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Sony Group's Human Rights Initiatives

Sony Group Corporation

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Agenda

Sony Group Summary

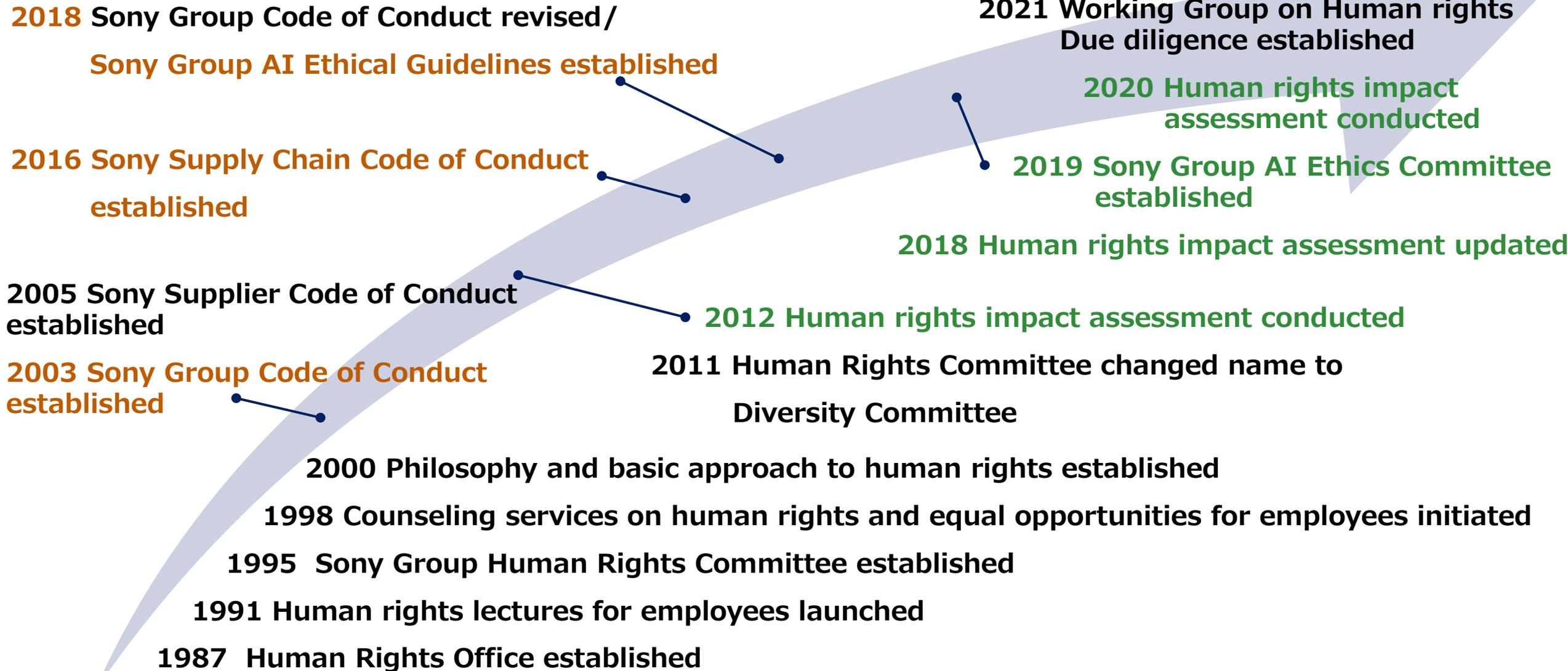
Development of Human Rights Initiatives at Sony

Human Rights Commitment and Policy

Human Rights Initiatives

- Human rights impact assessment - Identifying the priority areas of focus for Sony Group
- Efforts to prevent and mitigate potential negative impacts on human rights
- Access to Remedy
- Stakeholder Engagement

Development of Human Rights Initiatives at Sony



Human Rights Commitment and Policy

Sony Group Code of Conduct



Sony believes that all human beings should be treated with dignity and respect.

Sony is committed to uphold internationally recognized human rights of all people.

We will all 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 act diligently to help remediate any impacts that may occur.

Under the Code, Sony maintains a policy/guideline in each respective area related to human rights topics and operates them.

- **Sony Supply Chain Code of Conduct:** Provides codes regarding the manufacturing process for the products in ET&S, G&NS, I&SS and other business at manufacturing sites and suppliers.
- **Sony Group AI Ethics guideline :** Guidelines when Sony officers and employees utilize AI and/or conduct AI-related R&D.

Human Rights Initiatives

Conduct human rights impact assessment

The most recent assessment conducted in 2020 with BSR.

Identify the priority areas of focus for Sony Group

Supply chain, AI, Diversity, equity and inclusion etc.

Plan and prioritize and, take actions in respective areas of focus

Enhancing the current structure and operations etc.

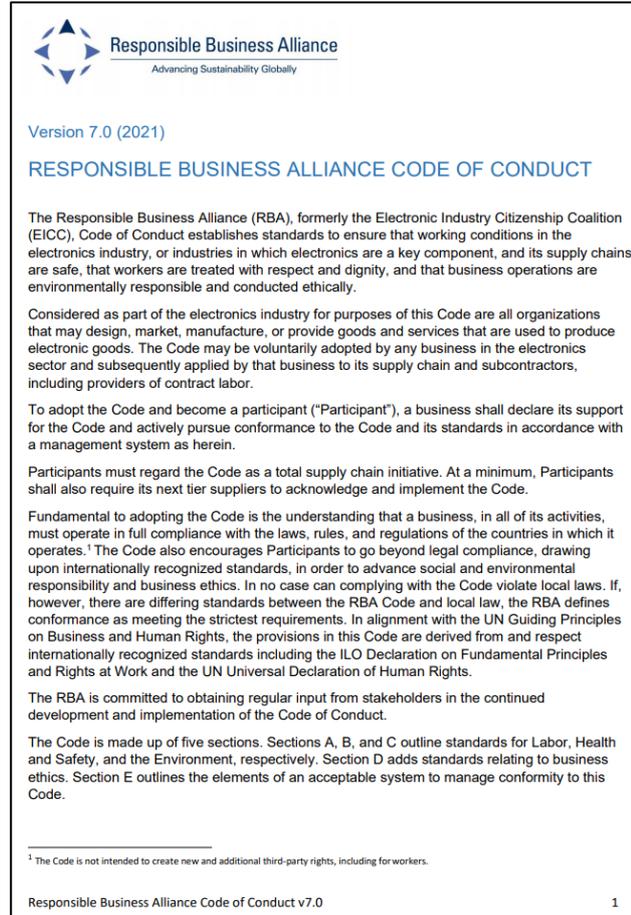
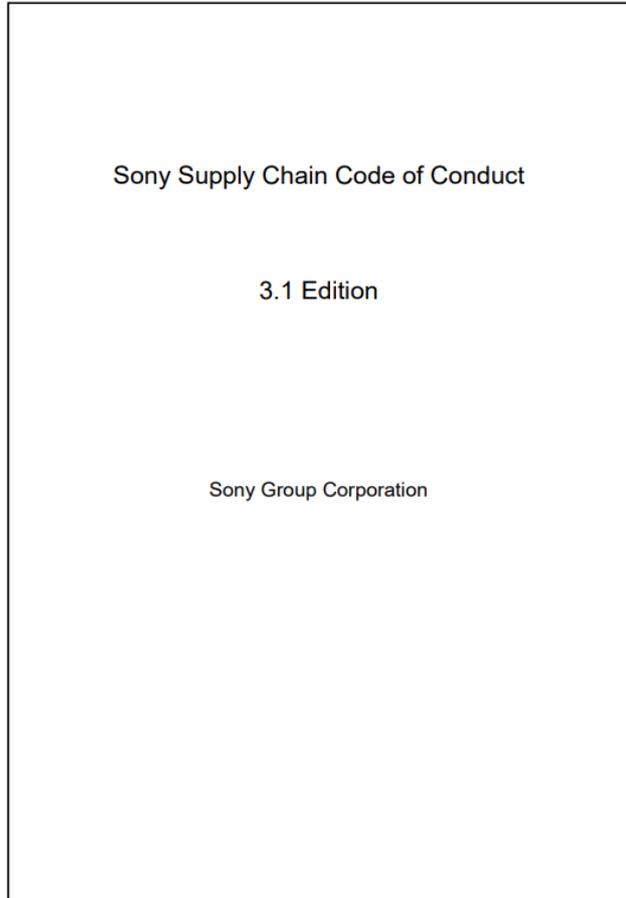
Access to remedy

Maintains global based hotlines etc.

Dialogue with stakeholders

NGO, investors, communication with the business alliances

Sony Supply Chain Code of Conduct



2004 Joined [Responsible Business Alliance "RBA"](#) (formally known as [EICC](#)) as a founder

2005 Established Sony Supplier Code of Conduct

2016 Established Sony Supply Chain Code of Conduct

Items provided under Sony Supply Chain Code of Conduct

- Labor
- Health and Safety
- Environment
- Ethics
- Management System

Responsible Business Alliance (RBA)

Business alliance for responsible procurement, including consideration of human rights, labor environment, health and safety, and environmental protection in the supply chain

- **Founded in 2004**
- **Purpose :** Development of a framework to efficiently mitigate CSR-related risks (cost and man-hours) throughout the global supply chain
- **Member companies : Over 200** (comprised of companies in various industry such as electronics, IT, automotive, retails)
Sony has been a member company since its foundation.
- **Activities :** Jointly develop industry standards and operations, such as code of conduct, assessment tools, audit system, web system



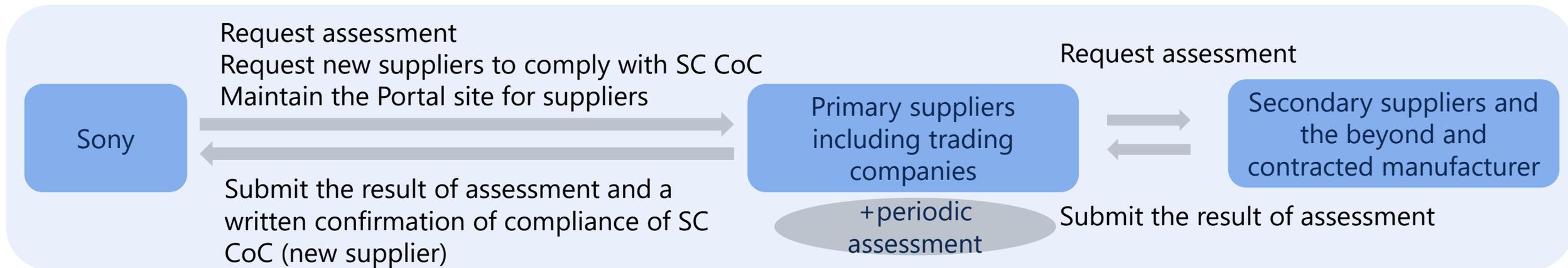
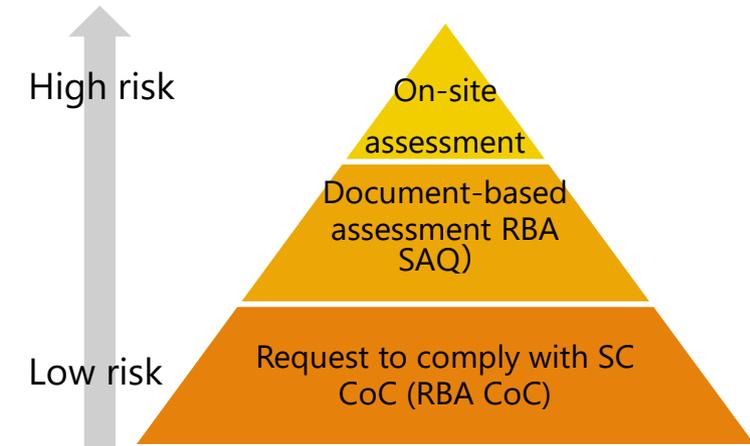
Responsible Business Alliance

Advancing Sustainability Globally

Responsible Supply Chain Efforts

Implementation of Sony Supply Chain Code of Conduct (SC CoC), monitoring its status and education

- Communication with new primary suppliers regarding SC CoC and obtaining a written confirmation of compliance from suppliers
- Supplier assessments : Conduct both document-based/on-site assessment including remote meeting, periodic assessment of primary suppliers
- Information sharing via the Portal site for suppliers, conduct trainings for internal procurement related personnel



Responsible development and use of technologies

- AI Ethics Efforts

| AI Engagement within Sony Group

Through the utilization of artificial intelligence (AI), Sony aims to contribute to the development of a peaceful and sustainable society while delivering kando - a sense of excitement, wonder or emotion - to the world. Starting from the electronics business, Sony has continued to expand its business area and has become a diverse global company that offers entertainment such as music and movies, as well as financial services. To operate these business areas based on Sony's Purpose to "Fill the world with emotion, through the power of creativity and technology.", Sony Group AI Ethics Guidelines are hereby set forth below to ensure and promote a dialogue with various stakeholders and the proper utilization and research and development (hereafter "R&D") of AI within Sony Group.

- **Sony is the first Japanese company to participate in the Partnership on AI (2017)**
- **Established Sony Group AI Ethics Guideline (2018)**
 1. Supporting Creative Life Styles and Building a Better Society
 2. Stakeholder Engagement
 3. Provision of Trusted Products and Services
 4. Privacy Protection
 5. Respect for Fairness
 6. Pursuit of Transparency
 7. The Evolution of AI and Ongoing Education
- **Established Sony Group AI Ethics Committee (2019)**

Sony Group AI Ethics Guidelines

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| Scope of the Guidelines

The "Sony Group AI Ethics Guidelines" (Guidelines) set forth the guidelines that must be followed by all officers and employees of Sony when utilizing AI and/or conducting AI-related R&D.

"Utilization of AI" within Sony means the following:

The provision of products and services by Sony, including entertainment content and financial services, which utilize AI; and The usage of AI for various purposes by Sony in its business activities such as R&D, product manufacturing, service provision, and other operational activities.

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| Definitions in the Guidelines

"AI" means any functionality or its enabling technology that performs information processing for various purposes that people perceive as intelligent, and that is embodied by machine learning based on data, or by rules or knowledge extracted in some methods.

"Sony" means Sony Group Corporation and any company where more than 50% of voting rights are directly or indirectly owned by Sony Group Corporation.

| Revision of the Guidelines

Sony will review and evolve the Guidelines as needed based on national and regional AI-related guidelines, changes in people's lifestyles and environments, accumulation of practices in the relevant industry, and information exchanged with its various stakeholders.

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