



Sony Group Canadian Forced and Child Labor Joint Report

This Report is made pursuant to the Canada Fighting Against Forced Labor and Child Labor in Supply Chains Act (the “Canada Act”) to identify actions taken on a Sony Group-wide and global basis during the financial year ended March 31, 2024, to prevent and reduce the risk that forced labor and child labor is used at any step of the production of goods in Canada or elsewhere by Sony or of goods imported into Canada by Sony. This is a joint report made on behalf of the reporting entities under the Canada Act, each of which are listed in the Annex hereto (the “**Reporting Entities**”). Except as expressly stated otherwise, the information contained herein applies to all such Reporting Entities because they operate under a common compliance and risk management program. Unless expressly stated otherwise, a reference to “**Sony,**” “**we,**” “**our,**” or “**us**” refers to all Sony Group entities as a whole (including the Reporting Entities and their owned and controlled entities). Certain Sony companies also have reporting obligations pursuant to the United Kingdom’s Modern Slavery Act 2015 and Australia’s Modern Slavery Act 2018 that are addressed in separate reports.

Our Human Rights Commitment

As discussed in this Report, Sony is committed to maintaining and improving systems and processes to help identify and address risks of human rights violations, including forced and child labor, related to our business operations and supply chains throughout the world. In this Statement, we use the term “forced and child labor” to include child labor and all forms of slavery, servitude and forced or compulsory labor, and human trafficking.

Our Policies

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 communicated to all Sony personnel, is available at <https://www.sony.net/code/>, and has been translated into 22 languages. 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 UN Guiding Principles on Business and Human Rights (the “**Guiding Principles**”)
- The UN Sustainable Development Goals (the “**SDGs**”)

The Code of Conduct prohibits any form of forced or child labor in our operations. It also requires all Sony companies to adopt sound labor and employment practices and treat their employees in accordance with applicable laws. Each Sony company must take appropriate steps to assure compliance with the Code of Conduct, including establishing appropriate disciplinary procedures for violations, which may include termination of employment. All Sony suppliers and contractors are expected to meet the same standards we expect of ourselves concerning compliance with laws, respect for human rights, and fair labor and employment practices.

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, effective as of March 29, 2024, available at https://www.sony.com/en/SonyInfo/csr_report/humanrights/humanrightspolicy_en.pdf.

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

Supplier Codes of Conduct

Electronic Product Suppliers. Sony is a founding member of the Responsible Business Alliance (“**RBA**”), a non-profit coalition comprising 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 has adopted a Sony Supply Chain Code of Conduct (“**Supply Chain Code**”) for Sony’s electronic product suppliers (available here: https://www.sony.com/en/SonyInfo/csr_report/sourcing/Sony_Supply_Chain_CoC_E.pdf).

Sony’s Supply Chain Code, which incorporates the RBA Code of Conduct, establishes standards designed to, among other things, ensure that human rights of workers are upheld and that workers are treated with respect and dignity. In particular, the Supply Chain Code prohibits the use of forced, bonded, or indentured labor, involuntary prison labor, slavery and human trafficking and includes restrictions on child labor. The Provisions of the Supply Chain Code are derived from internationally recognized standards including the OECD Guidelines, Guiding Principles, ILO Declaration, ILO Fundamental Conventions, and UDHR.

Entertainment Industry Suppliers. Although we have assessed the risk of forced and child labor in our recorded music, motion pictures and television businesses as low, Sony is committed to enhancing Sony Group’s responsible supply chain activities in the entertainment industry and has been working to strengthen its supplier program standards for human rights, ethical business practices, safety and environment in our recorded music, motion pictures and television businesses. To facilitate this, Sony Pictures Entertainment established the Code of

Conduct for Suppliers to Sony Pictures Entertainment Inc. (available at: <https://supplier.sonypictures.com/codeofconduct.php>) and Sony Music Entertainment established its Supplier Code of Conduct (available at: <https://supplier.sonymusic.com/>). These supplier codes of conduct are based on principles similar to those of the Supply Chain Code. We are working to raise awareness of these codes in our entertainment supply chains. Additionally, Sony Interactive Entertainment recently established its Business Principles (available at: <https://sonyinteractive.com/en/impact/responsible-supply-chain/>) working to raise the standards of all the business partners it works with. These documents are based on principles similar to those of the Supply Chain Code.

Responsible Sourcing of Minerals: As part of its commitment to avoid contributing to environmental concerns, conflicts, or human rights abuses through its sourcing practices, Sony has identified certain minerals sourced from high-risk areas (“**High-Risk Minerals**”) that are essential to the manufacture of electronics products. In addition to the Supply Chain Code, 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 is also working with its suppliers to address issues related to human rights, labor conditions, health and safety, and environmental protection at High-Risk Mineral production sites and in its procurement of these High-Risk Minerals. For more details on these efforts, see section III Supply Chain Overview in Exhibit 1.01 of the Sony Group Corporation Conflict Minerals Report for the Reporting Period from January 1 to December 31, 2023 (available at: <https://www.sony.com/en/SonyInfo/IR/library/sec.html>).

1. Description of Our Structure, Activities and Supply Chains

Structure. Sony Group Corporation, incorporated and headquartered in Japan, is the ultimate parent company of all of the Reporting Entities. As of March 31, 2024, Sony had a global headcount of 113,000 employees and our Reporting Entities had a combined headcount of 16,000 employees.

Our Activities. 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**”). There are 12 Sony-operated manufacturing sites for our electronics products located across Japan, China, South Korea, Thailand, Malaysia, and the UK. Sony also contracts with third parties to manufacture certain electronics products on our behalf.

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. The activities of the Reporting Entities are further described in the Annex to this Report.

Supply Chains. Sony has global supply chains for certain of its lines of business. As described in Section 2 below, we determined that our highest risk for forced and child labor is our electronics products supply chain. Sony procures materials and component parts for Sony’s electronics products from suppliers located throughout the world including Japan, Asia-Pacific, Europe, and other areas. For more details about our supply chains, see the Responsible Supply Chain Section of our Sustainability Report available at https://www.sony.com/en/SonyInfo/csr/library/reports/SustainabilityReport2023_E.pdf.

2. The Risk of Forced and Child Labor

Sony has worked with Business for Social Responsibility (“**BSR**”) since 2012 to conduct group-wide human rights impact assessments to evaluate risks of forced and child labor in our diverse businesses and supply chains. BSR is an independent, non-profit, global organization devoted to building a just and sustainable world. Using information from the BSR risk assessments, our processes and controls, and from NGO reports, we determined that Sony’s electronics products manufacturing business and its supply chain has a higher risk for potential human rights abuses than other Sony’s business segments or their supply chains. Sony’s risks of forced and child labor in our own business operations, including our electronics products manufacturing business, are mitigated by robust employment policies, training, and other controls. We utilize a risk-based approach and prioritize our group-wide efforts to mitigate our areas of highest risk, which is our electronics products manufacturing business and supply chain. These efforts are described in more detail in this Report.

3. Actions Taken to Assess and Manage the Risk of Forced and Child Labor

(i) Due Diligence to Assess and Manage the Risk of Forced and Child Labor

(a) At 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.

Self-assessments. Sony-owned electronics products manufacturing sites conduct an annual

self-assessment utilizing the RBA Self-Assessment Questionnaire (“**RBA Questionnaire**”) to monitor adherence to the Code of Conduct and the Supply Chain Code. The RBA Questionnaire was completed by all Sony manufacturing sites for fiscal year 2023. The RBA Questionnaire results were reviewed and analyzed internally. All Sony-owned manufacturing sites were deemed to be low risk.

Audits. Selected Sony-owned manufacturing sites also regularly conduct the RBA Validated Assessment Program (VAP) or equivalent audits.

Enhanced Assessments to Determine Labor Conditions for Foreign Workers in Japan.

In light of recent reports that foreign and immigrant workers are at risk of forced labor conditions throughout the world, including in Japan, we also assess all Sony manufacturing sites located in Japan to determine if the site directly or indirectly employs foreign or immigrant workers. If they do, Sony conducts a survey to determine the actual terms of employment and working conditions for these workers. Since 2020, Sony has also conducted document assessments of on-site subcontractors at a number of manufacturing sites to verify their hiring processes for technical intern trainees in Japan and the countries in which they were hired, as well as the labor conditions of trainees. The results of these surveys and additional document assessments for technical intern trainees show that manufacturing sites in Japan are taking required steps to ensure compliance with the labor standards set out in the Supply Chain Code.

(b) Within Our Supply Chain

All new and existing electronics products production suppliers are required to comply with the Supply Chain Code. As explained below, assessments and audits to ensure compliance with the Supply Chain Code are an integral part of our supply chain management.

New Suppliers: Sony conducts an initial assessment of all new OEM/ODM suppliers, all new raw materials/parts suppliers, and their manufacturing facilities to determine the suppliers’ risk level. Risk level is based on such factors as 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 a questionnaire developed by the RBA (“RBA Questionnaire”) or a more focused questionnaire developed by Sony (“Sony Questionnaire”). These questionnaires evaluate compliance with the Supply Chain Code, including issues related to forced labor among foreign, migrant and immigrant workers, which has become a serious issue worldwide. Completed questionnaires are analyzed to identify potential risks.

Existing Suppliers: All existing OEM/ODM suppliers that do a sizable business with Sony are subject to annual assessments using the RBA Questionnaire. If the assessment indicates a high risk, that OEM or ODM supplier is subject to an on-site audit, which may be conducted by an independent third-party auditor. Sony has also over time strengthened its

activities for existing raw materials/parts suppliers. Existing raw materials/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 analyzed 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.

For higher risk suppliers, we use a third-party auditing company to confirm compliance with the Supply Chain Code. Employee interviews are also included as part of this audit. Employees are required to directly verify whether they are responsible for employment fees, the site's health and safety conditions, 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.

If a supplier is suspected of violating the Supply Chain Code, a remote or on-site assessment is conducted, and employees and managers are interviewed to verify the suspected violation. If the suspected violation is confirmed, we issue guidance as to how to remedy the violation. We hope that by doing this, we prevent additional harm to the employees of such suppliers and the loss of income to the most vulnerable families. We then continue to monitor and evaluate the situation to ensure the violation has been remedied as instructed. This may include additional audits of the supplier. Sony's policy is to review its business relationship with a supplier if a serious violation of the Supply Chain Code (such as forced labor, child labor, inhumane working conditions, unlawful discrimination, lack of an emergency and disaster action plan, presence of risks that cause a serious life-threatening accident to a worker, significant environmental pollution issues) were to occur or if a supplier fails to cooperate fully in an investigation or audit.

Assessment Results and Remediation: In fiscal year 2023, we conducted 235 document-based assessments for new and existing supplier plants. We also conducted remote/on-site assessments and interviews at 12 plants. The results of these assessments are as follows:

- ***New Supplier Plants.*** The document-based assessments identified 5 plants with minor concerns such as excessive working hours. Sony issued instructions to these suppliers and is monitoring their remedial actions. We conducted remote or on-site assessments at 8 supplier plants suspected to be in violation, pointing out issues and issuing instructions for improvement. In either case, suppliers are asked to plan for improvement, manage progress and show evidence-based results.
- ***Existing Supplier Plants.*** The 179 document-based assessments identified plants with minor concerns such as excessive working hours. Sony issued instructions to these suppliers and is monitoring their remedial actions. We conducted remote or on-site assessments at 4 supplier plants suspected to be in violation, pointing out issues and

issuing instructions for improvement. In either case, suppliers are asked to plan for improvement, manage progress and show evidence-based results.

- There was no definitive evidence of forced or child labor identified at any of suppliers assessed in 2023. However, we did identify areas of noncompliance with the Supply Chain Code, such as employees working more than 60 hours per week. Sony contacted the relevant suppliers and required them to develop a corrective action plan for each violation and to submit the plan to Sony.

(ii) Incorporating Findings from the Media and NGO Reports

If an NGO report or other media indicates possible violations of the Supply Chain Code, Sony works with the identified supplier and may request a third-party RBA audit of the supplier's manufacturing site to confirm the accuracy of the report and necessary corrective action.

(iii) Contractual Terms for Electronics Products Suppliers

Compliance with the Supply Chain Code is included in contracts signed when Sony begins doing business with electronics products raw materials/parts suppliers. All electronics products raw materials/parts suppliers are provided with the Supply Chain Code upon signing a new contract, and are kept informed of changes through updated documents. Further, Sony regularly reminds suppliers of their responsibilities and obtains a declaration of compliance from them.

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 materials and parts to Sony through the primary supplier. Furthermore, if a primary supplier is a trading company, Sony acquires a compliance consent from the parts manufacturer and manufacturing sites through the trading company and confirms that compliance is implemented. Sony also distributes the Supply Chain Code to our own supply chain, requesting compliance by indirect suppliers through our direct suppliers.

(v) Grievance Mechanism

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. The Sony Ethics & Compliance Hotline is also available to suppliers to report concerns regarding possible violations of the law or Sony policies.

Sony also started to operate the Grievance System for Sony Group Electronics Supply Chain for relevant stakeholders in the electronics supply chain, including manufacturers and suppliers of parts, raw materials, manufacturing equipment, etc., their employees, and other related parties to report violations or possible violations of the Supply Chain Code and the Sony Group Policy for Responsible Supply Chain of Minerals, from March 29, 2024.

Submitted grievances are received and investigated by an organization that is not directly involved in the matter.

Sony investigates allegations expeditiously and objectively. If a violation by a supplier is confirmed, Sony requires the supplier to take corrective action. If 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.

(vi) Training

All Sony employees are required to receive initial and periodic refresher training on the Code of Conduct to help ensure that they understand Sony's commitment to its core ethical values and internal policies. In fiscal year 2023, all General Managers or above in our electronics manufacturing operations procurement department, received additional training on human rights in the supply chain and Sony's initiatives for sustainability. We also conducted training for all personnel in the procurement department to enable them to better understand Sony Group initiatives aimed at achieving a responsible supply chain. In addition, all personnel that are the contact point for raw materials/parts suppliers received training on the human rights violation risks identified in supplier assessment and improvement processes as well as the necessary measures in the event that risks materialize.

In fiscal year 2023, we distributed a video to larger raw materials/parts suppliers to deepen their understanding of our policy of sustainable procurement. The video explains Sony's approach to sustainability, our Supply Chain Code of Conduct, and our Responsible Minerals Sourcing Policy. In this video we also request our suppliers' cooperation to help us achieve our goal of sustainable procurement by complying with our requirements.

4. Assessing the Effectiveness of Sony's Actions and Initiatives

Sony conducts assessments and audits of its electronics suppliers as described above. Sony tracks overall supplier performance with the Supply Chain Code by comparing the year over year results of the number of assessments using questionnaires, improvements requested, and remote/on-site visits. Sony also monitors the reports made through its grievance mechanism. The Sustainability Department of Sony Group Corporation also assesses external trends and communicates with stakeholders to gauge the effectiveness of actions taken. The Sustainability Department provides an annual report to the Sony Group Corporation's Board of Directors on all key aspects of Sony's sustainability initiatives, including addressing and mitigating the risks of forced and child labor. The Sustainability Department also provides the Board with quarterly updates on relevant topics.

Approval and Attestation

Solely for purposes of compliance with the Canada Act, this Report has been approved by the Board of Directors of Sony Corporation of America, the controlling and governing body of each of the Reporting Entities included in this Report.

The principal risks of forced and child labor in Sony's supply chain, the actions taken to assess, address and mitigate the risks of forced labor and child labor, and to assess the effectiveness of actions being taken (each of which are discussed in this Report) are generally the same for each of the Reporting Entities.

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

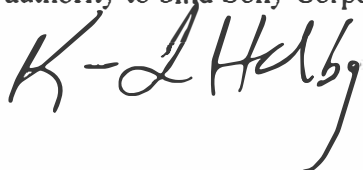
Karen Halby

President, Sony Corporation of America

Date: 5/23/24

I have the authority to bind Sony Corporation of America

Signature:

Handwritten signature of Karen Halby in black ink.

Annex

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

| Reporting Entity Name(s) | Reporting Entity Categorization | Reporting Entity Activities in Canada |
|--|---------------------------------|---|
| Sony Corporation of America (“SCA”) | Corporation | SCA is the parent company and controls the Reporting Entities. SCA provides services to the Reporting Entities including legal, compliance, sustainability, and procurement. SCA is not a manufacturer. |
| Sony Electronics Inc. (“SEL”) | Corporation | <p>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.</p> <p>Key consumer products include televisions, home theaters, Blu-ray Disc and DVD 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.</p> |
| Sony Interactive Entertainment LLC (“SIE”) | Corporation | <p>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.</p> <p>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.</p> |
| 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. |
| Sony Pictures Home Entertainment Canada Ltd; Columbia Pictures Industries, Inc.; and Sony Pictures Imageworks Canada Inc. (collectively “SPE”) | Corporation | <p>SPE’s principal activities are motion picture production, acquisition, and distribution; television production, acquisition, and distribution; digital content creation and distribution; operation of studio facilities; and development of new entertainment products, services and technologies.</p> <p>Sony Pictures Home Entertainment Canada Ltd. is wholly owned subsidiary of Sony Pictures Home Entertainment, Inc. Columbia Pictures Industries, Inc. is a wholly owned subsidiary of CPE Holdings, Inc. Sony Pictures Imageworks Canada Inc. is a wholly owned subsidiary of Sony Pictures Imageworks Inc.</p> |
| Sony Biotechnology Inc. (“SBT”) | Corporation | SBT’s primary activities include the sale electronic products and related substances used for medical research. SBT also provides servicing for the research instruments. SBT is not a manufacturer. All goods are imported into Canada from Japan and the United States. |
| 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. |