

# Sony Group Human Rights Policy

## 1. Our Commitment

Sony manages diverse businesses with people at the core, in line with its Purpose to "fill the world with emotion, through the power of creativity and technology," and its Corporate Direction of "getting closer to people."

Sony believes that to connect people to each other through emotion, it is necessary to create a society in which everyone can live with peace of mind in a healthy global environment.

Sony also believes that all human beings should be treated with dignity and respect. Sony is committed to upholding fundamental human rights principles such as the International Bill of Human Rights<sup>1</sup> and the ILO Declaration on Fundamental Principles and Rights at Work<sup>2</sup>, and to respecting internationally recognized human rights of people potentially affected by Sony's business operations throughout Sony's value chain. This commitment is established by Sony Group Code of Conduct. Sony will also use reasonable efforts to avoid causing or contributing to adverse human rights impacts that may arise from our operations, products, services and/or business relationships and will take reasonably necessary actions to help remediate any impacts that may occur.

## 2. Scope

This policy applies to all Sony Group companies. This includes, (i) Sony Group Corporation, (ii) any company more than 50% of whose outstanding stocks or interests with voting rights is owned directly or indirectly by Sony Group Corporation; and/or (iii) any company as will from time to time be determined by the Senior Executive Vice President in charge of Sustainability of Sony Group Corporation to be included.

## 3. Organizational Structure for Human Rights Initiatives

The Sustainability Department at Sony Group Corporation supports Sony's group-wide human rights initiatives under the supervision of the Senior Executive Vice President in charge of Sustainability of Sony Group Corporation. This support includes maintaining the human rights due diligence framework described below, and oversight of the human rights initiatives implemented by the responsible personnel of each Sony Group company in their respective business operations in accordance with this policy.

## 4. Human Rights Due Diligence

Sony establishes a human rights due diligence system under the organizational structure provided by this policy

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<sup>1</sup> Includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights.

<sup>2</sup> The declaration affirms the fundamental rights at work, i.e., freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced or compulsory labour; the effective abolition of child labour; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment.

and conducts ongoing human rights due diligence. This system is based upon internationally recognized frameworks, such as the principles outlined in the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises. Under this system, among other things, Sony conducts human rights impact assessments on an ongoing basis for the entire Sony Group, as well as for each business area, considering the characteristics of each business operation and the value chains important to each business area. For issues where significant adverse human rights impacts are identified or of concern, Sony actively promotes initiatives to prevent or mitigate those issues, monitors the initiatives' effectiveness and considers enhancements to these initiatives, as appropriate.

Sony also expects its suppliers, contractors, and business partners, including distributors who form an important part of our value chains, to meet standards equivalent to this policy and to work with Sony to respect human rights.

## 5. Remedy

Sony will take reasonably necessary actions to address adverse impacts, which may include engaging with its suppliers, contractors or business partners, including distributors when it becomes clear that Sony's business activities have certain adverse impacts on human rights.

## 6. Education and Awareness

Sony will conduct appropriate human rights training and awareness activities to ensure that its officers and employees have a clear understanding of this policy and implement it in their business activities.

## 7. Stakeholder Engagement and Communication

When pursuing human rights related initiatives under this policy, Sony will be actively informed by relevant internal and/or external expertise and will engage in dialogue with relevant stakeholders.

Sony will provide appropriate public disclosures regarding the progress of its efforts to implement this policy, including priority areas and response policies based on the human rights impact assessment, through channels such as the [Sustainability Report](#).

## 8. Approval

This policy is effective as of March 29 2024, and has been approved by the CEO, Sony Group Corporation.