

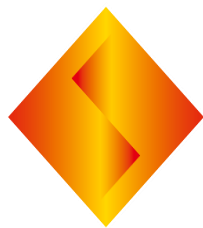
**Sony Joint Modern Slavery Statement –
*Modern Slavery Act 2018 (Cth)***

**Reporting Period: Financial Year 2024
(1 April 2024 – 31 March 2025)**

Reporting Year: 6

Submission Date: 30 September 2025

SONY



**Sony
Interactive
Entertainment**



Foreword from our Directors

This joint modern slavery statement (“**Joint Statement**”) covers all Sony companies operating and carrying out business in Australia, who are required to publish a modern slavery statement under the *Modern Slavery Act 2018* (Cth) (**Australian Modern Slavery Act**) (collectively referred to as “**Australian Sony Reporting Entities**”, “**we**” or “**us**”).

This is our sixth Joint Modern Slavery Statement under the Australian Modern Slavery Act, covering the reporting period from 1 April 2024 – 31 March 2025 (“**Financial Year 2024**”).

Since the commencement of the Australian Modern Slavery Act, the Australian Sony Reporting Entities approach to assessing and addressing modern slavery risks in our operations and supply chains has been informed by Sony’s global values, policies and procedures and supplemented by additional local measures.

This Joint Statement reports on our ongoing efforts and some of our key achievements in Financial Year 2024 to address the complex issue of modern slavery in our operations and supply chains.

Sony is aware of the potential human rights impacts of its global business activities, and Sony recognizes that respecting human rights throughout Sony’s value chain and addressing any potential human rights risks, whether the relationship with Sony’s business operation is direct or indirect, is a responsibility that a diverse range of stakeholders hold Sony accountable to. Sony has set down its fundamental human rights policy in the Sony Group Code of Conduct and the Sony Group Human Rights Policy, which apply to all Australian Sony Reporting Entities and specifies that respecting human rights should be the basic stance of all Sony directors, officers, and employees.

At the local level the Australian Sony Reporting Entities are also aware that there have been significant developments in the Australian regulatory environment, including the publication of the Australian Government’s response to the review of the Australian Modern Slavery Act on 2 December 2024, accepting 25 of the recommendations in principle and noting a number of others. We are also aware that the inaugural Australian Anti-Slavery Commissioner Chris Evans was appointed on 7 November 2024 by the Governor-General for a five-year term, and we welcome this development.

We will continue to monitor changes to the modern slavery regulatory landscape in our next reporting period, and consider what implications this may have on our anti-modern slavery program.

We look forward to reporting on our progress in future statements.

1. Mandatory Criterion 1 – Identify the reporting entities

This joint modern slavery statement (“**Joint Statement**”) meets the requirements for approval and signature set out in section 14 of the *Modern Slavery Act 2018 (Cth)* (the “**Australian Modern Slavery Act**”).

This Joint Statement covers all Sony companies operating and carrying out business in Australia, who are required by the Australian Modern Slavery Act to publish a modern slavery statement (collectively referred to as “**Australian Sony Reporting Entities**”, “**we**” or “**us**”). The complete list of Australian Sony Reporting Entities covered by this Joint Statement as of March 31, 2025 is set out in the Annex.

Although not all Sony Group¹ (“**Sony**”) companies are subject to the Australian Modern Slavery Act, all Sony companies throughout the world (including the Australian Sony Reporting Entities) are required to comply with applicable Sony global policies and procedures. As such, we make references to actions taken at a global level in this Joint Statement, together with additional steps the Australian Sony Reporting Entities have taken in Financial Year 2024.

Our Joint Statement covers all the 7 mandatory criteria for reporting as set out in section 16 of the Australian Modern Slavery Act. To help prepare this Joint Statement and to more generally inform and guide the steps we are taking and our approach to compliance, we have also taken into account the supporting guidance provided by the Australian Government set out in the *Commonwealth Modern Slavery Act 2018 - Guidance for Reporting Entities* as updated (“**Australian Government Guidance**”) together with the supplementary guidance.

Our Human Rights Commitment

Slavery and human trafficking can occur in many forms, such as forced labour, child labour, domestic servitude, sex trafficking, and related forms of workplace abuse. In this Joint Statement, we use the terms “slavery” and “human trafficking” or “modern slavery” to include all forms of slavery, servitude and forced or compulsory labour, and human trafficking in a manner consistent with the definition of “modern slavery” in the Australian Modern Slavery Act.

Globally, Sony is committed to maintaining and improving systems and processes to help identify and address risks of human rights violations related to our business operations and supply chains throughout the world. At a global level, Sony invests significant resources and collaborates with stakeholders, suppliers, and industry associations to develop and implement programs designed to prevent slavery and human trafficking in our business operations and supply chains. Sony uses a risk-

¹ For this purpose, a Sony Group company is any company where 50% or more of the voting rights are directly or indirectly controlled by Sony Group Corporation.

based approach that prioritises areas of highest risk, as more fully described in Section 3 of this Statement.

Since the introduction of the Australian Modern Slavery Act, the Australian Sony Reporting Entities have also invested resources to understand the requirements of the Australian Modern Slavery Act and the expectations of the Australian Government as set out in the Australian Government Guidance, as well as considering further guidance issued by the Australian Government. This body of work includes working closely with Global HQ stakeholders in Compliance and CSR at Sony Group Corporation on an ongoing basis and refining our approach to addressing this important and complex human rights issue.

Sony's global, prioritised and risk-based approach aligns with the approach taken by the Australian Government, however, the Australian Sony Reporting Entities have also taken additional steps and measures where required, as set out in this Joint Statement.

2. Mandatory Criterion 2 – Our Structure, Operations and Supply Chains

Structure

All the Australian Sony Reporting Entities form part of the Sony group. Sony Group Corporation (Organisation number 134 059 582) ("**Sony Group Corporation**" or "**Global HQ**"), incorporated in Japan, is the ultimate parent company for all the Australian Sony Reporting Entities.

The following table describes the structure of the Australian Sony Reporting Entities:

Reporting Entity	Structure
Sony Australia Limited (ACN 001 215 354)	Sony Australia Limited is an Australian public company, limited by shares. It has approximately 201 employees and its registered office is 73 Miller Street, North Sydney NSW 2060. In terms of its corporate structure, it does not control any other entities and its Dutch holding company (Sony Overseas Holding BV) owns 100% of the issued shares in Sony Australia Limited.
Sony Music Entertainment Australia Pty Ltd (ACN 107 133 184)	Sony Music Entertainment Australia Pty Ltd (" Sony Music Entertainment Australia ") is an Australian proprietary company, limited by shares. It has approximately 92 employees and its registered office is 100 Harris Street, Pyrmont NSW 2009. In terms of its corporate structure, its immediate parent entity is SBME Holdings (Australia) Pty Ltd (" SBME Holdings (Australia) "). It owns and controls some local Australian music businesses.

SBME Holdings (Australia) Pty Ltd (ACN 107 132 329)	SBME Holdings (Australia) is an Australian proprietary company, limited by shares. In terms of its corporate structure, its immediate parent entity is Sony Music Entertainment, incorporated in the United States of America and it owns and controls BMG Australia Pty Limited and Sony Music Entertainment Australia.
Sony Interactive Entertainment Australia Pty Ltd (ACN 077 583 183)	Sony Interactive Entertainment Australia Pty Ltd (" Sony Interactive Entertainment Australia ") is an Australian proprietary company, limited by shares. It has approximately 96 employees at its registered office at 64 – 76 Kippax Street, Surry Hills NSW 2010. In terms of its corporate structure, its parent company is Sony Interactive Entertainment Europe Ltd and it does not control any other entities. Sony Interactive Entertainment Europe Ltd is a wholly owned subsidiary of the Japanese parent company, Sony Interactive Entertainment Inc, which manufactures PlayStation products.
Sony Interactive Entertainment Network Europe Ltd (Company number 06020283)	Sony Interactive Entertainment Network Europe Ltd is a private company, limited by shares, with a registered office in the United Kingdom. In terms of its corporate structure, its parent company is Sony Interactive Entertainment Europe Ltd; it is a wholly owned subsidiary of Sony Interactive Entertainment Europe Ltd and it does not control any other entities.
Sony Music Publishing (Australia) Pty Limited (ACN 080 392 230)	<p>Sony Music Publishing (Australia) Pty Limited ("Sony Music Publishing (Australia)") is an Australian proprietary company, limited by shares. It has approximately 16 employees and its registered office is Suite 1, Level 2, 8 Hercules Street, Surry Hills NSW 2010. In terms of its corporate structure, it is a wholly owned subsidiary of Sony Music Publishing (UK) Limited, a company incorporated in the United Kingdom.</p> <p>Sony Music Publishing (Australia) owns several Australian companies. It also controls two related entities, EMI Songs Australia Pty Limited (ACN 000 063 267) and EMI Catalogue Partnership Australia Pty Limited (ACN 000 381 215), two companies whose parent entities are incorporated in the United States of America.</p>
Crunchyroll, LLC (Delaware registration number 6551580)	Crunchyroll, LLC (" Crunchyroll ") is a limited liability company with its registered office at 3501 Olympus Blvd, Dallas, TX 75019 in the United States. In terms of its corporate structure, it is a joint venture between US-based Sony Pictures Entertainment Inc. and Japan-based Aniplex, a subsidiary of Sony Music Entertainment (Japan), both of which are part of the Sony Group. Crunchyroll owns or controls several subsidiary companies, three of which are

incorporated in Australia and have their registered offices at PKF Melbourne Level 12 440 Collins Street Melbourne VIC 3000.

Crunchyroll has approximately 1303 employees globally, and 16 employees based in Australia.

Operations

To understand the specific operations of the Australian Sony Reporting Entities, it is useful first to understand how Sony operates at the global level. Globally, 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**”). Globally, as at the date of this statement, globally there are 11 Sony-operated manufacturing sites for our electronics products located in Japan, China, South Korea, Thailand, Malaysia, and the UK. Sony also contracts with third parties to manufacture certain electronics products on Sony’s 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.

The Australian Sony Reporting Entities specifically undertake the following functions, activities and operations:

Reporting Entity	Operations
Sony Australia Limited (ACN 001 215 354)	<ul style="list-style-type: none">• Sony Australia Limited is a local sales and marketing company in Australia for electronics manufactured by Sony. It does not manufacture any electronics. Our core business is divided into consumer products and professional products and solutions.• Sony Australia Limited’s key consumer products are televisions, home theatre and audio systems, projectors, headphones and earphones, wireless speakers, cameras, video cameras and memory cards. These products are sold through a range of retail partners across Australia and also directly through its online store (https://store.sony.com.au/).

**Sony Music
Entertainment
Australia Pty Ltd
(ACN 107 133
184)**

- Sony Australia Limited also provides the Australian market with a range of professional products and solutions for the broadcast and production, sports, entertainment, education, corporate and healthcare sectors. Professional products include studio and broadcast cameras, digital cinema cameras, camcorders, professional monitors and projectors, optical disc archiving, and imaging cameras and monitors.
- Its professional solutions include sports tracking technologies through its Hawk-Eye business across Australia.
- Sony Australia Limited also enters into arrangements with various streaming providers for their streaming platforms to be featured and accessed on the homepage of Sony electronic devices.

- Sony Music Entertainment Australia is the Australian affiliate of Sony Music Entertainment.
- The principal continuing activities of Sony Music Entertainment Australia are the sale and licensing of pre-recorded music, compact discs, records, DVDs and associated merchandise and the sale of music via digital channels. In addition, the company is involved in sponsorships and endorsements, concert promotion and talent management.
- Sony Music Entertainment Australia also:
 - operates an official merchandise and music online store at www.onrepeat.com.au;
 - has played a pioneering role in music history and nurtured some of music's most iconic artists and produced some of the most influential recordings of all time. It supports a diverse roster of superstars, developing and independent artists and visionary creators, with a local artist roster consisting of over 30 Australian artists;
 - is involved in the operations of several local Australian music businesses which it either owns or controls;
 - is involved in the promotion of immersive events such as Lightscape, Dark Spectrum and the upcoming F1 Exhibition in Melbourne; and
 - operates Ceremony of Roses, which assists Sony Music Entertainment and its subsidiaries (such as Sony Music Entertainment Australia) with enhanced global merchandising and brand management operations.

SBME Holdings (Australia) Pty Ltd (ACN 107 132 329)	<ul style="list-style-type: none"> • SBME Holdings (Australia) is the holding company for Sony Music Entertainment Australia and does not undertake any operations.
Sony Interactive Entertainment Australia Pty Limited (ABN 80 077 583 183)	<ul style="list-style-type: none"> • Sony Interactive Entertainment Australia is a sales and marketing company and the appointed local distributor for electronics manufactured by Sony Interactive Entertainment Inc (and associated subsidiaries). It does not manufacture any products. <ul style="list-style-type: none"> ○ Its core business is distributing consumer products, including products marketed under the PlayStation brand. ○ Its key consumer products are gaming consoles, videogames and associated peripherals, and accessories. ○ These products are sold through a range of retail partners throughout Australia.
Sony Interactive Entertainment Network Europe Ltd (Company number 06020283)	<ul style="list-style-type: none"> • Sony Interactive Entertainment Network Europe Ltd operates the PlayStation Store, which sells digital games (including full games, add-ons and virtual currencies) and digital services (such as the PlayStation Plus subscription service) to Australian consumers. • Sony Interactive Entertainment Network Europe Ltd also enters into arrangements with various videogame and media service providers for these services to be featured and accessed on the PlayStation interface.
Sony Music Publishing (Australia) Pty Ltd (ACN 080 393 230)	<ul style="list-style-type: none"> • Sony Music Publishing (Australia) is the Australian affiliate of Sony Music Publishing (UK) Limited. • The principal continuing activities of Sony Music Publishing (Australia) are the acquisition, protection, and administration of copyrights for musical compositions. As part of that process, <ul style="list-style-type: none"> ○ it enters into agreements with songwriters to maintain ownership or administration of the respective copyrights; ○ it may licence its copyright and digital rights to other Sony Music Publishing companies in the corporate group outside of Australia, for exploitation outside of Australia; ○ it licenses copyrights and digital rights, and subsequently performs sub-publishing functions in Australia, for the exploitation of the copyrights owned or administers by other Sony Music Publishing companies in the corporate group outside of Australia; and

	<ul style="list-style-type: none"> ○ it licences the copyrights which it controls for digital use and for synchronisation use (for use in films, TV shows, Commercials, and on-line campaigns). • Sony Music Publishing (Australia) also sells sheet music and books which feature its copyrights, primarily for educational purposes.
Crunchyroll, LLC (Delaware registration number 6551580)	<ul style="list-style-type: none"> • Crunchyroll owns and operates an anime entertainment offering including a subscription and ad-supported video on-demand streaming service for anime films and television series. Through its platform, Crunchyroll also offers Australian consumers digital games and merchandise. • Crunchyroll also: <ul style="list-style-type: none"> ○ enters into various licensing arrangements with the rights holders of anime films, series and games so that it can distribute such content on its platforms, as well as theatrical releases; and ○ has Australian subsidiaries which are involved in the acquisition and sale to Australian consumers of physical products, such as DVDs and merchandise.

Supply Chains

The supply chains across the different Australian Sony Reporting Entities are complex and varied. As described below, we have determined that our highest risk supply chain is our electronics products supply chain. A high-level summary of our supply chain structure is set out in the table below.

Supply chains in relation to core Sony products	<p>Global:</p> <ul style="list-style-type: none"> • We acquire our products from our Sony global affiliates who form part of our supply chain for core products such as electronics. Our global affiliates procure materials and component parts for Sony's electronics products from suppliers located throughout the world including, Japan, Asia-Pacific, Europe, and other areas. • Please see the Responsible Supply Chain Section in our Sustainability Report 2025 for more details available at https://www.sony.com/en/SonyInfo/csr_report/. <p>Sony Australia Limited and Sony Interactive Entertainment Australia:</p> <ul style="list-style-type: none"> • Sony Australia Limited imports electronics from Sony Corporation, while Sony Interactive Entertainment Australia acquires electronics in connection with the
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PlayStation brand (such as gaming consoles and accessories) from Sony Interactive Entertainment Europe Limited. These supply arrangements are long term and secure, given they are intra-group arrangements.

Sony Music Entertainment Australia:

- Sony Music Entertainment Australia acquires the rights to audio and audio visual recordings through entering into:
 - recording agreements with music recording artists, where Sony Music Entertainment Australia acquires ownership in the recordings;
 - licence or distribution agreements with artists, where the artist retains ownership and Sony Music Entertainment Australia acquires more limited rights for a fixed period; and
 - licence arrangements with other companies in the Sony Music Entertainment corporate group outside of Australia.
- Sony Music Entertainment Australia releases and markets these recordings in Australia via physical formats such as CD and vinyl and via digital formats such as streaming services and downloads. Sony Music Entertainment Australia acquires these products from both local and overseas suppliers (including other global affiliates within the Sony Group).
- For merchandising, Sony Music Entertainment Australia undertakes merchandising and brand management services through its related entity Ceremony of Roses.

Sony Music Publishing (Australia)

- Sony Music Publishing (Australia) acquires the rights to its local copyrights by entering into publishing agreements with local songwriters where Sony Music Publishing (Australia) either acquires the copyrights or enters an arrangement to administer the copyrights for a fixed term.
- As part of its print music business, which involves the sale of sheet music and books, Sony Music Publishing (Australia) engages:
 - a local manufacturer to print sheet music and books; and
 - a local company to assist it with the sale and distribution of its sheet music and books. This third-party supplier is also responsible for the

	<p>storage and inventory of Sony Music Publishing (Australia)'s products.</p> <p>Crunchyroll</p> <ul style="list-style-type: none"> • Crunchyroll acquires the rights to distribute and stream anime films, television series and games via its platform and in theatrical releases. • As part of its platform, Crunchyroll also has a merchandising and collectibles business and sells products directly to consumers. Crunchyroll acquires these products from various suppliers (including other global affiliates within the Sony Group).
<p>Supply chains for other operations</p>	<p>To support the sale and marketing operations and other activities, the Australian Sony Reporting Entities' supply chain also includes the following:</p> <ul style="list-style-type: none"> • logistics services (end to end transportation of Sony products to end consumers, including warehousing); • sales and marketing (advertising, promotions, merchandise, public relations, social media, retail displays); • professional services (legal, accounting and tax advice); • insurance; • administrative support (such as outsourced accounts receivable/payable functions); • information technology (IT infrastructure, IT consulting, IT goods and services procurement); and • facilities management (services for cleaning, repairs and maintenance and day to day business operations). <p>Generally speaking, our suppliers for the above are based locally in Australia. However:</p> <ul style="list-style-type: none"> • some back-end support services, such as IT services, are provided by our global affiliates; and • a small number of our suppliers are located outside Australia, for example, some of Sony Music Entertainment Australia's merchandise manufacturers are located offshore (including China), Sony Australia Limited's call centre operator is located in the Philippines and Sony Interactive Entertainment Australia also engages suppliers located in the United Kingdom, the Netherlands, New Zealand and the United States.

3. Mandatory Criterion 3 – Describe the risks of modern slavery practices in the operations and supply chains of the reporting entities and any entities the reporting entity owns or controls

Globally

Sony utilises a risk-based approach to prioritise group-wide mitigation efforts for risks of potential human rights abuses. Sony works with Business for Social Responsibility (**BSR**) to conduct group wide human rights impact assessments to evaluate risks of slavery and human trafficking in our diverse businesses and supply chains. BSR is an independent, non-profit, global organisation 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 have a higher risk for potential human rights abuses than other Sony business segments or their supply chains.

Globally, in Financial Year 2024, Sony identified the following as a result of the surveys conducted (as set out in Mandatory Criterion 4):

- out of the 367 document-based assessment surveys and 19 onsite assessments and interviews undertaken globally, several plants were identified with concerns such as excessive working hours. Sony issued instructions to these suppliers and is monitoring their remedial actions and suppliers were asked to plan for improvement, manage progress and show evidence-based results;
- Sony did identify areas of non-compliance with the Supply Chain Code. Sony contacted the relevant suppliers and required them to develop a corrective action plan for each violation and to submit the plan to Sony; and
- our supplier in Malaysia did not make significant progress on corrective measures required by Sony so we discontinued sourcing from this supplier.

Sony identified risks of slavery and human trafficking in our own business operations, including our electronics products manufacturing business, which have been mitigated by robust employment policies, training, and other controls.

Our group-wide efforts to mitigate our area of highest risk, which is our electronics products manufacturing business and supply chain are described in more detail in this Joint Statement.

Locally

This section outlines the risks the Australian Sony Reporting Entities have identified based on their local risks assessment efforts during previous reporting periods. Each of the Australian Sony Reporting Entities has previously identified priority areas of focus, except for Sony Music Publishing and Crunchyroll, which met the reporting

threshold in Financial Year 2023. Both of these newer Reporting Entities are in the process of undertaking similar risk assessments

We confirm that in Financial Year 2024 none of the Australian Sony Reporting Entities identified an instance of modern slavery or found any evidence of forced labour or modern slavery as part of their local processes to assess risks.

Sony Australia Limited, Sony Music Entertainment Australia and Sony Interactive Entertainment Australia

In previous reporting periods, Sony Australia Limited, Sony Music Entertainment Australia and Sony Interactive Entertainment Australia completed high-level risk assessments of their suppliers to determine which of their respective suppliers were higher risk from a modern slavery perspective.

As a result of these respective risk-assessment exercise, which used the key risk indicators set out in the Government Guidance, the respective Australian Sony Reporting Entities identified the following key potential risks, described in the table below. In conducting this exercise, the respective Australian Sony Reporting Entities focused on those direct suppliers which they had potential leverage over to influence change.

Sector and industry risks	<p>The respective Australian Sony Reporting Entities all use merchandising and cleaning services suppliers, which are sectors known to have a higher risk of modern slavery as outlined in the Australian Government Guidance.</p> <p>Cleaning and merchandise services are recognised in the Australian Government Guidance as being a high risk industry for modern slavery globally. The nature of cleaning and merchandising services are often unregulated and provided by temporary or contract workers who may be low skilled, low paid or otherwise vulnerable to exploitation. Cleaning and merchandise suppliers may also have higher modern slavery risks as they often involve manual labour and are undertaken at night time or in remote locations.</p> <p>As part its risk mapping exercises, Sony Australia Limited and Sony Music Entertainment Australia also identified freight and logistics as a potentially higher risk area. While Sony Australia Limited and Sony Music Entertainment Australia also use suppliers in its electronic business to produce CD and Vinyl formats, we have assessed these as not being typically at a higher risk of modern slavery.</p>
Product and services risks	<p>As reported in previous statements:</p> <ul style="list-style-type: none"> ○ Sony Music Entertainment Australia identified merchandising (including for Ceremony of Roses) and cleaning as representing potentially higher risks for modern slavery; ○ Sony Australia Limited identified its risks as electronics (consistent with the Global approach), fashion in relation to its merchandise, cleaning in relation to its office; and ○ Sony Interactive Entertainment Australia identified its risks as fashion in relation to its merchandise, cleaning in relation to its office; ○ Sony Music Publishing (Australia) has identified its manufacturing suppliers of print sheet music as a potential area of focus; and ○ Crunchyroll has identified its merchandise suppliers as a potential area of focus. <p>The Australian Sony Reporting Entities recognise that:</p> <ul style="list-style-type: none"> ○ cotton used in merchandise represents a potentially high risk input for clothing; ○ the manufacture of paper for sheet music represents a potentially high risk input; and ○ cleaning is recognised as a potentially high-risk service.

Geographic risks	<p>The respective Australian Sony Reporting Entities:</p> <ul style="list-style-type: none"> ○ generally engage suppliers that work in countries that are in the top 3 bands for government responses to modern slavery according to the Global Slavery Index; ○ do not directly engage any suppliers that operate in countries that have a high prevalence of human rights violations; and ○ recognize that they may engage suppliers which may use sub-suppliers that operate and source materials from locations which have been identified as higher risk (e.g. Asia). <p>Where an Australian Sony Reporting Entity has identified that its supplier engages a sub-supplier in a higher risk country, it has taken additional steps to address this. For example, where Sony Interactive Entertainment Australia previously identified this as part of its supplier surveys, its direct supplier asked the relevant sub-suppliers to sign agreements prohibiting the use of modern slavery.</p>
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Based on the above risk assessments and taking a prioritised risk-based approach, the respective Australian Sony Reporting Entities are continuing to focus on the following areas for further risk assessment in future reporting periods:

- its cleaning suppliers;
- its manufacturer suppliers of merchandise and paper for sheet music;
- its CD and vinyl manufacturer suppliers; and
- its freight, logistics and music production suppliers.

Sony Music Entertainment Australia

Having previously identified the risks set out in the table above, Sony Music Entertainment Australia implemented phase one of its roll out of its supplier surveys, which it commenced in Financial Year 2022, issuing surveys to its main clothing manufacturer suppliers and considering their responses.

In Financial Year 2024, Sony Music Entertainment Australia issued supplier surveys to:

- a CD manufacturer supplier; and
- a building management supplier, in relation to the cleaners engaged to clean Sony Music Entertainment Australia's office.

Sony Music Entertainment Australia's analysis of the above supplier surveys identified that the suppliers surveyed:

- have policies in place to deal with modern slavery, even in circumstances where they were not required to report under modern slavery laws;

- have people dedicated to overseeing modern slavery risks that arise in relation to the goods and services delivered;
- provide training on identification, assessment and how to respond to modern slavery risk; and
- conduct routine internal reviews in relation to child labour, physical abuse or disciplines, threats of abuse, verbal abuse, harassment, other forms of intimidation, discrimination, and violation of employment standards.

None of the suppliers reported that they had received any enquiries from, or been the subject of investigations by, any governmental organization in relation to allegations of child labour, forced or bonded labour, physical abuse or discipline, threats of abuse, verbal abuse, harassment, other forms of intimidation, discrimination, violation of employment standards or similar issues within their respective organisations or broader supply chains.

Previously, one of the suppliers indicated that they had received a report from a third party regarding their employment standards. However on further enquiry in Financial Year 2024, it was determined that the supplier had simply ticked the wrong box in their survey response, and no such report had been received by the supplier.

Sony Music Entertainment Australia intends to send surveys in future reporting years to suppliers of clothing, vinyl, freight and logistics. It is moving into a new Sydney office in approximately November 2025, and will soon be issuing a tender for cleaners of that office, which will involve consideration of modern slavery risks.

Sony Music Entertainment Australia will continue to roll out the supplier survey in a phased approach over the next few reporting periods.

Sony Interactive Entertainment Australia

Having identified the key potential risks in supply chains and operations described in the table above, Sony Interactive Entertainment Australia:

- identified which employees should receive priority training covering modern slavery risks in the following Financial Years; and
- which key suppliers will be prioritised for supplier surveys in following Financial Years.

In Financial Year 2024, Sony Interactive Entertainment Australia:

- implemented a third-party due diligence platform to streamline, digitise and enhance the auditability of supplier relationships, allowing for more effective assessment of modern slavery risks;
- implemented the Sony interactive Business Principles, a supplier code of conduct that affirms its commitment to upholding human rights and compliance with modern slavery laws. The Sony Interactive Business Principles are incorporated into all contractual agreements where the Sony Supply Chain

Code of Conduct does not apply, and is published on the Sony Interactive Entertainment website at:

<https://sonyinteractive.com/en/impact/responsible-supply-chain/>;

- delivered Modern Slavery and Human Trafficking training to all its employees; and
- Sony Interactive Entertainment Inc. also continued to conduct regular RBA Customer-Managed Audits at all Tier 1 OEM/ODM suppliers of hardware products, including those sold in Australia.

Sony Music Publishing (Australia)

In Financial Year 2024, Sony Music Publishing (Australia) delivered on-site Modern Slavery training to all staff, and has identified its manufacturer suppliers of print sheet music as a potential area of focus for future reporting years. Sony Music Publishing (Australia) aims to undertake modern slavery risk mapping in Financial Year 2025.

Crunchyroll

In Financial Year 2024, Crunchyroll delivered Modern Slavery training to key staff in the US and staff in Australia, and has identified its merchandise suppliers as a potential area of focus for future reporting years. Crunchyroll aims to undertake modern slavery risk mapping in Financial Year 2025.

4. Mandatory Criterion 4 - Actions taken to assess and address modern slavery and human trafficking risks, including due diligence and remediation processes

Actions taken at the global level

Globally, Sony takes human rights and the management of its supply chain very seriously. Sony's risks of slavery and human trafficking in its business operations have been mitigated by rigorous hiring procedures, and robust employment policies, training and other controls. We have set out below some of the actions Global HQ takes to assess and address modern slavery in its operations and supply chains. For more detailed information, please refer to Sony's 2025 Sustainability Report available at https://www.sony.com/en/SonyInfo/csr_report/.

Sony Group Code of Conduct

Our commitment to human rights is embedded in the Sony Group Code of Conduct (the "**Code of Conduct**"). The Code of Conduct applies to all Sony directors, officers and employees. The Code of Conduct is provided in 25 languages, communicated to all Sony personnel, and is available publicly at https://www.sony.com/en/SonyInfo/csr_report/compliance/code.html.

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 Guiding Principles on Business and Human Rights (the “**Guiding Principles**”); and
- Sustainable Development Goals (the “**SDGs**”).

The Code of Conduct prohibits any form of forced, involuntary or child labour in our operations. It requires all Sony companies to adopt sound labour and employment practices and to treat their employees in accordance with applicable laws. Each Sony company must take appropriate steps to ensure 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 adhere to Sony’s ethical values and comply with Sony policies concerning compliance with laws, respect for human rights and fair labour 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 (“**Human Rights Policy**”), available at:

https://www.sony.com/en/SonyInfo/csr_report/humanrights/humanrightspolicy_en.pdf

The Human Rights Policy applies to all Sony companies and also provides an overview of our actions related to human rights, including due diligence, remedies, employee training, and other stakeholder engagement.

Supply Chain Codes

Sony is committed to working with its suppliers and other stakeholders to identify potential areas of risk and increase transparency. Sony also seeks to use its influence to help mitigate any negative impacts identified.

Sony is a founding member of the Responsible Business Alliance (“**RBA**”), a non-profit coalition comprised of 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 adopted the Sony Supply Chain Code of Conduct ("**Supply Chain Code**") for Sony's electronics products suppliers. The Supply Chain Code, which incorporates the RBA Code of Conduct, is derived from internationally recognized standards including the OECD Guidelines, Guiding Principles, ILO Declaration, ILO Fundamental Conventions, and UDHR and establishes standards designed to help achieve our goal that workers are treated with respect and dignity by suppliers and their rights are upheld. In particular, the Supply Chain Code prohibits the use of forced, bonded, or indentured labour, involuntary prison labour, slavery, and human trafficking.

The Supply Chain Code is available at:

https://www.sony.com/en/SonyInfo/csr_report/sourcing/Sony_Supply_Chain_CoC_E.pdf.

Sony is committed to enhancing our responsible sourcing activities in the entertainment industry and have been working to strengthen our supplier program standards for human rights, ethical business practices, safety and environment in our recorded music, motion pictures and television businesses.

Supply Chain Codes of Sony entities:

- The **Sony Pictures Entertainment Code of Conduct for Suppliers** is based on principles similar to those of the Supply Chain Code. It is available at: <https://supplier.sonypictures.com/codeofconduct.php>
- The **Sony Music Entertainment Supplier Code of Conduct** is based on principles similar to those of the Supply Chain Code. It is available at: <https://supplier.sonymusic.com/>.
- The **Sony Interactive Business Principles** is based on principles similar to those of the Supply Chain Code. It is available at: <https://sonyinteractive.com/en/business-principles/>.

Due Diligence

1. *Identifying and assessing actual and potential human rights impacts.*

a) 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's 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:**

All Sony-owned electronics products manufacturing sites conduct an annual self-assessment utilising 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 Financial Year 2024. The RBA Questionnaire results were reviewed and analysed internally. No Sony owned manufacturing sites were identified as high risk.

- **Audits:**

Selected Sony owned manufacturing sites also regularly conduct the RBA Validated Assessment Program or equivalent audits.

- **Enhanced Assessments to Determine Labour Conditions for Foreign Workers in Japan:**

In light of recent reports that foreign and immigrant workers are at risk of forced labour conditions throughout the world, including in Japan, Sony also assesses all Sony manufacturing sites located in Japan to determine if any of these sites directly or indirectly employ foreign or immigrant workers.

Sony utilises the RBA Questionnaire to determine the actual terms of employment and working conditions for these workers at any site that directly or indirectly employs foreign or immigrant workers. Sony also conducts document assessments of on-site subcontractors at selected manufacturing sites to verify (i) their hiring processes for technical intern trainees, both in Japan and the countries in which they were hired, and (ii) the labour conditions of these 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 labour 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 are an integral part of our supply chain management.

- **New Suppliers:**

Our global affiliates conduct an initial assessment of all new Original Equipment Manufacturer / Original Design Manufacturer (“**OEM/ODM**”) suppliers and 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 the business, industry, and type of business.

Higher risk suppliers are subject to additional, more comprehensive assessments utilising either the RBA Questionnaire or the questionnaire on labour, health and safety, environment, and ethics based on the RBA Code

developed by Sony (“**Sony Questionnaire**”). These questionnaires evaluate compliance with the Supply Chain Code, including issues related to forced labour among foreign, migrant and immigrant workers, which has become a serious human rights issue worldwide. Completed questionnaires are analysed 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 / ODM supplier is subject to an on-site audit, which may be conducted by an independent third-party auditor.

Sony has also strengthened its activities for existing raw materials / parts suppliers over time. Existing raw materials and 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 and parts suppliers must complete an assessment using the RBA questionnaire or the Sony Questionnaire. Their responses are analysed 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.

- **Corrective Measures:**

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 in person to verify the suspected violation. If the suspected violation is confirmed, we issue guidance as to how to remedy the violation. We then continue to monitor and evaluate the situation to ensure the violation has been remedied as instructed. Sony’s policy is to review its business relationship with a supplier if a serious violation of the Supply Chain Code (such as forced labour, child labour, 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, and significant environmental pollution issues) were to occur or if a supplier fails to cooperate fully in an investigation or audit.

- **Audits:**

For higher risk suppliers, Sony uses 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.

- **Assessment Results and Remediation:**

In Financial Year 2024, our global affiliates conducted a total of 367 document-based assessments for new and existing supplier plants, and also conducted on-site assessments and interviews at 19 plants. The results of these assessments are as follows:

New Supplier Plants. 43 document-based assessments identified 4 plants with concerns such as excessive working hours. In addition, in Financial Year 2024, we also conducted on-site audits at 1 plant and identified concerns. Sony issued instructions to these suppliers and is monitoring their remedial actions. Suppliers were asked to plan for improvement, manage progress and show evidence-based results.

Existing Supplier Plants. 324 document-based assessments identified 17 plants with concerns such as excessive working hours. Sony issued instructions to these suppliers and is monitoring their remedial actions. We also conducted on-site assessments at 18 supplier plants suspected of being in violation and identified areas of non-conformance with the Supply Chain Code. Sony contacted the relevant suppliers and required them to develop a corrective action plan for each violation and to submit the plan to Sony for review.

Sony discontinued sourcing from a third-party Malaysian supplier because that supplier did not make significant progress on corrective measures required by Sony. Sony did not own or operate that supplier and did not employ its workers. Nonetheless, in collaboration with the RBA, Sony has provided funding to help support the affected workers in furtherance of Sony's commitment to human rights.

- c) *Enhanced Assessments to Determine Labour Conditions for Foreign Workers in Malaysia*

In addition to regular assessments of suppliers, we are implementing on-site visits to the manufacturing plants of several suppliers located in Malaysia and conducting surveys on their labour practices, including interviewing of foreign migrant workers. Through these on-site visits, we have found violations of the Supply Chain Code at some suppliers, and we have requested improvement.

- d) *Incorporating Findings from the Media and NGO Report*

If an NGO report or other media report 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 determine necessary corrective action.

2. *Integrating our findings across the group and taking appropriate action to address impacts*

a) *Supplier Compliance Procedures and Adherence to Our Values*

- **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 identified certain minerals sourced from high-risk areas ("**High Risk Minerals**") that are essential to the manufacture of electronics products. To mitigate the risks of sourcing these High Risk Minerals, 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, labour conditions, health and safety, and environmental protection at High Risk Mineral production sites and in its procurement of these High Risk Minerals. See more details in our Sustainability Report 2025 available at https://www.sony.com/en/SonyInfo/csr_report/.

- **Contract Terms for Electronic Products Suppliers:**

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

b) *Internal Leadership*

Sony's Sustainability Department at Global HQ takes the lead in promoting efforts toward a responsible supply chain in cooperation with procurement and other

relevant functions at the corporate head office and within the various business units.

The Sustainability Department is led by the Senior Executive in charge of Sustainability. The Sustainability Department also assesses external trends and communicates with stakeholders, drawing on both sources of information to formulate our basic company-wide supply chain management policy.

The Senior Executive in charge of Sustainability appoints management in each relevant business unit responsible for overall operational compliance within their business unit, including compliance with the Supply Chain Code, risk assessments, regular monitoring and remedial measures.

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 labour. The Sustainability Department also provides the Board with quarterly updates on relevant topics. Senior executives and department heads may also provide regular reports to the Board for review, as necessary.

3. Tracking our performance

Sony issues improvement instructions to any supplier that it suspects of being in violation of the Supply Chain Code and then verifies whether those improvement instructions have been completed as requested. If deficiencies are discovered through third-party audits of a supplier's manufacturing site, Sony requires the supplier to develop an improvement plan and monitors the supplier's performance by conducting follow-up audits.

4. Publicly communicating what we are doing

Sony publicises its work to address human rights impacts annually through its Responsible Supply Chain section in our Sustainability Report at https://www.sony.com/en/SonyInfo/csr_report/.

5. 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.

Sony also operates 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. Submitted grievances are received and investigated by an organization that is not directly involved in the matter. Sony also provides additional resources to report concerns related to Sony's supply chain codes.

6. Remediation

Sony investigates allegations and other concerns arising out of due diligence process 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. In accordance with this policy, Sony, among others, has taken the following remediation measure: Sony discontinued sourcing from a third-party Malaysian supplier because that supplier did not make significant progress on corrective measures required by Sony. Sony did not own or operate that supplier and did not employ its workers. Nonetheless, in collaboration with the RBA, Sony has provided funding to help support the affected workers in furtherance of Sony's commitment to human rights.

7. 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 Financial Year 2024, a supplier CSR assessment team based in Japan ("**CSR team**") visited Sony-owned manufacturing sites in Thailand and Malaysia and conducted lectures on the Supply Chain Code for employees in the procurement department ("**Buyers**") of each factory. Additionally, the CSR team visited suppliers in Thailand and Malaysia with the Buyers and provided the Buyers with a training on how to inspect risks in terms of CSR.

The CSR team annually provides training to new procurement personnel at some Sony Group entities on human rights risks in the supply chain and Sony's sustainability initiatives to address these risks.

In Financial Year 2024, we also conducted training enabling Buyers not only to understand the human rights risks identified in our past supplier assessment, but also to identify high-risk suppliers and provide proper guidance to the suppliers when Buyers visit supplier's manufacturing factory with our unique check lists.

In addition, the CSR team offers online training on human rights in the supply chain to all procurement personnel at some Sony Group entities to refresh their existing knowledge.

Following the revision of the RBA Code of Conduct in 2024, the Supply Chain Code was updated. We distributed the updated Supply Chain Code, along with the explanatory materials on its changes to relevant suppliers, and requested compliance with the updated Supply Chain Code. Additionally, we regularly update our instructions for suppliers regarding adherence to the Supply Chain Code and setting out practices that can be implemented to prevent Supply Chain Code violations.

While visiting suppliers in Malaysia and Thailand, the CSR team conducted in-person training sessions on the Supply Chain Code for the suppliers' management.

Actions taken at the local level

This section outlines the additional actions the Australian Sony Reporting Entities have taken to assess and address modern slavery risks, and which supplements the approach taken globally.

Supplier surveys

The Sony Australian Reporting Entities have developed a supplier survey consistent with the Australian Government Guidance. The supplier survey has been used as a tool not only to identify risks within the Sony Australian Reporting Entities respective supply chains, but also to understand those risks and how best to mitigate them. The supplier survey requests suppliers to respond to more than 80 detailed questions targeted specifically at addressing modern slavery issues, to allow each Sony Australian Reporting Entities to have a deeper understanding of higher risk supply chains and to understand how each supplier manages and responds to each of the below topics:

- nature of goods and services;
- nature of workforce;
- specific labour risks; and
- risk identification and mitigation.

The implementation of the supplier surveys is an important supplier engagement and education tool which assists to educate suppliers on Sony's expectations when it comes to modern slavery at the global and local level.

The table below sets out the status of the supplier survey roll-out for each Australian Sony Reporting Entity to date. The Australian Sony Reporting Entities will continue to assess the risk profiles of its suppliers, and issue the supplier survey, as appropriate, taking a prioritized risk-based approach and focusing on the key areas of risk identified by each Australian Sony Reporting Entity.

In Financial Year 2024:

- Sony Australia Limited reviewed its key suppliers list to determine if there were any additional vendors who should complete a modern slavery supplier

questionnaire, based on their potential exposure to modern slavery related risks in their supply chains. 6 suppliers were identified and these 6 suppliers were sent a modern slavery supplier questionnaire. Sony Australia Limited received 5 responses and will be reviewing the results of these surveys in the current reporting year to determine if any additional steps are required in connection with these suppliers;

- Sony Music Entertainment Australia conducted an updated review of its supplier list and engaged with identified entities through targeted surveys focused on their modern slavery practices and compliance. Positive responses have reinforced its commitment to ethical sourcing;
- Sony Interactive Entertainment Australia incorporated a custom-built supplier due diligence survey into its onboarding due diligence process for vendors of higher risk services. This survey asks specific questions of vendors regarding modern slavery and human rights (this is additional to, and separate from, the local supplier surveys);

Crunchyroll and Sony Music Publishing (Australia), who are in the early stages of their reporting journey, are intending to complete a high-level risk assessment of their suppliers in the next reporting periods, and will consider issuing supplier surveys as part of this.

Australian Sony reporting entity function and activity	Australian Sony reporting entities	Supplier surveys issued and reporting Year	Responses received	Supplier area
Consumer electronic products and professional electronic products and solutions	Sony Australia Limited	6 (Financial Year 2020) 6 (Financial Year 2024)	5 (Financial Year 2020) 5 (Financial Year 2024)	Merchandising and associated goods and services.
Sale and licensing of music	Sony Music Entertainment Australia Pty Ltd SBME Holdings (Australia) Pty Ltd	4 (Financial Year 2023) 2 (Financial Year 2024)	3 (Financial Year 2023) 2 (Financial Year 2024)	Manufacturing, merchandising, and cleaning services
Gaming consoles, videogames and associated peripherals	Sony Interactive Entertainment Australia Pty Limited Sony	4 (Financial Year 2021)	3 (Financial Year 2021)	Merchandising and associated goods and services.

and accessories.	Interactive Entertainment Network Europe Limited			
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Risk Assessments

In previous reporting periods, Sony Interactive Entertainment Europe Limited (parent company of Sony Interactive Entertainment Australia and Sony Interactive Entertainment Network Europe Limited) performed a human rights impact assessment of its supply chain management activities and risks in each supplier category. The recommendations from the assessment continue to build on existing efforts at Sony Interactive Entertainment Australia to mitigate risks of modern slavery in our operations and supply chains.

Due Diligence

In Financial Year 2024, Sony Interactive Entertainment Australia and Sony Interactive Entertainment Network Europe Limited launched its third-party vendor due diligence online platform to streamline, digitise, and enhance the auditability of their supplier relationships, allowing for more effective assessment of modern slavery risks.

Pre-screening questionnaire

Sony Australia Limited provides pre-screening questionnaires to suppliers as part of its supplier onboarding process, to screen potential new suppliers for potential modern slavery risks. The process and questions asked are informed by the Australian Government template Supplier Questionnaire.

Contractual clauses

Sony Australia Limited uses template modern slavery clauses in its standard supplier contracts and terms and conditions, with a particular focus on suppliers identified as higher risk. The suite of template modern slavery clauses were developed based on the Australian Government's template modern slavery clauses and are applied based on the assessed risk level of the supplier.

Training and education of staff

Locally we continue to build on training and educating our Australian staff. In Financial Year 2024, we delivered separate and bespoke Modern Slavery Training to:

- all staff Sony Interactive Entertainment Australia in Australia;
- all staff at Sony Music Publishing Australia; and
- key staff at Crunchyroll, including staff in Australia.

The training was bespoke and specific to each of the Sony Reporting Entities, however, broadly covered:

- an overview on the nature of modern slavery risks and the importance for Sony and the Sony Reporting Entity;
- the current status of modern slavery laws in Australia and New Zealand and an overview of the specific legal requirements; case studies for group discussion and analysis;
- key Sony corporate policies on managing modern slavery including the Supply Chain Code;
- work that Sony has undertaken locally and globally to combat modern slavery in its operations and supply chains, including contractual standard clauses and supplier surveys; and
- next steps for the relevant Sony Reporting Entity.

This follows training conducted, and resources provided to employees for education and training purposes, in previous reporting periods by Sony Australia Limited and Sony Music Entertainment Australia.

In terms of staff training and education, the Sony Music Supplier Code of Conduct is now embedded in staff inductions, and a tailored local training module has been developed to support employee awareness and risk identification at all levels.

All Australian Sony Reporting Entities will continue to focus on educating and training staff and stakeholders over the next few reporting years, including in relation to any updates to the Australian Modern Slavery Act as a result of the Australian Government's statutory review.

Modern slavery Incident Response Guide

Sony Australia Limited's Modern Slavery Incident Response Guide establishes principles and processes for responding to actual or suspected modern slavery incidents, including:

- assigning responsibility for coordinating the response, and for notifying and consulting other relevant Sony directors and employees; and
- investigating and remediating actual or suspected modern slavery and human trafficking incidents within our operations and supply chain.

Sony Australia Limited's key staff have been trained on implementing this Guide.

Hotlines

Globally, Sony operates an internal Sony Ethics and Compliance Hotline, which Sony Interactive Entertainment and Sony Interactive Entertainment Pty Limited also make available to third parties. The use of the hotline is promoted through employment, recruitment and tender processes and on the Sony Interactive Entertainment Global corporate website.

Business Principles

Sony Interactive [Business Principles](#) apply to all Sony Interactive Entertainment suppliers, agents, consultants, customers, businesses partners, contractors and their affiliates that are not subject to the Supply Chain Code. The Business Principles set out Sony Interactive Entertainment’s expectations, standards and guidelines for doing business with it and on its behalf by Business Partners.

See: <https://sonyinteractive.com/en/business-principles/>.

Sony Interactive Entertainment Australia is working over the next reporting period to implement these Business Principles into all new agreements that are not already covered by the Sony Group Supply Chain Code of Conduct.

Australian Government Guidance and independent reports

The Australian Sony Reporting Entities continue to keep informed of anti-modern slavery guidance and regulatory developments, by considering guidance issued by the Australian Government and independent reports in respect of the Australian Modern Slavery Act. We receive updates from our modern slavery experts who assist to keep us informed of relevant regulatory guidance and market practice.

We are aware that:

- the Australian Government published its *Response to the statutory review of the Modern Slavery Act 2018 (Cth)* (the “**Response**”) on 2 December 2024, accepting 25 of the recommendations in principle and noting a number of others; and
- the inaugural Australian Anti-Slavery Commissioner Chris Evans was appointed on 7 November 2024 by the Governor-General for a five-year term.

We will continue to monitor such developments and aim to report on our progress in future reporting years.

5. Mandatory Criterion 5 - How Sony assesses the effectiveness of its actions to assess and address modern slavery risks

Globally	Locally
Globally, Sony conducts assessments and audits of its electronics suppliers. Sony tracked overall supplier performance with the Supply Chain Code by comparing the year over year results of the number of assessments using questionnaires,	In addition to the global measures used to assess the effectiveness of our actions, in line with the Australian Government Guidance on this specific criterion, the Australian Sony Reporting Entities continue to track the specific actions we are taking locally to support our global efforts. This includes: <ul style="list-style-type: none">• tracking the progress of the roll out of the planned supplier risk assessment

improvements requested, and remote/on-site visits.

The Sustainability Department at Global HQ also assesses external trends and communicates with stakeholders to help gauge the effectiveness of actions taken.

surveys conducted by the Australian Sony Reporting Entities; and

- tracking the levels of awareness among staff of the Australian Sony Reporting Entities by recording who has attended and completed the planned additional modern slavery training.

We also note that no incidents of modern slavery were reported to any Australian Sony Reporting Entities in the Financial Year 2024 reporting period.

6. **Mandatory Criterion 6 – Our Consultation Process**

As this is a Joint Statement we are required to not only describe the consultation process with the entities which the Australian Sony Reporting Entities own or control, but also the consultation processes as between the entities providing this Joint Statement.

Each Australian Sony Reporting Entity appointed a stakeholder to assist with managing its compliance activities and collaborated to prepare this Joint Statement. Feedback was sought from each reporting entity.

Given that Sony is prioritising its electronic manufacturing supply chains in its Group-wide efforts, Sony Australia Limited consulted with the other Australian Sony Reporting Entities and Global HQ by email communications and discussions between the entities' key stakeholders.

7. **Mandatory Criterion 7 – Other Relevant Information**

Looking ahead

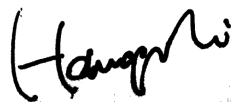
In addition to the ongoing global Sony measures, the Australian Sony Reporting Entities aim to undertake the following measures as part of our compliance activities and our commitment to continuous improvement over the next few reporting periods:

Proposed Action	Description
Monitoring changes in the Australian modern slavery regulatory landscape	We will continue to monitor progress of the statutory review of the Australian Modern Slavery Act and the recommendations made by the Australian Government that may be implemented into the Australian Modern Slavery Act. Depending on what recommendations are implemented, we will review and adjust our modern slavery compliance roadmap accordingly.
Risk Assessments	Sony Music Publishing (Australia) and Crunchyroll are aiming in future reporting periods to undertake risk mapping exercises to identify any high risk suppliers. As part of the risk assessment, Sony Music Publishing (Australia) will focus its efforts on its manufacturing suppliers that assist it to produce Print Sheet music.
Higher risk suppliers	The Australian Sony Reporting Entities will continue to identify higher-risk suppliers, and address issues identified in the ongoing processes set out in this Statement.

Approval of Joint Statement

This Joint Statement has been approved by the Board of Directors for each of the Australian Sony Reporting Entities in accordance with section 14 of the Australian Modern Slavery Act.

- The Board of Sony Australia Limited approved this statement on 22 September 2025;
- The Board of Sony Music Entertainment Australia Pty Ltd approved this statement on 17 September 2025;
- The Board of SBME Holdings (Australia) Pty Ltd approved this statement on 17 September 2025;
- The Board of Sony Interactive Entertainment Australia Pty Limited approved this statement on 23 September 2025;
- The Board of Sony Interactive Entertainment Network Europe Limited approved this statement on 22 September 2025;
- The Board of Sony Music Publishing (Australia) Pty Limited approved this statement on 23 September 2025; and
- The Board of Crunchyroll, LLC approved this statement on 23 September 2025.



Tsutomu Hamaguchi

Managing Director
Sony Australia Limited
Date: 25/09/25



Vanessa Picken (Sep 25, 2025 18:00:35 GMT+10)

Vanessa Picken

CEO/ Director
Sony Music Entertainment Australia Pty Ltd
Date: 25/09/25



Gonçalo Fialho (Sep 29, 2025 10:39:05 GMT+10)

Goncalo Fialho

Senior Director
Sony Interactive Entertainment Australia Pty
Limited
Date: 29/09/25



Vanessa Picken (Sep 25, 2025 18:00:35 GMT+10)

Vanessa Picken

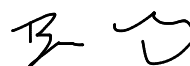
CEO/ Director
SBME Holdings (Australia) Pty Ltd
Date: 25/09/25



Damian Trotter (Sep 25, 2025 10:47:52 GMT+10)

Damian Trotter

Managing Director
Sony Music Publishing (Australia) Pty Ltd
Date: 25/09/25



Benjamin King (Sep 26, 2025 09:51:45 GMT+1)

Ben King

Senior Vice President
Sony Interactive Entertainment Network
Europe Limited
Date: 26/09/25



Rahul Purini (Sep 24, 2025 17:49:27 PDT)

Rahul Purini

President
Crunchyroll, LLC
Date: 24/09/25

Annex – Reporting Entities

Sony Australia Limited ACN 001 215 354

Sony Music Entertainment Australia Pty Ltd ACN 107 133 184

SMBE Holdings (Australia) Pty Ltd ACN 107 132 329

Sony Interactive Entertainment Australia Pty Limited ABN 80 077 583 183

Sony Interactive Entertainment Network Europe Limited Company number 06020283

Sony Music Publishing (Australia) Pty Limited ACN 080 393 230

Crunchyroll, LLC Delaware registration number 6551580

Sony Joint Modern Slavery Statement - Modern Slavery Act 2018 (Cth)
Summary: Addressing the Mandatory Criteria of the *Modern Slavery Act 2018* (Cth)

Section of Act	Obligation	Where the obligation is addressed in the Joint Statement
16(1)(a)	Identify the reporting entities	Page 3 and Annex
16(1)(b)	Structure, Operations and Supply Chains	Pages 4 - 12
16(1)(c)	Risks of modern slavery practices in the operations and supply chains of the reporting entities and any entities the reporting entity owns or controls	Pages 12 - 17
16(1)(d)	Actions taken to assess and address modern slavery and human trafficking risks, including due diligence and remediation processes	Pages 17 - 31
16(1)(e)	How Sony assesses the effectiveness of its actions to assess and address modern slavery risks	Pages 30 - 31
16(1)(f)	Sony's consultation process	Page 31
16(1)(g)	Other relevant information	Pages 31 – 32
14(2)(d)(i)	Approval and signing of a joint statement	Pages 32 – 33