

## INTRODUCTION

Since 2017, Sony Europe B.V. has reported on its gender pay gap, in line with the government's requirement to publish figures showing the difference between the average earnings of male and female employees.

Diversity is about representation, in terms of race, ethnicity, national origin, religion, beliefs, (dis)ability, gender, gender identity, sexual orientation, age, socioeconomic status, language, and the other parts of our identities, so we have different backgrounds, perspectives, and experiences that enrich our organisation and fuel creativity and innovation.

We are committed to fostering an inclusive environment where all employees feel safe, valued, and empowered to contribute their unique talents and perspectives.

We aim to improve equity by understanding and addressing the challenges faced by each individual and providing fair access, opportunity and advancement for all.

We are pleased to share an overview of Sony Europe's figures representing our UK locations – Basingstoke, Pencoed and Weybridge, showing that in most areas there has been continued improvement in narrowing the gender pay gap.

It is important to highlight the difference between gender pay gap and equal pay.

Equal pay relates to the pay difference between men and women who carry out the same or similar jobs, or work of equal value. It is unlawful to pay people unequally because they are a man or a woman. The gender pay gap shows the difference in the average pay between all men and women in a workforce.

## OUR GENDER PAY RESULTS

We welcome the UK government's reporting legislation of the gender pay gap. It provides us with an opportunity to benchmark our gender pay practices and to ensure we have the right actions in place to attract and retain the best and most diverse talent.

These results help us to identify:

- The levels of gender pay equality and practices in our workplace.
- The balance of male and female employees at different grade levels within our organisation.

There are four categories in which our data is reported:

- **Median gender pay gap**
  - By identifying the wage of the middle earner, the median is the best representation of the 'typical' gender difference.
- **Mean gender pay gap**
  - Considers the full earnings distribution, the mean takes into account the low and high earners in an organisation – this is particularly useful as women are often over-

represented at the low earning extreme and men are over-represented at the high earning extreme.

- **Quartiles:**

- Organise the workforce into evenly sized quartiles based on ranking of all included employees from highest to lowest by hourly rate of pay. Report on each quartile the number of full-pay male and females in each quartile as a percentage of the total in the quartile.

- **Bonus pay proportion:**

- Refers to male relevant employees who received a bonus commission in the 12 months, expressed as a percentage of the male relevant employees; female relevant employees who received a bonus commission in the 12 months, expressed as a percentage of the female relevant employees.
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In our organisation, **63%** of our employees are male and **37%** are female. Our pay and bonus pay gap is impacted by having more men in senior position and means our average male salary is higher than our average female salary.

Our median and mean gender pay gap is **18.3%** and **16.2%** respectively.

Bonus pay gaps have decreased compared to 2022. The mean and median bonus gap shows a marked improvement of **30%** and **46.8%** respectively in 2023 compared to **39.7%** (mean) and **51.4%** (median) in 2022.

We believe that the key reason we have a gender pay gap is due to having fewer women in senior positions.

## **CLOSING THE GAP**

Since we first reported our position in 2017, we have seen a progressive reduction in our gender pay gap from **18.57%** in 2021, **16.86%** in 2022 to **16%** in 2023. Sony Europe's journey to further close this gap continues and is reflected in our drive, commitment, and actions currently in place and planned over the coming years.

Hiring female talent into more senior positions is important to us and we have, as part of our curricular, leadership programmes that are designed to support the progression of talent in the organisation, so we have a diverse pipeline of talent for leadership roles in the future. We will also support women to progress through mentoring, coaching and leadership programmes.

We believe that these actions explain the improvement in our Upper Quartile female representation from **25%** in 2022 to **26.5%** in 2023.

We celebrate women's achievements, educate and create awareness about women's equality and our actions for positive change through events such as International Women's Day and attending the Women in Engineering careers fair in London.

Our first Employee Resource Group was created, which is focused on Gender Equity, and our parent and menopause networks which continue to meet regularly to provide a supportive and inclusive work environment and create awareness.

In addition to our exciting suite of family friendly policies which attract, engage, and develop female talent and parents, we support our employees in balancing their family and working commitments with a permanent working from home policy.

We strive for excellence at Sony, a Sony where everyone of our 58 different nationalities, regardless of their background, thrives and we continue to focus on broadening awareness of, and attracting a wider, more diverse talent pool.

As such, we introduced an augmented writing software designed to help create job posts, emails, and other forms of hiring content using a language editor that actively scans the text for potential bias. This includes gendered or exclusive language. It alerts users to any biased language and suggests alternative phrasing to promote inclusive and unbiased communication.

We are rolling out focused manager interview training with a module on unconscious bias to managers and will continue to develop their capabilities to understand, control, and minimise any prejudices.

Sony Europe B.V. remains a strong supporter of encouraging more of our younger generation to pursue an interest in STEM subjects. Our STEM schools programme, which is run in our Technology Centre in Pencoed, has opened its doors to over 10,000 children since 2012.

Each year, we dedicate a month-long celebration of Diversity aimed at further promoting and celebrating the unique differences we embrace as an organisation. During the month of September, we create awareness of the different types of diversity through insightful webinars and training sessions.

## **TAKING FURTHER ACTION**

Although we recognise the results of our actions thus far, we are committed to closing the gender pay gap further and maintain sustained focus to achieve this.

In the coming year we commit to the following:

- an organisational review of our DE&I maturity with a global consulting firm
- publishing our first DE&I Annual Report to employees
- Introduce diversity demographic questions in the hiring process.

I confirm that the information and data reported is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

JOHNNY WILSON

Country HR Head, UK and Ireland

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