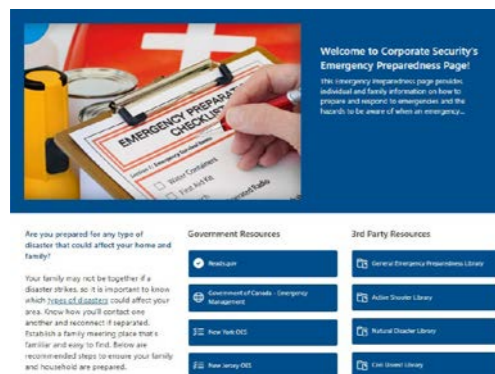
OHS Activities and Training

Sony operations in North America are committed to ensuring the safety of our employees and reducing the risk of injuries and accidents through training. In 2023, each company planned a series of safety training sessions and events to promote a culture of safety in the workplace. Sony Electronics (SEL) and Sony Corporation of America (SCA) employees were offered life-saving hand-only CPR training with the American Heart Association (AHA) on Employee Appreciation Day with over 130 employees taking part. Employees also had the opportunity to take part in a series of webinars, held throughout the year, with the aim to raise awareness and reduce health risks due to changing working styles and work environments following the pandemic. These webinars helped employees connect with the various Sony benefits offered and topics included Mental Health Awareness, Managing Staff Through Stressful Situations, Introduction to Exercise, Personal and Professional Boundaries, and Tools to Handle Stress, and Inclusivity in the Workplace. SCA continue to host their annual month long Safe@Sony campaign consisting of both in person and virtual events providing employees training and information, advice, and educational sessions on personal safety, fire and life safety and emergency preparedness.

Emergency Preparedness

SEL Corporate Security Team continues to promote emergency preparedness and highlight preparedness training and resources available to employees. Through the SEL Corporate Security internal website, monthly emergency preparedness topics with resources and micro-training are provided for an interactive experience. The SEL Corporate Security team also continues to host bi-annual virtual emergency preparedness events for participants in the US and Canada. Additionally, the SEL Corporate Security delivers safety and security newsletters quarterly. In December 2023, the virtual emergency preparedness event featured a collaboration with the National Oceanic and Atmospheric Administration (NOAA), covering severe weather forecasts and warnings issued to the public by the National Weather Service. During 2023, a survey was conducted across North America to confirm the effectiveness and arrangements for life safety and emergency preparedness at our smaller facilities.

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Emergency Preparedness Website (SEL)

Occupational Health and Safety Initiatives in Latin America

Sony's operations in Latin America cover corporate office functions, sales, and marketing. Each site has a balanced approach to safety, health, wellness, and emergency preparedness, depending on the type and size of the business. In Latin America, each Sony location has an emergency preparedness plan in place, tailored to meet the potential emergencies that may occur at that site.

Trainings/drills for emergency preparedness

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

Implementation "Active Breaks"

Active Breaks have been implemented in some locations. It's a brief exercises or breaks to refresh and revitalize the physical and mental performance of workers.

Occupational Health and Safety Initiatives in Europe

In Europe, Sony has emphasized a holistic approach to health and safety this year, expanding beyond traditional policies and trainings to address broader aspects such as nutrition, sleeping habits, and psychological counseling. This comprehensive strategy aims to enhance the overall well-being of employees alongside the usual focus on occupational health and safety (OHS) management. Sony Europe's initiatives are designed to reduce OHS risks, minimize occupational accidents, and promote the health and vitality of our workforce.

Sony DADC Europe GmbH

Beside their regular Occupational Health & Safety trainings, Sony DADC Europe GmbH organized "Spring Fit Days". Throughout two days the site organized a variety of trainings and info stations on OHS, accessible for all employees on site in Thalgau. All employees were invited to join activities ranging from pain therapy and relaxation therapy to psychological counselling and nutritional counselling. In addition, they provided a range of health analysis services to their employees, such as an electrical muscular stimulation trial, fit check, and body analysis.

Sony Europe B.V., Sony UK Technology Centre

Sony Europe B.V., Sony UK Technology Centre has continued to drive a positive safety culture by providing an extensive list of health and safety courses, both in person as well as via their online platform SafetyHub. The courses covered a wide range of topics, from safety trainings provided by external organizations (e.g., iosh), to online learnings about office safety, spill prevention and management. Moreover, UK Tec has 47 First Aiders, 45 Fire Wardens, and 20 Spill Responders on site.

Sony Deutschland GmbH, Stuttgart Technology Center

Throughout Winter, Sony Deutschland GmbH, Stuttgart Technology Center paid special attention to health and safety by organizing several webinars about critical wellbeing topics, ranging from ergonomics in the home office to healthy sleeping habits and nutrition myths. In addition, the site dedicated a full day (Health Day) to various lectures about health and wellbeing, as well as a range of health checks, accessible for all employees on site.

Occupational Health and Safety Initiatives in Pan Asia

Pan Asia Region will always keep maintaining Sony Global OHSMS (ISO 45001) certification at all manufacturing sites in Thailand and Malaysia and expect expansion to India's non-manufacturing site soon. Pan Asia Region sites will plan for further continual improvement of the OHS management system and operations concerned to reduce injuries and achieve Vision Zero.

Ongoing OHS initiatives

The injury reduction and prevention activities were considered for continual implementation and improvement in all ISO 45001 certified sites, with a focus on reducing injuries from slips, trips, falls, machines, and chemicals. Pan Asia Region also set targets to reduce the number of injury cases, frequency, and severity rate, respectively.

In Malaysia, Wellness Empowerment program with a focus on instilling a positive mind, connecting to themselves, and recharging their mental health, body, and spirit. This program contained NIOSH physical assessment and mental health training, along with workshops and nature interaction activities.

The Pan Asia Region site doesn't consider only the protection of our employees; we also think about the safety knowledge and protection of people in the community, especially children. In Thailand, we collaborated with the local authority office and school to arrange an Eco & Safety school model to give safety knowledge to the children and let them apply it to their daily lives to prevent this kind of accident. The emphasis on safety information for our children since they are young can make them more aware of safety matters when they grow up.



Safety CSR with community (STT, Thailand)

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External Recognition for OHS Initiatives (Fiscal Year 2023)

Site	Name of Award
Shanghai Suoguang Visual Products Co., Ltd.	Rated A for improved OHS functions by the city of Shanghai
Sony Device Technology (Thailand)	1. National "Platinum Level" for excellent practices establishment on occupational safety and health (2022, 14th consecutive year) 2. Zero Accident Award 2023 (Gold Award, 2nd consecutive year)
Sony Technology (Thailand) Co., Ltd., Chonburi	1. Fiscal Year 2023 Occupational Health & Safety Excellence Project 2. Zero Accident Award 2023 (Platinum level)
Sony Technology (Thailand) Co., Ltd., Bangkadi	Zero Accident Award 2023 (Silver Award, 3rd consecutive year)

OHS Performance

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

Sony Group Global OHS Performance*1

FY	2019	2020	2021	2022	2023
Number of lost-work injuries (external contractors)	74 (11)	73*2 (19)*2	75 (6)	57 (10)	66 (12)
Number of lost workdays (external contractors)	1,526 (137)	1,373*2 (618)*2	1,210 (191)	1,458*3 (638)*3	1,439 (224)
Frequency Rate	0.34	0.35*2	0.39	0.27*3	0.31
Severity Rate	0.0058	0.0054*2	0.0052	0.0057*3	0.0056
Number of deaths	0	0	0	0	0

Scope of data for fiscal year 2023: 181 sites (manufacturing and logistics sites, non-manufacturing sites including sales & marketing companies)

(Definition)

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

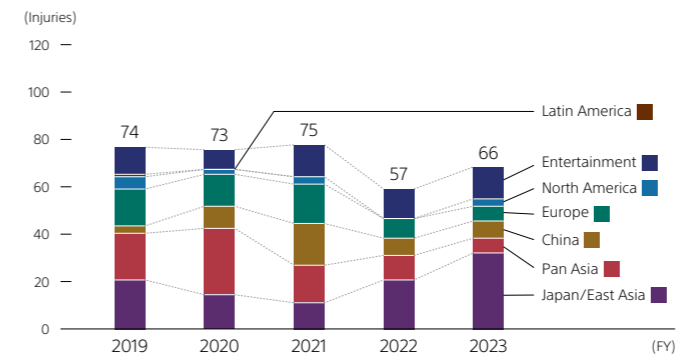
Severity rate: Number of lost workdays ÷ total number of man-hours worked × 1,000

*1 Totals include non-Sony employees. Figures in parenthesis indicate accident data for non-Sony employees.

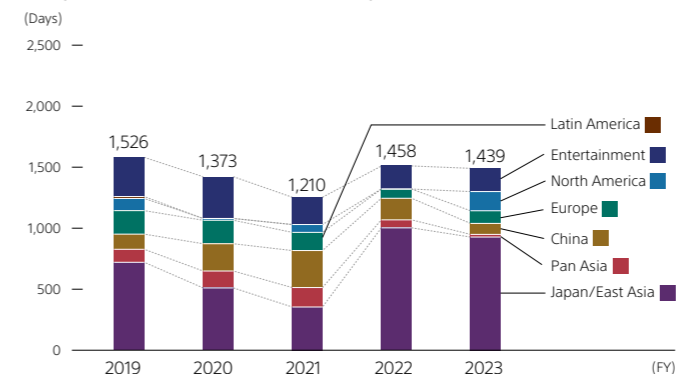
*2 Figures were corrected from those published in previous year's report reflecting additional reporting.

*3 Figures were corrected from those published in previous year's report reflecting the additionally confirmed lost workdays.

Sony Global Trends in the Number of Injuries



Sony Global Trends in Lost Workdays



Major Causes of Injuries in Fiscal Year 2023

- Slips, trips and falls: 26 (same as previous year)**
- Collisions with people or objects: 10 accidents (6 less than the previous year)**
- Cuts and grazes: 7 accidents (4 less than the previous year)**

These were the top three categories of unsafe behavior causing accidents in fiscal year 2023, accounting for roughly 70% of all accidents causing absence from work. Sony has set a medium-term target of reducing accidents caused by slips, trips, falls and collisions, and is making global efforts aimed at improvement.

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