

Sony DADC Europe GmbH Sustainability Report 2025

Prepared in accordance with VSME - Voluntary Sustainability Reporting Standard for non-listed SMEs
European Commission Recommendation (EU) 2025/1710 of 30 July 2025

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Foreword by Management Board

For almost 40 years Sony DADC has been firmly established in Thalgau and closely connected with the region. During this time we have not only provided economic momentum but have also contributed to the development of our surroundings. This long-standing connection shapes the way we see ourselves: we act responsibly and regard ourselves as part of a community whose sustainable development we actively help to shape.

Even in turbulent times we consistently pursue the goal of living and promoting values that strengthen environmental protection as well as social cohesion. For us, sustainability is not a short-term objective but a long-term commitment to a liveable and better future for coming generations.

In order to resolutely continue along this path, we have decided to voluntarily publish a sustainability report in accordance with the VSME standards. With this report we want to drive further improvements and we want to present our activities and impacts in the areas of environment, social affairs and responsible corporate governance clearly and transparently. Sustainability thereby becomes not only visible but actively steerable.

In addition to measures already implemented in the past, such as sourcing 100 % of our electricity from renewable sources, the installation of a photovoltaic system and the supply of our electric company vehicle fleet via our own charging stations, further important milestones were achieved in the financial year 2025: solvent consumption was reduced by more than 70 % and, through the expansion of heat recovery, more than 80 % of the thermal energy previously sourced from gas is now generated in an environmentally friendly way.

Because we understand sustainability comprehensively, we also attach particular importance to the health and safety of our employees. In line with our group-wide target of zero occupational accidents and zero work-related illnesses, we implemented targeted measures in this area in the financial year 2025. With a particular focus on promoting psychological well-being, the „Spring Fit Health Days 2025“ centred on stress reduction and mental health.

In the financial year 2026 we will further develop our sustainability performance in a targeted manner. Our focus will be on reducing our Scope 1 emissions as well as on increasing our waste diversion rate and on an initial EcoVadis rating. In addition, we want to further strengthen awareness of health and prevention: as part of a World Café on addiction prevention, employees will be able to obtain information on and discuss various addiction-related topics.

At this point I would like to thank all employees who actively shape and support our sustainability initiatives, both large and small. Particular thanks go to those who contribute their interests, ideas and passions to our committees and who, through great commitment, diverse activities and continuous communication, help to embed sustainability in all its forms within our organization and to inspire others.

We are convinced that sustainable business can only be successful if it is practiced consistently, credibly and jointly. This report is therefore not only a presentation of what we have already achieved, but also a commitment to the path we want to continue: responsible, transparent and with a clear focus on a sustainable future.

Werner Gangl, Senior Vice President



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B1 Basis for Preparation

This sustainability report was prepared predominantly on the basis of the Basic Module of the voluntary reporting standard for SMEs (VSME). In addition, selected content from the Comprehensive Module was drawn upon and partly integrated into the report in order to enable a more comprehensive presentation.

In individual disclosures, supplementary information was included where this was considered useful for a more complete overall picture. The titles used in the standard have largely been retained and only slightly adapted. To ensure clarity and traceability, the corresponding disclosure numbers (e.g. B1 for Basic Module, Disclosure 1) were also adopted. The disclosures are divided into three categories: climate and environment, social affairs and governance.

This report was prepared on an individual basis and comprises information on Sony DADC Europe GmbH at the Thalgau site. Further sites of the Sony DADC Group are located in Terre Haute (USA) as well as in Stenovice and Pilsen (Czech Republic). However, these are not included in the scope of consolidation of Sony DADC Europe GmbH and are therefore not covered by this report.

Size and Legal Form

Indicator	Value
Legal form	GmbH
NACE-code(s)	NACE C - 18.20 Reproduction of recorded media
Balance sheet total (MEUR)	115
Revenue (MEUR)	130
Number of employees	301
Methodology employees (headcount / FTE)	Headcount
Reporting date employees	31 March 2026
Principal country of operation	Austria

Sites and Geocoordinates

Site (function)	Address	Postal Code	City	Country	Geocoordinates
Headquarters and production plant	Sonystrasse 4	5303	Thalgau	Salzburg	47.85134°N, 13.22124°E

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Sustainability-Related Certifications, Labels and Initiatives

Certification / label / initiative	Description	Date / audit	Valid until	Issuer
BGF Quality Seal (workplace health promotion)	Certification under the Austrian workplace health promotion scheme	January 2024	Valid until December 2026 Evaluation report will be submitted in June 2026 with the aim of an extension until 2029	Federal Ministry of Social Affairs & Healthy Austria Fund
Full certificate 'Work and Family'	Certification for improved reconciliation of family commitments and work	December 2024	4 December 2027	Federal Ministry for Women and Family
ISO 45001	Certification of the occupational safety and health management system	22 July 2024	18 August 2027	Bureau Veritas
ISO 14001	Certification of the environmental management system	29 August 2025	8 June 2028	Bureau Veritas
ISO 9001	Certification of the quality management system (Business Unit Micro Optics)	14 January 2026	31 January 2028	TÜV Süd









In addition, in the course of financial year 2026 we are aiming for an independent sustainability rating of our company by EcoVadis

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B2 & C2 Practices, Policies and Future Initiatives for Transitioning towards a More Sustainable Economy

The following table assigns our sustainability practices, policies and future initiatives to the topics named in the VSME standard. Responsibility for implementing the targets in the topic areas of climate change and own workforce lies with the Management Board. The Compliance Officer is responsible for the targets in the topic areas of workers in the value chain and business conduct.

	B2			C2	
Topic	**Practices Policies Initiatives**	**Publicly available**	**Targets**	**Description of policies, practices and actions**	**Future initiatives and targets**
Climate change	YES	YES	YES	„Road to Zero" – plan to reduce environmental impact in the areas of climate change, resources, chemicals and biodiversity	• Elimination of Scope 1 emissions by 2030 by replacing fossil fuels (petrol, natural gas) with alternative energy sources • Use of 100 % renewable electrical energy which meets the requirements of the „Climate Group RE100" (already implemented) • Recording of Scope 3 emissions with the objective of reducing Scope 3 emissions by 25 % by 2030 (base year FY2025)
Pollution	YES	YES	YES		• No use of Class 1 substances (existing requirement under the Sony Global Environmental Management System) • Reduce use of Class 2 substances to a minimum (existing requirement under the Sony Global Environmental Management System) • Reduce the total quantity of VOCs released into the air to the level of financial year 2010 or below (target year FY2030)
Water and marine resources	YES	YES	YES		• Continuous reduction of water withdrawal

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	B2			C2	
Topic	**Practices Policies Initiatives**	**Publicly available**	**Targets**	**Description of policies, practices and actions**	**Future initiatives and targets**
Biodiversity and ecosystems	YES	YES	YES	„Road to Zero“ – plan to reduce environmental impact in the areas of climate change, resources, chemicals and biodiversity	• Promotion of paperless working as well as of the use of recycled and certified paper (already implemented) • Conducting an annual awareness campaign on the topic of food loss • Minimisation of impacts on ecosystems as well as implementation of restoration and protection measures • Complete elimination of single-use plastics provided within the company (already implemented) • Promotion of countermeasures against the discharge of microplastics (project in planning) • Conducting local litter-collection and clean-up campaigns (annually)
Circular economy	YES	YES	YES		• Continuous reduction of waste • Waste diversion rate: 85 % or more (target year FY2030, base year FY2025)
Own workforce: occupational safety and health	YES	NO	YES	Sony Group Policy “Vision ZERO” OHS – policy for occupational safety and health protection – certified to ISO 45001 Workplace health management - BGF Quality Seal of the Healthy Austria Fund - OneFit Team (committee) for events and initiatives	• Overall objective to avoid all workplace-related accidents, injuries or illnesses • Strong involvement of employees (e.g. SVPs) in the assessment of hazards and the derivation of measures • Near-miss initiative to prevent occupational accidents and to contain hazardous situations • Reduction of the use of hazardous substances where possible (e.g. reduction of the use of acetone) • Continuation of annual health days to reduce work-related and personal health risks – focus: 2026 addiction prevention • Annual plan of OneFit events to strengthen the health of employees • Implementation (04/2026) of the monthly on-site consultation hour with our occupational psychologist

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In April 2010 Sony introduced the environmental plan „Road to Zero“, with the aim of establishing sustainable business practices by 2050 and continuously minimizing the environmental impacts along the entire product life cycle as well as business activities. To implement this long-term environmental strategy, Sony defines specific medium-term environmental targets every five years within the framework of the so-called Green Management Plans (GM20XX). These targets are oriented towards the central fields of action of climate change, resources, chemical substances and biodiversity and take into account the various phases of the product life cycle. For financial year 2025 the Green Management Plan 2025 (GM2025) was relevant, while the next implementation period of the GM2030 begins with financial year 2026.

	B2			C2	
Topic	**Practices Policies Initiatives**	**Publicly available**	**Targets**	**Description of policies, practices and actions**	**Future initiatives and targets**
Own workforce: life-stage orientation	YES	NO	YES	Certificate 'Work and Family' with a broad definition of family to strengthen the reconciliation of family and work	• Strengthening life-stage orientation and expanding the range of offerings (age-appropriate working, sabbatical, etc.)
Own workforce: participation	YES	NO	YES	Increasing participation through employee committees for various areas and initiatives • Environment: Green Team (since 11/2022) • Health: OneFit Team (since 01/2016) • Healthy food: canteen committee (since 01/2021) • Kaizen suggestion scheme (continuous improvement of the workflow) (since 01/2019)	• Strengthening the self-efficacy of employees and embedding the topics of health and environment in the company and thereby helping to shape their own working environment • Kaizen suggestion scheme: Helping to shape everyday work and the workflow with small and large suggestions from the workforce
Workers in the value chain	YES	YES	NO	Code of conduct – Sony Group Code of Conduct and Sony Supply Chain Code of Conduct	
Affected communities	NO	NO	NO		
Consumers and end users	NO	NO	NO		
Business Conduct	YES	YES	NO	Code of conduct – Sony Group Code of Conduct	Mandatory training for new employees and regular refresher training

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C1 Strategy: Business Model and Sustainability-Related Initiatives

Company Profile and Significant Business Areas

Sony DADC Europe GmbH, a member of the Sony DADC Group within Sony Corporation, is a global provider of digital media and technology solutions. We offer integrated services for the global entertainment industry and support our customers along the entire value chain, from media production and digital distribution through to supply chain and logistics solutions. In addition, we are opening up new markets in the field of micro-optics through polymer-based lighting and sensor applications. The products and services of the entire group are presented below. The focus at the Thalgau site is on production.

Products and services of the Sony DADC Group

Production of recorded media
Manufacture of optical media in all formats for the home entertainment industry, including CD, Super Audio CD, DVD, Blu-ray™ and Ultra HD Blu-ray™.

Manufacture of micro-optics
Manufacture of micro-optics with refractive and diffractive polymer-based components.



Assembly & packaging
Assembly and finishing of finished goods in the area of recorded optical media, including labelling, packaging, quality control, kitting, packaging design as well as inventory management for components of finished goods.

Logistics, distribution & warehousing
Logistics services including warehousing, order picking, packaging, transport and returns logistics as well as management of expiry dates, batch and serial numbers. In addition, customer-specific logistics services, monitored warehouse infrastructure and intelligent warehouse logistics are offered to ensure optimal stock levels and a smooth flow of materials.

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Markets
In optical media, our business spans both business-to-business (B2B) and business-to-consumer (B2C) segments. On the B2B side, we serve film studios, music labels, gaming companies, publishers, as well as distribution and retail partners. We deliver our products and services worldwide, with particularly strong markets in Europe and North America. In addition, in micro-optics, we are opening up new markets in the automotive industry, consumer electronics, and sensor technology.

Business relationships

- Suppliers
  - We source materials and components for media production and packaging and rely, among other things, on initiatives such as the Green Partner Program in order to strengthen environmental and quality standards in our supply chain. We have built up long-term and cooperative relationships with a large number of business partners. A shared understanding of quality as well as continuous innovation form the basis of our cooperation along the media and entertainment industry.
- Customers
  - The most important customers include global companies in the entertainment industry, gaming publishers, retailers as well as brand partners.
- Distribution channels
  - Sony DADC uses a combination of its own logistics centers, external logistics service providers, retail networks and online platforms in order to provide products and services.



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Sony's Purpose

Fill the world with emotion, through the power of creativity and technology.

Values

The realization of our mission can only be achieved by working as a team. We are aware that success and productivity require a positive work environment and therefore a company culture that fosters the right principles.

For Sony DADC these are honesty, excellence, accountability, respect and teamwork.





Vision

To deliver products and services covering the needs of our society and environment, with world class technologies across multiple industries.

Mission

To use our pioneering spirit, the excellent know how of our employees and decades of experience to satisfy our customers' needs.

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B3 Energy and Greenhouse Gas Emissions

Energy Consumption and Energy Mix

Our energy consumption was determined on the basis of energy invoices from our electricity provider and in-house consumption meters. We source electricity exclusively from 100 % renewable sources.

Energy consumption and energy mix	FY 25
(1) Fuel consumption from coal and coal products (MWh)	0
(2) Fuel consumption from crude oil and petroleum products (MWh)	13
(3) Fuel consumption from natural gas (MWh)	511
(4) Fuel consumption from other fossil sources (MWh)	0
(5) Consumption of purchased electricity, heat, steam and cooling from fossil sources (MWh)	0
(6) Total fossil energy consumption (MWh) — sum of rows 1–5	525
Share of fossil sources in total energy consumption (%)	3 %
(7) Consumption from nuclear sources (MWh)	0
Share of nuclear sources in total energy consumption (%)	0
(8) Fuel consumption from renewable sources (biomass, biogas, green hydrogen, etc.) (MWh)	0
(9) Consumption of purchased electricity, heat, steam and cooling from renewable sources (MWh)	16,623
(10) Consumption of self-generated renewable energy (MWh) — e.g. own PV	832
(11) Total renewable energy consumption (MWh) — sum of rows 8–10	17,455
Share of renewable sources in total energy consumption (%)	97 %
Total energy consumption (MWh) — sum of rows 6, 7, 11	17,980

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Greenhouse Gas Emissions

Our GHG emissions were calculated in accordance with the GHG Protocol Corporate Standard. Scope 1 comprises direct emissions from owned or controlled sources. Scope 2 comprises indirect emissions from purchased energy.

Scope	Value (tCO2e) - FY 25
Scope 1 — direct emissions from owned/controlled sources	127
Scope 2 (location-based)	1,671
Scope 2 (market-based)	0
Total Scope 1 + Scope 2 (location-based)	1,798

GHG Intensity

The GHG intensity results from gross GHG emissions (Scope 1 + 2) divided by revenue.

Indicator	Value	Unit
Revenue	129,872,484	EUR
Total GHG emissions (Scope 1 + 2 location-based)	1,798	tCO2e
GHG intensity (Scope 1 + 2 location-based)	0.0000138	tCO2e/EUR
GHG intensity (Scope 1 + 2 market-based)	0.000001	tCO2e/EUR

Scope 3

We have started calculating Scope 3 emissions and plan to publish them in the coming financial year

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B4 Pollution of Air, Water and Soil

We report in accordance with the water law requirements of the Province of Salzburg and of the local water protection association. The wastewater volumes are measured annually. The measurement results show that our emissions are far below the statutory threshold values.

No statutory measurements are prescribed for air and soil and therefore no information is available.

Medium	Pollutant	Threshold value	Quantity (unit)	Source / reference
Water	Nickel and nickel compounds (Ni)	7.6 kg/year	0.08 kg/year	In accordance with expert report HUS B476 5 006 22 of 04.11.2025
Water	Copper and copper compounds (Cu)	7.6 kg/year	0.03 kg/year	In accordance with expert report HUS B476 5 006 22 of 04.11.2025

B5 Biodiversity

Sites in or near Biodiversity-Sensitive Areas

The company does not operate any sites in or in the immediate vicinity of biodiversity-sensitive areas.

Land Use

Land type	Area (m2)
Total sealed area	33,897
Near-natural area on site (e.g. green roofs/façades, infiltration)	16,437
Near-natural area off site (company-owned and managed)	0
Total land use	51,191

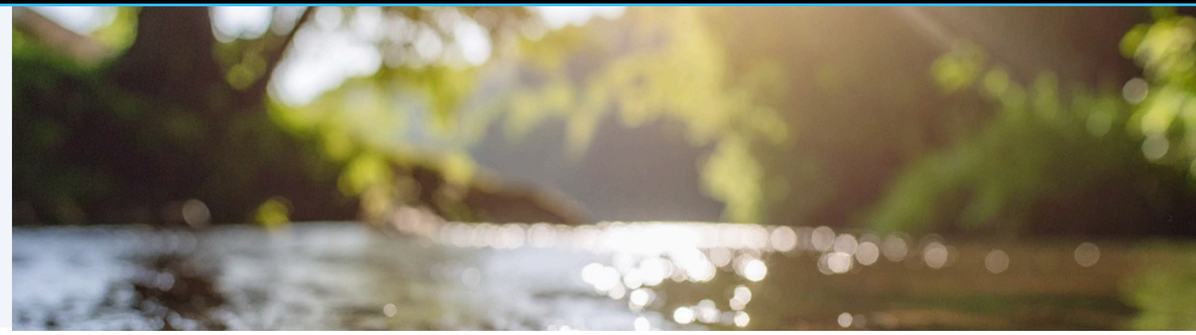
On the delimitation of the land types: roadways, asphalted car parks and building footprints are deemed to be sealed. Green areas (lawn, trees, shrubs), the pond as well as the greened roof area are deemed to be near-natural on site. There are no near-natural areas outside the site. Car parks with grass pavers were counted neither as sealed nor as near-natural area. Beehives, nesting boxes and grazing areas for sheep are located on the near-natural areas.

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B6 Water

According to the assessment based on WRI Aqueduct, our site in Thalgau is located in a region with low water stress. Water withdrawal is recorded via internal consumption meters. The water withdrawn is used both for sanitary purposes and for production and building services processes, in particular in the areas of mastering, cooling and humidification.

In order to reduce the environmental impacts of water consumption we rely, where technically possible, on the use of closed water circuits. This allows water requirements to be minimised and resource efficiency to be improved.

Indicator	Value	Unit
Total water withdrawal	8,600	**m³**
of which: withdrawal at sites with high water stress	0	**m³**
Water discharge from production processes	4,573	**m³**
Water consumption (withdrawal – discharge)	4,027	**m³**

B7 Resource Use, Circular Economy and Waste Management

Application of Circular Economy Principles

In the area of resources and the circular economy our focus is on reducing the consumption of natural resources and promoting the use of recycled materials in our operating processes and product life cycles. In order to reduce raw material consumption, Sony DADC designs products to be lighter and continuously improves resource efficiency within the production processes. At the same time we support the reuse of valuable materials by cooperating with recycling companies and returning recovered raw materials to the material cycle.

A practical example of this is the processing of residual materials such as polycarbonate: these are sorted according to quality criteria already at the point of origin and subsequently either returned directly to the production process or handed over to an external recycling company, whereby valuable raw materials can be recovered from production waste.

Waste Quantities

The waste data are based on data from our disposal partners such as delivery and weighing notes and invoices.

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More than 80 % of the waste volume goes to direct material recycling. The remaining quantities go to thermal recovery (heat generation / energy generation). No radioactive waste within the meaning of Article 3(7) of Directive 2011/70/Euratom is generated.

Waste type	Recycling / reuse (t)	Disposal (t)	Total (t)	of which hazardous? (Y/N)
Non-hazardous waste (total)	**561.2**	**30.7**	**591.8**	**N**
20 03 01 - Mixed municipal waste	0	27	27	N
20 01 01 – Paper and cardboard	17.7	0	17.7	N
20 01 02 – Glass	0.4	0	0.4	N
20 01 39 – Plastics	533.6	0	533.6	N
20 01 40 – Metals	7.2	0	7.2	N
20 01 36 - Discarded electrical and electronic equipment	0	3.7	3.7	N
20 01 38 - Wood	2.3	0	2.3	N
Hazardous waste (total)	**0**	**91.2**	**91.2**	**Y**
20 01 26 – Oil and grease	0	0.3	0.3	Y
20 01 27 - Paint, printing inks, adhesives and varnishes	0	1.3	1.3	Y
14 06 05 - Sludges or solid wastes containing other solvents	0	48.4	48.4	Y
20 01 21 - Fluorescent tubes and other mercury-containing waste	0	0.1	0.1	Y
20 01 13 - Solvents	0	0.1	0.1	Y
10 01 20 - Sludges from on-site effluent treatment containing hazardous substances	0	18.6	18.6	Y
20 01 14 - Acids	0	0.8	0.8	Y
20 01 15 - Alkalines	0	16	16	Y
06 10 02 - Wastes containing hazardous substances	0	3.3	3.3	Y
06 05 02 - Sludges from on-site effluent treatment containing hazardous substances	0	2.2	2.2	Y
Total	**561.2**	**121.8**	**683**	—

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Mass Flow of Significant Materials

Material group	Quantity (financial year 25)	Unit
Plastics	2,028,000	Kg

In terms of quantity, our most relevant raw material is the plastic polycarbonate. The quantity stated is based on purchase volumes. These may deviate from the actual consumption volumes due to warehousing.

C3 Greenhouse Gas Reduction Targets and Climate Transition

In the area of climate protection Sony pursues the goal of reducing greenhouse gas emissions along the entire value chain (GHG Scopes 1 to 3) to net zero. This target was originally envisaged for the year 2050. Due to the increasing effects of climate change and the growing urgency of global decarbonization, Sony has tightened its climate strategy and brought forward the target year for achieving a net zero balance to 2040. As already mentioned under B2 and C2, the Green Management Plan 2025 (GM2025) applies for financial year 2025, while the implementation period of GM2030 begins with financial year 2026.

GHG Reduction Targets

GM2025

Scope	Base year	Base-year value (tCO2e)	Target year	Target-year requirement (tCO2e)	Target-year value (tCO2e)	Reduction (%)
Scope 1	2020	614	2025	583	127	79 %
Scope 2	2020	3,008	2025	2,858	1,671	44 %
Scope 1+2 combined	2020	3,622	2025	3,441	1,798	50 %

Within the framework of GM2025 we set ourselves the target of reducing our Scope 1 and Scope 2 emissions in absolute terms by 5 % compared with financial year 2020. We were able to clearly exceed this target: in fact we succeeded in lowering emissions by 51 %.

We achieved this result through the consistent implementation of various measures - including projects carried out annually to continuously increase energy efficiency, the reduction of gas consumption through the installation of a heat pump as well as the expansion of heat recovery.

GM2030

Scope	Base year	Base-year value (tCO2e)	Target year	Target-year requirement (tCO2e)
Scope 1	2025	127	2030	44
Scope 2	2025	1,671	2030	668
Scope 1+2 combined	2025	1,780	2030	712

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Further measures for climate protection within the framework of GM2030 are:

- Reduction of Scope 1 and 2 (market-based) emissions by 60 % by 2030 compared with the FY25 value through technical measures and renewable energy sources respectively.
- Offsetting residual emissions through carbon credits.
- Use of 100 % renewable electricity which meets the requirements of the RE100 initiative of the Climate Group.
- Measurement and reduction of Scope 3 emissions with the aim of lowering Scope 3 emissions by 25 % by 2030.

C4 Climate Risks

Description of Climate-Related Hazards and Transition Events

In order to identify risks in connection with climate change, a climate risk analysis was carried out based on the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Together with specialists and managers from various departments, risks were structured into three categories and assessed.

Risk categories:

- Transition risks (regulatory, market-, technology- and reputation-related risks)
- Chronic physical risks (e.g. changed average temperatures, temperature variability, changing precipitation patterns)
- Acute physical risks (e.g. heatwaves, storms, heavy precipitation, drought)

The following risks were classified as material (risk level high or medium): the rising pricing of greenhouse gas emissions (CO_2 tax), rising raw material and material costs (each high), investment costs for the conversion to lower-emission technologies, rising average temperatures, increasing temperature variability and extreme weather events, changed precipitation patterns and hydrological variability (each medium). The remaining identified risks, including further regulatory requirements (e.g. extended reporting obligations), reputational and market risks and the acute physical risks at the site, were assessed with a low or very low risk level.

Risk category	Risk	Time horizon	Risk level
Transition – policy & law	Rising CO_2 pricing (CO_2 tax)	short-term	high
Transition – market	Rising raw material and material costs	medium-term	high
Transition – technology	Investment costs lower-emission technologies	short-term	medium
Physical chronic – temperature	Rising average temperatures	medium-term	medium
Physical chronic – temperature	Temperature variability / extreme weather	medium-term	medium
Physical chronic – water	Changed precipitation patterns	short-term	medium
Physical chronic – water	Hydrological variability	short-term	medium

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Risk Assessment - Methodology

Each identified risk was assessed on the basis of probability of occurrence and the extent of damage (impact) across three time horizons (short-term: up to 1 year; medium-term: 2–5 years; long-term: more than 5 years). The risk level is scored by multiplying the impact and the likelihood (very low to very high). The geographical frame of reference of the analysis is the production site Thalgau (Austria). Scientific and official sources were used as the basis for the assessment and estimates (including GeoSphere Austria, HORA flood risk areas, WRI Aqueduct, hydrographic service), as well as historical observation data.

An explicit, scenario-based consideration of future climate developments on the basis of IPCC scenarios is not yet included in the current state of the analysis. We will take corresponding climate scenarios into account within the framework of the next update of the climate risk analysis.

Climate Change Adaptation Measures

In line with the „Road to Zero“, Sony DADC has initiated or continued adaptation and mitigation measures for identified risks. These include:

- Investments in energy efficiency and renewable energies (including expansion of photovoltaics, heat pumps, energy-saving measures, RE100 certificates)
- Process improvements to increase material efficiency, to reduce waste as well as to reduce the plastics content
- Contractual and pricing arrangements to reflect possible cost increases (CO_2 tax, material prices) as well as competitor and supplier analyses
- Structural and technical measures to maintain operations in the event of rising temperatures and extreme weather (including insulation, cooling technology, closed cooling circuits)
- Ongoing monitoring of climate risks as well as fulfilment of the evolving regulatory and reporting obligations

Potential Financial Effects

The material potential adverse financial effects in the short to medium term come from rising CO_2 pricing (high) as well as rising raw material and material costs (high). Investment costs for lower-emission technologies as well as temperature- and precipitation-related physical risks are classified as medium. Despite the overall low to medium risk profile, we are actively implementing measures to adapt to climate change and thereby support the overarching sustainability goals of the Sony Group.

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B8 Workforce - General Characteristics

The personnel figures are active employees and are stated as headcount as of 31.03.2026. Dormant contracts (e.g. parental leave, military service, maternity protection) are not taken into account in the statistics. In addition, temporary agency workers are not taken into account under the workforce item.

Employees by Contract Type

Contract type	Financial year 25 (reporting date 31.03.2026)
Fixed-term contracts	13
Permanent contracts	288
Total	301

Employees by Gender

Gender	Financial year 25 (reporting date 31.03.2026)
Male	227
Female	74
Other gender	0
Non-reported gender	0
Total	301

Due to the manufacturing environment, Sony DADC has a predominant share of its workforce in production and thus in the technical area. Although Sony DADC has been able to increase the proportion of women in technical occupations to a growing extent since 2021, the male share of the workforce still predominates.

Employees by Country

The number of employees relates exclusively to the Thalgau site in Austria.

Turnover Rate

Indicator	Financial year 25
Turnover rate (%)	8.70 %

The turnover rate is calculated as the number of employees who left during the reporting year divided by the number of persons employed at the end of the period. Retirements, temporary exits as well as fixed-term employment contracts were not taken into account in the calculation.

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B9 Workforce - Health and Safety

Safety Indicators

Indicator	Financial year 25
Number of recordable work-related accidents	2
Rate of recordable accidents (accidents / hours worked × 200 000)	0.66
Number of fatalities due to work-related injuries / illnesses	0

"Recordable" = subject to recording obligations under Austrian law, i.e. fatal occupational accidents (or commuting accidents) as well as occupational accidents (or commuting accidents) which result in an injury to an employee with an absence from work of more than three calendar days (Section 16 of the Austrian Occupational Safety and Health Act).

Occupational Safety and Health Management

We have an occupational safety and health management system certified to ISO 45001. An environmental, occupational safety and health committee meets quarterly and continuously evaluates the effectiveness of our measures.

For systematic improvement we regularly evaluate all safety- and health-relevant aspects of the workplaces at the site and derive suitable promotion and prevention measures from this. Within this framework, for example, all production steps – where technically sensible – were automated in order to sustainably reduce risks and physical strain for our employees. In addition, we provide personal protective equipment and carry out regular safety training.

A central component of our approach is strengthening the personal responsibility of our employees. To this end we have established a structured near-miss-initiative which promotes the early identification and reporting of near-misses. Employees are actively encouraged to identify and report potential hazards. All reports are systematically analyzed, brought into the committee and feed directly into improvement measures. Through this culture of open exchange we increase safety awareness and enable all employees to contribute actively to prevention.

We have a quality-assured program of workplace health promotion which has been awarded the Austrian BGF-Quality Seal. External occupational safety, occupational medicine and occupational psychology experts support us on an ongoing basis in prevention and further development.

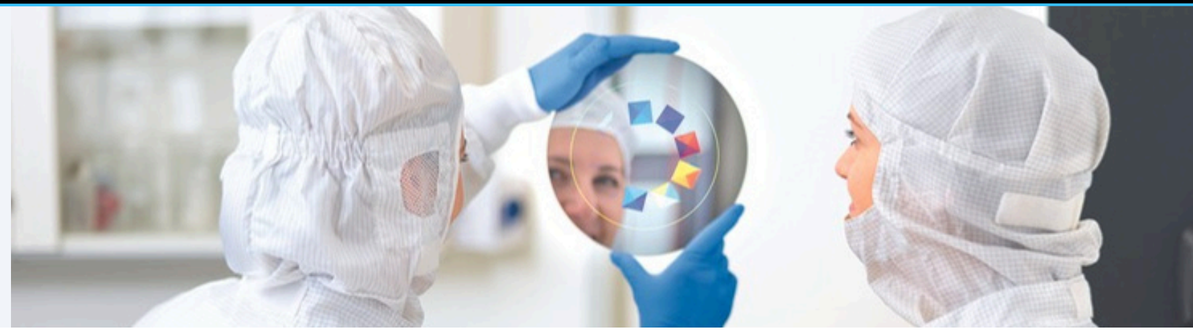
In order to strengthen health and safety we set a thematic focus each year. In the past business year this was on ergonomics – with measures such as workplace analyses, ergonomic adjustments, training on body-appropriate working and the provision of ergonomic aids.

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B10 Workforce - Remuneration, Collective Bargaining and Training

Remuneration and Minimum Wage

All our employees are remunerated at least in accordance with the relevant collective agreement salary. Classification and remuneration are based on the collective agreement for the film and music industry (excluding film professions); actual remuneration, however, is governed by an internal remuneration system which is oriented towards corresponding market salaries.

Collective Bargaining Coverage

Indicator	Financial year 25 (reporting date 31.03.2026)
Share of employees covered by a collective agreement (%)	99.34 %

The deviation from 100 % results from the fact that the managing directors under commercial law are not subject to the collective agreement and are therefore not taken into account in this indicator.

Gender Pay Gap

Indicator	Financial year 25 (reporting date 31.03.2026)
Pay gap (%) — mean of the hourly rate adjusted for level of employment, applicable to employees covered by the collective agreement	-0.83 %
Pay gap (%) - median of the hourly rate adjusted for level of employment, applicable to employees covered by the collective agreement	-0.08 %

The scope of the disclosures on the gender pay gap comprises the Austrian company and includes all employees to whom the collective agreement applies (99.34 %). In order to avoid distortions, apprentices were excluded from the calculation of the adjusted hourly rates, although in principle they fall within the scope of application of the collective agreement.

The indicators, collected for the first time, show a slightly negative pay gap both for the mean (–0.83 %) and for the median (–0.08 %). A negative value means that women are marginally above the level of the male comparison group in the adjusted hourly rate.

The main reason for this result lies in the functional structure of the workforce: women work predominantly in specialist- and expert functions, while they are represented only in small numbers in entry-level positions. As more highly qualified functions are as a rule associated with higher hourly rates, this distribution leads to a slightly negative gap in favor of women.

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The very small deviations close to zero indicate an overall balanced and undistorted remuneration level. The proximity of mean and median also shows that there are no relevant outliers or structural imbalances in the pay distribution.

Training and Further Education

Indicator	Ø hours/person in financial year 2025
Male	3.01
Female	6.61
Other / not stated	0
Total	4.81

The training measures recorded comprise predominantly subject-specific further training, programs for management development as well as measures of workplace health promotion with a focus on mental health. Not taken into account are on-the-job-training as well as the online compliance carried out group-wide, as well as safety training, as the time spent on these is not recorded in Austria.

C5 Additional Workforce Characteristics

Self-Employed and Temporary Workers

Category	Financial year 25
Self-employed persons without own staff, working exclusively for the company	0
Temporary workers via employment agencies (NACE 78)	44

In order to cover seasonal production peaks, additional temporary agency workers are deployed for machine operation in the high season, working predominantly in the period from August to November. Due to the changed business development, these workers are increasingly deployed for longer periods.

Gender Ratio in Management

Area	Male	Female	Ratio
Management Board	3	0	0
Department management	6	3	0.5
Supervisory Board	5	0	0

The analysis of the gender distribution at the management levels shows a clear differentiation between the individual management structures. As at the reporting date 31.03.2026 the Management Board is staffed exclusively with male managers. The proportion of women is therefore 0 %, which is reflected in the ratio of women to men (F/M) of 0.

At the department management level a ratio of 0.5 results, which corresponds to one female manager per two male managers. The proportion of women at this management level as at the reporting date 31.03.2026 is thus 33.3 %.

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The existing distribution is essentially attributable to the long-standing continuity of the current managers at this level. In recent years, when filling vacant department management positions – provided the technical and organizational requirements were met – increased attention was paid to including qualified female candidates. The aim of these measures is to sustainably increase the proportion of women in management functions and to further advance the diversity targets of the company.

C9 Gender Diversity in Governance Bodies

Our governance structure comprises two bodies, the Management Board and the Supervisory Board, as laid down in the articles of association.

The Management Board consists of three members: two Managing Directors and one Authorized Signatory. All three have decades of experience in the company and comprehensive technical expertise in their respective areas of responsibility.

The Supervisory Board consists of five members, three of whom were delegated by the shareholder and two members are representatives of the employees.

Due to the current composition, the proportion of women is zero both in the Management Board and in the Supervisory Board.

C6 Human Rights Policies and Procedures

Code of Conduct and Human Rights Policy

Question	Answer
Does the company have a code of conduct or a human rights policy?	YES
Does it cover child labour?	YES
Does it cover forced labour?	YES
Does it cover human trafficking?	YES
Does it cover discrimination?	YES
Does it cover accident prevention?	YES
Does the company have a grievance mechanism for its own workforce?	YES

We follow the Sony Group Code of Conduct, which covers the central topics of child/forced labour, human trafficking, discrimination, accident prevention as well as business ethics.

In order to promote an open and responsible corporate culture, various options are available to employees and external stakeholders for raising complaints, reports or potential violations. These can be reported via direct contacts such as line managers or the works council as well as via the independent Sony Ethics & Compliance Hotline.

The Sony Ethics & Compliance Hotline is operated by the external provider NAVEX and is accessible via the company website as well as the internal compliance portal. It enables employees and external stakeholders to report potential violations of statutory requirements or internal policies confidentially and, if desired, anonymously. The whistleblowing system is aligned with the requirements of the EU Whistleblower Protection Directive.

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Incoming reports are carefully examined and, depending on the content of the report, processed by a responsible officer. Processing takes place via NAVEX and is forwarded in parallel to the Sony Group as well as Sony DADC. Whistleblowers are expressly protected against disadvantages or reprisals.

With regard to Sony DADC Europe GmbH, no reports have been received via the aforementioned complaint and whistleblowing channels in recent years.

Binding requirements also apply to the supply chain: suppliers are obliged under the general terms and conditions to comply with the Sony Group Supply Chain Code of Conduct and to follow the standards laid down therein on human rights, working conditions and responsible business conduct.

C7 Severe Negative Human Rights Incidents

Confirmed Incidents in the Own Workforce, in the Value Chain and among External Stakeholders

Topic	Confirmed incident present?
Child labour	NO
Forced labour	NO
Human trafficking	NO
Discrimination	NO
Other	NO

In the reporting year there were no confirmed incidents in our own workforce in the categories mentioned above. We are likewise not aware of any confirmed incidents in the value chain, among affected communities or among consumers and end users. We oblige our suppliers to comply with the general terms and conditions, which cover all material human rights topics.

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B11 Convictions and Fines for Corruption and Bribery

We are committed to responsible corporate governance conducted with integrity and in compliance with the law. Our Code of Conduct expressly prohibits any form of corruption, bribery, improper granting of advantages as well as unfair business practices. We act in accordance with applicable anti-corruption and competition provisions and consistently pursue the principles of fair competition.

In order to ensure these standards, employees are regularly trained on compliance topics, in particular on anti-corruption and ethical conduct. The protection of confidential information as well as respect for data protection and intellectual property are integral components of our business activities.

In the reporting year as well as in previous years, no convictions or fines were imposed on Sony DADC Europe GmbH in connection with violations of anti-corruption or anti-bribery laws. Likewise, no corresponding incidents were reported.

Indicator	Financial year 25
Number of convictions for violations of anti-corruption and anti-bribery laws	0
Total amount of fines (EUR)	0

C8 Revenues from Certain Sectors and Exclusion from EU Reference Benchmarks

We are not active in controversial business fields and are also not excluded from EU reference benchmarks which are aligned with the objectives of the Paris Climate Agreement.

Sector	Activity?	Revenue (EUR)	Share of total revenue (%)
Controversial weapons (anti-personnel mines, cluster munitions, chemical and biological weapons)	NO	0	0
Cultivation and production of tobacco	NO	0	0
Fossil fuels (total)	NO	0	0
of which: coal		0	0
of which: oil		0	0
of which: gas		0	0
Chemical production (pesticides and other agrochemicals)	NO	0	0

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Closing Remarks

The preparation of our first sustainability report is an important milestone in providing a comprehensive insight into our company and our sustainability activities. We understand sustainability reporting as a continuous development process and will continue to improve and further develop our reporting practices in the future.

Finally, we thank all employees who contributed to the preparation of this report, as well as all those who, with their commitment, help to continue along the path of sustainability together with us.

Werner Gangl
Senior Vice President

External Verification

The report was externally audited with limited assurance by Forvis Mazars in Austria.