

Our organisation

Since 2017, Sony Europe has focused on its Gender Pay Gap report which highlights differences in representation in organisations.

Our organisation, Sony Europe has multiple sites and includes our European HQ functions in Weybridge and Basingstoke, along with our UK Technology Centre, based in Pencoed. This difference in our make-up reflects the different patterns in representation of work type and diversity. All of our businesses and employees share a common approach to reflecting society within our organisation.

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. This ensures that we have different backgrounds, perspectives, and experiences that enrich our organisation and fuel creativity and innovation.

Our common goal is to create a workplace where all employees, regardless of gender, have equal opportunities to thrive. We remain committed to tracking our progress, refining our approach, and being transparent about our journey toward closing 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 gap: progress, challenges & our commitment to change

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

These results help us to benchmark our gender pay practices and initiatives to ensure we have tailored actions in place to attract and retain the best and most diverse talent. The results also shape our understanding of:

- 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.

With a workforce composition of **37% female** and **63% male**, our pay gap is primarily driven by the underrepresentation of women in senior, higher-paid roles. We recognise this imbalance and are actively working to address it through targeted initiatives.

Our latest gender pay gap figures show a mean pay gap of **14.2%** and a median pay gap of **17.2%**. While these figures highlight areas for improvement, they also provide a crucial opportunity for us to drive meaningful change.

Encouraging progress in our bonus pay gap

The gender pay gap does not reflect unequal pay for equal work but rather the overall differences in average earnings across our workforce. In our case, the primary contributors to the gap include:

- A higher proportion of men in senior, higher-paid roles
- A greater concentration of women who utilise our family-friendly working policy initiatives and hence work flexibly (including part-time)
- Industry-wide challenges related to gender representation in certain job functions.

Over the last three years, our bonus pay gap has seen a progressive decrease, demonstrating our commitment to positive change. The mean and median bonus pay gap shows a marked improvement of **18.3%** and **38.5%** respectively in 2024, compared to **30.0.7%** (mean) and **46.8%** (median) in 2023. These improvements reflect the impact of our ongoing Diversity, Equity and Inclusion efforts.

Our commitment to closing the gap

Since we first reported our position in 2017, we have seen a steady reduction in our gender pay gap from **18.57%** in 2021, **16.86%** in 2022, **16.2%** in 2023 to **14.2%** in 2024.

We recognise that addressing these disparities require sustained effort and therefore, Sony Europe's journey to further close this gap continues. We are actively working on initiatives to reduce our gender pay gap, including:

Encouraging and inspiring the next generation: In a typically male-dominant manufacturing industry, our UK Technology Centre in Pencoed actively engages with local secondary schools, hosting Science, Technology, Engineering and Mathematics (STEM) visits for 14-16-year-old females and has, since 2014 welcomed 32,000 pupils to this programme. Each visit includes a talk from one of our female apprentices or graduates to inspire and promote careers in STEM industries.

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. Through our diversity programmes, we have run workshops and talks such as "Empowered Women Empower Women" and continue to support women to progress through mentoring, coaching and leadership programmes.

Mentoring & career progression: Our mentoring program is designed to support career growth, particularly for underrepresented groups, ensuring that talented women have the opportunities, resources, and guidance to reach senior positions helping to improve gender balance in leadership over time.

Championing Diversity, Equity & Inclusion: Our business is important, but so is our diversity of talent. Each year, we dedicate a month-long celebration of Diversity aimed at further promoting and celebrating the unique differences we embrace as an organisation.

Each of our senior leadership team have diversity targets which reflects their commitment to achieving gender balance.

During the month of September, we create awareness across all Sony Europe offices and locations, of the different types of diversity through insightful webinars and training sessions.

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

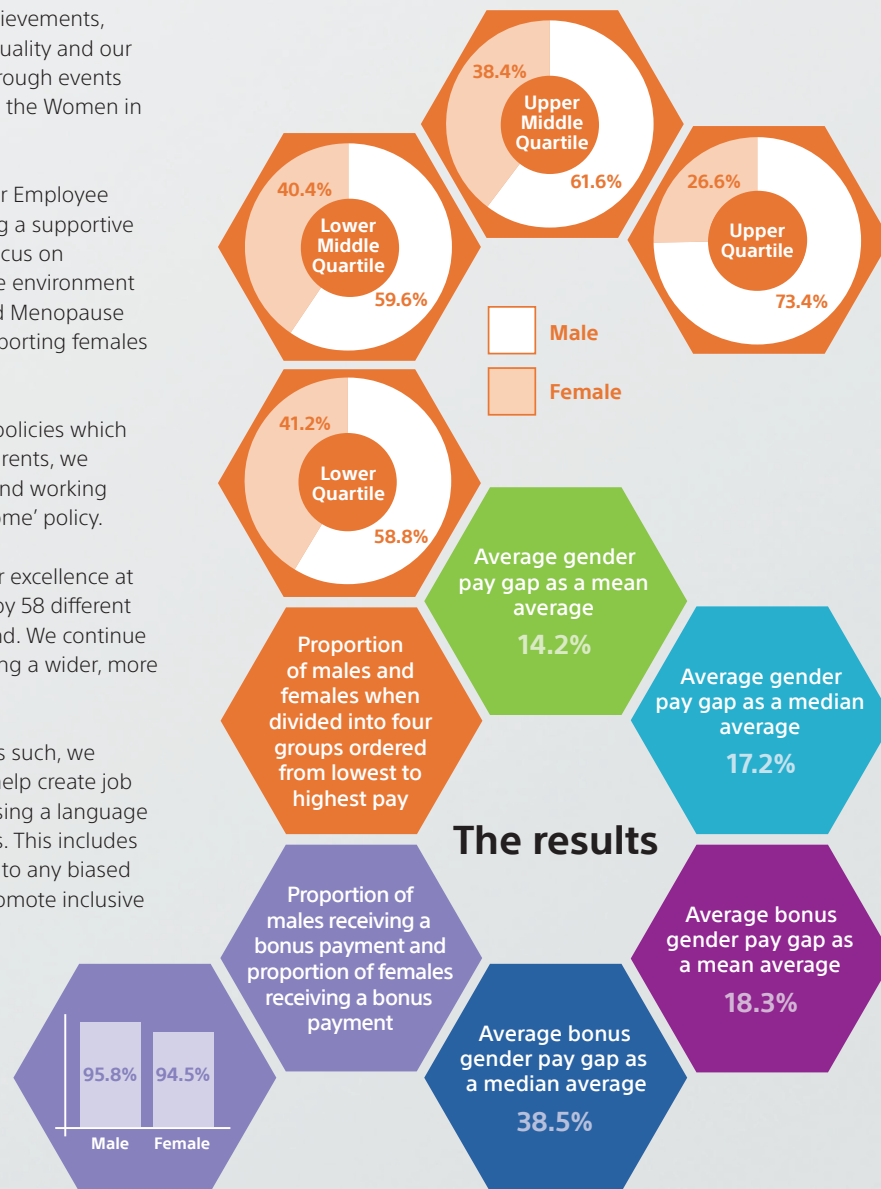
Enhancing workplace support & wellbeing: Our Employee Resource Groups (ERGs) play a vital role in creating a supportive and inclusive work environment. With a specific focus on encouraging a workplace that creates a supportive environment for our female employees, we have an established Menopause Network as well as access to online resources supporting females at all life stages.

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.

Expanding our diverse talent pool: We strive for excellence at Sony Europe, where our employees, represented by 58 different nationalities, thrive - regardless of their background. We continue to focus on broadening awareness of, and attracting a wider, more diverse talent pool.

We offer purposeful talent acquisition practices. As such, we use 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 which alert users to any biased language and suggests alternative phrasing to promote inclusive and unbiased communication.

We have incorporated focused manager interview training, including unconscious bias, to managers, and will continue to develop their capabilities to understand, control, and minimise prejudices.

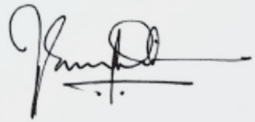


Looking ahead

While we are making progress, there is still work to be done to ensure we have a balance of genders at all levels of our organisation. We acknowledge that closing the gender pay gap requires continued focus and commitment. We remain dedicated to improving gender representation across board, refining our hiring and promotion strategies, and ensuring transparency in our efforts.

By driving meaningful change and holding ourselves accountable, we are committed to building a more equitable and inclusive future for all.

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 Wison
Country HR Head, UK and Ireland

