

# Global Impact Report 2023



SONY MUSIC GROUP



SONY MUSIC  
PUBLISHING

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**Last year, Sony Music Group (SMG) published our inaugural **Global Impact Report**, capturing a pivotal period in our company's history.**

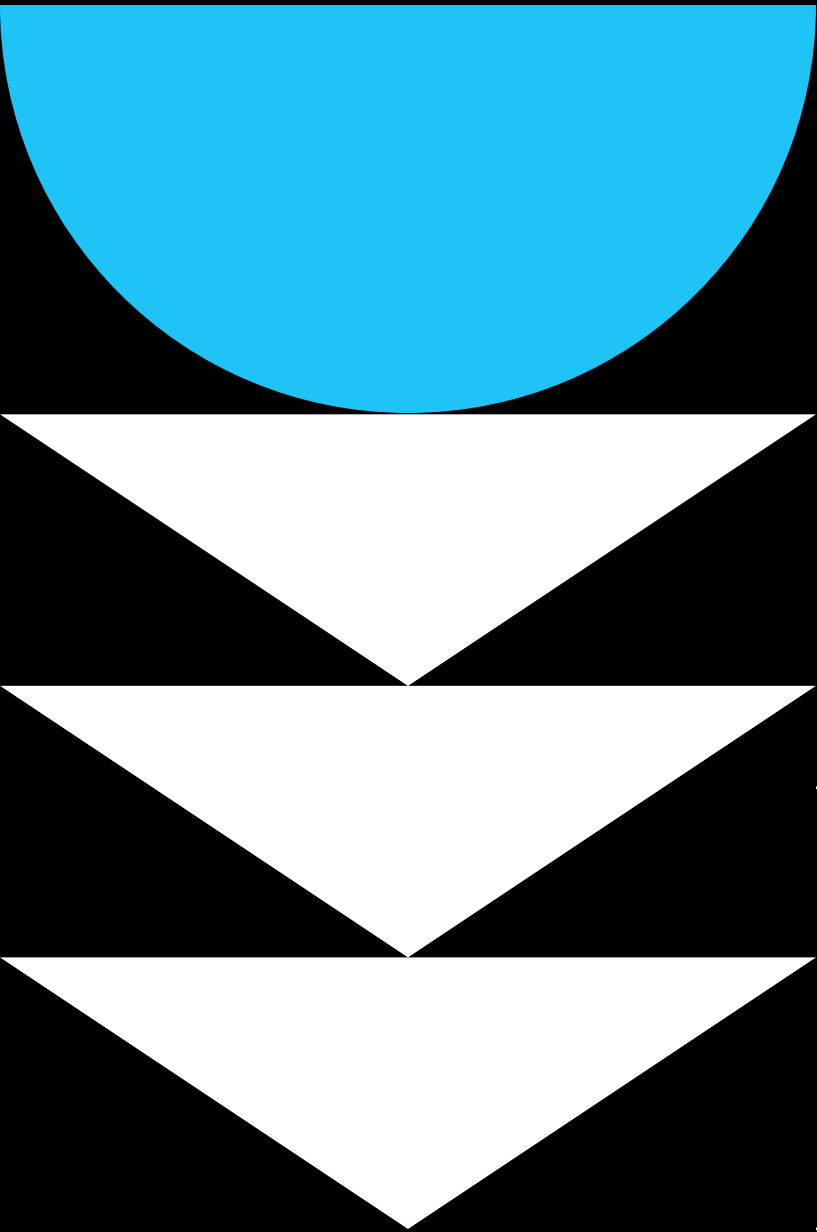
The report was a critical opportunity to assess all we had been doing to respond and adapt to a rapidly changing world, highlight areas where we're growing (inside and outside of our offices), and convey our near-term ambitions in our continued effort to lead the industry into a more socially responsible and inclusive future of music.

Now, with our second report, we have dug deeper—to highlight the topline impact of our policies and programs, and the day-to-day experiences of our employees, creators, and community members whose careers and creative lives we strive to fulfill. And, since our first report, we're already seeing how our ongoing commitment to equity, transparency, and entrepreneurship is carrying us closer to a more fulfilling workplace experience and community-focused industry with an active role played by our Company.

We've continued to scale up support for our artists' and songwriters' health and prosperity. To name just a few of our latest strides: We've reimagined ways we foster an inclusive, collaborative workspace, through our People eXperience department and our DE&I framework, MILES. We've championed essential causes around the world through charitable contributions and advocacy alike. And we've done all of this while adhering to responsible business practices, rooted in our unyielding mission to be a world-class home for creative collaboration.

With our 2023 Global Impact Report, we are thrilled to once again pull back the curtain and spotlight SMG's success in translating our values into action each and every day. And, with the same enthusiasm, we are taking this occasion to challenge ourselves to seek new heights.

**As ever, we will continue seeking out new ways to put our people first, bring communities together, and shape society for the better—just as music always has.**



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# Our People

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# Sony Music Group is more than just a workplace; our work with our artists and songwriters has the power to shape communities and culture.

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**We see it as our responsibility to create an exceptional working environment that sets the stage for anyone to have a thriving career in the music industry.**

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That's why we take the same approach for our employees as we do for our artists and songwriters: we aim to support and champion their individuality, with an eye towards helping a diverse network of industry talent to build and sustain fulfilling, successful careers. Around the world, we've introduced fellowships, training, and mentoring programs to foster the next generation of music professionals. When we search for candidates to join us, we adhere to a rigorous hiring procedure designed to be as inclusive as possible. In addition, through programs and policies to support our team's mental health, develop their skills, and help them chart their career paths, we're striving to ensure that everyone at Sony Music Group feels included, engaged, and enriched by their work.

Our people are the industry's future and we always endeavor to set them up for success on their professional path every step of the way. It's all part of our fundamental mission to honor the creative journey.

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People  
eXperience

**In 2022, our “people first” philosophy became more deeply rooted into our company structure when our Human Resources (HR) department became People eXperience (PX). More than simply fulfilling HR’s traditional role, PX aims to do for employees what we do for artists and songwriters: supporting every step of their creative journeys. Since its launch, PX has been the force behind several key initiatives —all designed to make Sony Music Group a place where everyone belongs and can build a thriving, well-rounded career in the entertainment industry.**

# Benefits & Resources

Before any other priority, we look out for our team's wellbeing—including health and wellness, caregiving needs, and professional development. We provide a range of benefits and resources, with the goal of supporting our global team's varying needs. We're always working to identify ways we can extend these offerings to more of our people worldwide.

- Implemented or enhanced life insurance policies in many countries including Brazil, Czech Republic, Estonia, Greece, Indonesia, New Zealand, Nigeria, and Poland
- Enhanced medical coverage in Australia & Thailand
- Implemented and expanded wellbeing reimbursements in the US and Canada
- Enhanced parental leave in Australia
- Implemented Flexible Time Off in the US as well as expanded the Company's year-end shut down period
- Implemented financial counseling services for employees and their loved ones who lose a spouse or partner in the US
- Expanded services for transgender care to meet WPATH standards of care in the US
- Enhanced travel benefits for all employees globally
- Offered Mental Health Training for managers and World Mental Health Day seminars globally
- Implemented industry-leading childcare subsidies in the UK
- Increased coverage of psychological and psychotherapy services in Canada



# Strengthening Our Industry

We're committed to empowering those who are passionate about joining the music industry, keeping them invested in this work throughout their careers, and giving them opportunities to lead. That's why we've introduced career advancement opportunities for both prospective music professionals and the people who are already doing great work at Sony Music Group. To enhance our hiring and recruitment efforts, we've sought out exciting new partnerships aimed at bringing historically excluded groups into the industry. Some of our latest partnerships, fellowships, mentoring initiatives, and training programs include:



Dove Cameron



**A&R Academy in Germany, Switzerland and the UK:** Sony Music's first-of-its kind A&R Academy looks to train the best artists and repertoire managers of tomorrow, through an intensive, 12-month program that offers prospective music professionals behind-the-scenes industry insight, ongoing personal mentoring, and one-on-one training sessions. To date, six academy trainees have been or are currently receiving a full-time training. Last year, all trainees were offered a full time A&R position.



**Afrochella:** We launched a new partnership in Africa with Afrochella called the Rising Star Challenge to provide a platform for unsigned and emerging artists across the continent.



**Creative Mentor Network (CMN):** Since 2020, Sony Music UK has partnered with CMN—an organization sharing our commitment to diversifying creative industries—to develop six-month mentorship programs at London youth centers.

## FEMALE PRODUCERS PRIZE

**Female Producers Prize:** Sony Music and Music Women\* Germany were honored to name 2022's five winners of the Female Producer Prize, which aims to support female producers who often lack visibility and support in the country. After being selected for the prize from a pool of over 170 passionate applicants, the honorees received coaching from such renowned producers as MelBeatz, and the 15 top finalists were added to a new roster for Sony Music Germany labels and artists looking to diversify their recording sessions.

## MUZUKIDZ

**Muzukidz:** Sony Music Africa partnered with Muzukidz to empower children and families from underprivileged cultural and economic backgrounds with music skills and opportunities. To date, more than 350 primary school learners have received free, ongoing violin tuition.

## CREATIVE MENTOR NETWORK

**Positive Influence:** Together with London-based charity Creative Mentor Network, our new UK talent development program aims to tackle inequality in the music industry and advocate for better access and inclusion for those from disadvantaged socio-economic backgrounds.



**SAMPRA:** South Africa Music Performance Rights Association Development Fund – Sony Music South Africa welcomed its first cohort of SAMPRA interns in September 2022 and continues to mentor and equip the graduates with in-depth knowledge of the music industry and how a record label operates. SME Africa will be collaborating with SAMPRA annually to support young graduates in the music industry.

## SOUND WEST

**SOUND WEST:** Sony Music partnered with the Australian festival to pair new artists with A&R mentors.

## WOMEN IN MUSIC

**Women in Music (WIM):** Sony Music has supported WIM's work to achieve equity and inclusiveness for all in the music space. The organization's work extends to diverse groups across all facets of the music industry, including songwriters, musicians, executives, attorneys, and studio personnel.



**Taitung University Initiative:** Sony Music Taiwan launched a partnership with the National Taitung University to engage, inspire and encourage more young people from diverse and disadvantaged backgrounds to pursue future careers in the music industry. Over the course of 12 months, students majoring in music (over half of whom come from underrepresented backgrounds) will benefit from a series of mentoring and hands-on workshops from Sony Music Taiwan employees and artists to help build the skills needed for a career in music. At the end of the course, Sony Music Taiwan will also offer potential internship placements to students from diverse and disadvantaged backgrounds.



# Equitable Career Advancement & Retention

**We strive to offer our people individualized support as they grow their careers. Our aspiration is that everyone has the opportunity to build a passionate and thriving career and grow with Sony Music Group as they develop their full capabilities**

Sony Music Publishing (SMP) has made it a priority to expand support for employees and create a more equitable culture through several new initiatives – most recently with the launch of its Women’s Leadership Program – consisting of in-depth sessions hosted over the course of six-nine months that are aimed at advancing growth and development of current and future women leaders at the company.

The Women’s Leadership Program launched its first cohort session in 2022 and has since received extremely positive feedback within Sony Music, as well as from companies across the entire Sony Group, earning Sony Group’s Global HR Award (‘Develop’ category).

### That’s why we:

Launched our new “PX Partner” model to ensure every employee has someone they can turn to when they need to discuss their experience at Sony Music Group.

Take every opportunity to listen to our SMG employees—through pulse surveys and other feedback tools, so we can bolster our retention efforts and make decisions that reflect the priorities of our entire team.

Evolved our philosophy about hybrid work to maximize creative collaboration while also giving employees the flexibility to work in the way that’s best for them.

### Global Recognition of SMG’s Employee Leadership Programs

US <b>Seramount Best Places to Work for Multicultural Women US</b> (2021, 2022)	US <b>Seramount 100 Best Companies</b> (2021, 2022)	US <b>Seramount Best Companies for Dads US</b> (2021, 2022)	US <b>International Association of Business Communicators Gold Quill Award of Excellence US</b> (2021, 2022)	US <b>Dave Thomas Foundation for Adoption US</b> (2021, 2022)
HONG KONG REGION <b>HR Asia Best Companies to work for in Asia 2022</b> (*Awarded by HR Asia)	BRAZIL <b>Great Place to Work + Top 50 Best Companies to Work For</b> (*Awarded by “Great Place to Work”)	MEXICO <b>Great Place to Work 2022</b> (*Awarded by “Great Place to Work”)	CHILE <b>Great Place To Work 2022</b> (*Awarded by “Great Place to Work”)	MEXICO <b>Best Places to Work for LGBTQ+</b> (2019-2022)



**Music’s global impact inspires us to keep building a music industry that is empowering, inclusive and as diverse as the stories our artists and songwriters tell.**

For this reason, at SME we are always developing new initiatives, experiences, and programming to advance diversity, equity, and inclusion. We are especially focused on developing bold, scalable solutions to the systemic challenges faced by our global network of employees, artists, songwriters, creatives, composers, fans, partners, and industry peers. We embrace our responsibility to move music forward as a collaborative community—because when everyone belongs, creativity is amplified.

# MILES

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**Our goal is to be the destination company for the most creative & diverse talent in the entertainment industry – where every employee and creator feels they belong and can amplify their potential. That’s why we work hard to provide all employees an exceptional place to work.**

For over a year, Sony Music Group’s Office of Diversity, Equity & Inclusion (DE&I) division has collaborated with our People eXperience (PX) team to further expand the company’s global equity and inclusion policies and initiatives, in addition to partnering with our Philanthropy and Social Impact division to ensure that work reverberates throughout society.

And in 2022, we were proud to advance our long-standing mission by launching **MILES**, a strategic framework that underscores our DE&I efforts and serves as a company-wide guide for developing and implementing new DE&I initiatives, policies, experiences, and programs. **MILES** represents the five core values that unite our global network of employees, artists, songwriters, partners, and peers: **Mobility, Impact, Leadership, Equity and Safety.** Teams across the company have already been busy using **MILES** to implement some exciting new programs including, but not limited to:



# Inclusivity from Day One



We've improved our hiring process with the introduction of an Inclusive Hiring Guide, which empowers all hiring managers to reduce bias and contribute to building a more inclusive hiring experience. We take particular care to ensure that every Sony Music Group employee is treated fairly and with respect from day one.



## Mobility:

In early 2022, The Orchard launched ELEVATE, an employee retention and advancement program created by the Council for Equity & Progressive Action in collaboration with Creative Outreach. ELEVATE gives high-performing individuals from diverse backgrounds the tools, training, and guidance to cultivate their business acumen and prepare for senior management and executive-level roles.

## Impact:

Sony Music Group became the first music industry partner of the 4A's Multicultural Advertising Intern Program (MAIP) with our 2021 launch of the Impact Fellows Program, which provides diverse young professionals with the unique opportunity to learn about and experience the music industry. In 2022, we were proud to induct our second Impact Fellows cohort and expand the program to welcome more fellows from additional talent partners, including American Indigenous Business Leaders (AIBL), HBCU in LA, Out4Undergrad and Scholarships Plus.

## Leadership:

In partnership with the Aspen Institute and Yale University, the Leadership Empowerment Acceleration Project (LEAP) offers promising, diverse talent a comprehensive experience aimed at accelerating their leadership journey and boosting representation in senior marketing roles. Participants receive education and mentorship from the most sought-after faculty from both institutions, along with individualized support from senior marketing executive and former Meta CMO Antonio Lucio.

## Equity:

Sony Music Entertainment is currently completing its annual pay equity study to ensure equitable compensation across the company. We continue to partner with our independent consultant to ensure that our employees are being paid fairly and earning comparable pay for comparable work. Additionally, this year, we will distribute our new MILES x Lean In 50 Ways to Fight Bias Cards, which aim to help everyone instill our values of inclusion and respect in their day-to-day work.

## Safety:

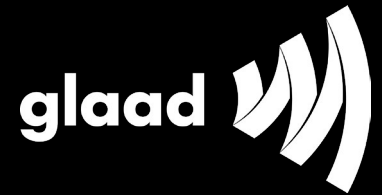
As part of our ongoing effort to ensure that everyone feels welcome and safe at SMG facilities, we have started upgrading parent rooms in our offices and created new benefit offerings and resources for transgender employees. In addition, we have developed a global cross-discipline project team, involving front line business leaders and partners, to review all elements of safety both in the workplace and at all adjacent spaces our employees work in based on the needs of our industry including studios, event spaces, hotels, bars, clubs, restaurants, and so on.

# Diversity Led Programs & Educational Efforts

## Partners

From improving representation of people with disabilities to turning allyship into action, our partnerships are central to our efforts to support people and communities who have been historically denied representation and resources. By partnering on initiatives and investments with organizations led by BIPOC, LGBTQIA+, and gender diverse leaders, we're instilling a culture of inclusivity at our own company and supporting efforts to integrate those values in our communities.

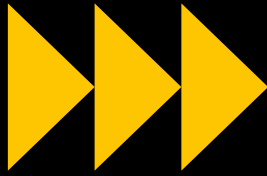
In addition to our expanded partnerships for the Company's Impact Fellows Program, we continued our partnership with GLAAD to advance LGBTQIA+ representation in music and amplify LGBTQIA+ voices in the industry. With Disability:IN, we're working to expand opportunities for people with disabilities and raise awareness within the Company about disability accessibility and inclusion. With Lean In, we're advancing conversations around equity in the workplace.



## Programs & Educational Efforts

**We continue to develop and expand programs, initiatives, and educational resources aimed at advancing diversity, equity, and inclusion across the Company and the broader industry.**





Our Culture Conversations were developed to establish important dialogues with leading experts to speak with employees and raise awareness around significant cultural moments and historic events. In recognition of Jewish American Heritage Month, SMG welcomed the UJA Federation of New York for a discussion around understanding contemporary antisemitism. Together with actor, writer, director and producer Jay Ellis, employees were brought into a dialogue about Black creativity, innovation, and culture in recognition of Black History Month. Last March, to celebrate Women's History Month, SMG hosted workplace futurist, equity strategist, and inclusion expert Daisy Auger Dominguez to discuss belonging in the workplace and building change that lasts to dismantle inequity in the workplace. We continue to program these important conversations throughout the year, with partners such as the Anti-Defamation League (ADL), 3GNY, Rock The Vote, The Legal Defense Fund, and more.

Through Pride Talks, Sony Music Benelux partnered with local artists and Queer Creators to talk about the influence of pop music on the emancipation of the LGBTQIA+ community. The event welcomed more than 170 people at the Sony Music offices and reached more than a million people across various media platforms. To continue its relationship, Sony Music Benelux developed a partnership with Pride Amsterdam to support and fund the LGBTQIA+ community.

In partnership with GLAAD, SMG will roll out "ICONS," a three-part episodic video series that aims to promote LGBTQIA+ inclusion voices in the industry. The series features three rising **LGBTQIA+ artists in the music industry: Isaac Dunbar, INIKO, and MK xyz**, who discussed their personal connection between queerness and craft and the future of the industry. "ICONS" serves as a compelling platform to increase awareness and recognize the contributions of LGBTQIA+ artists and songwriters in the music industry.

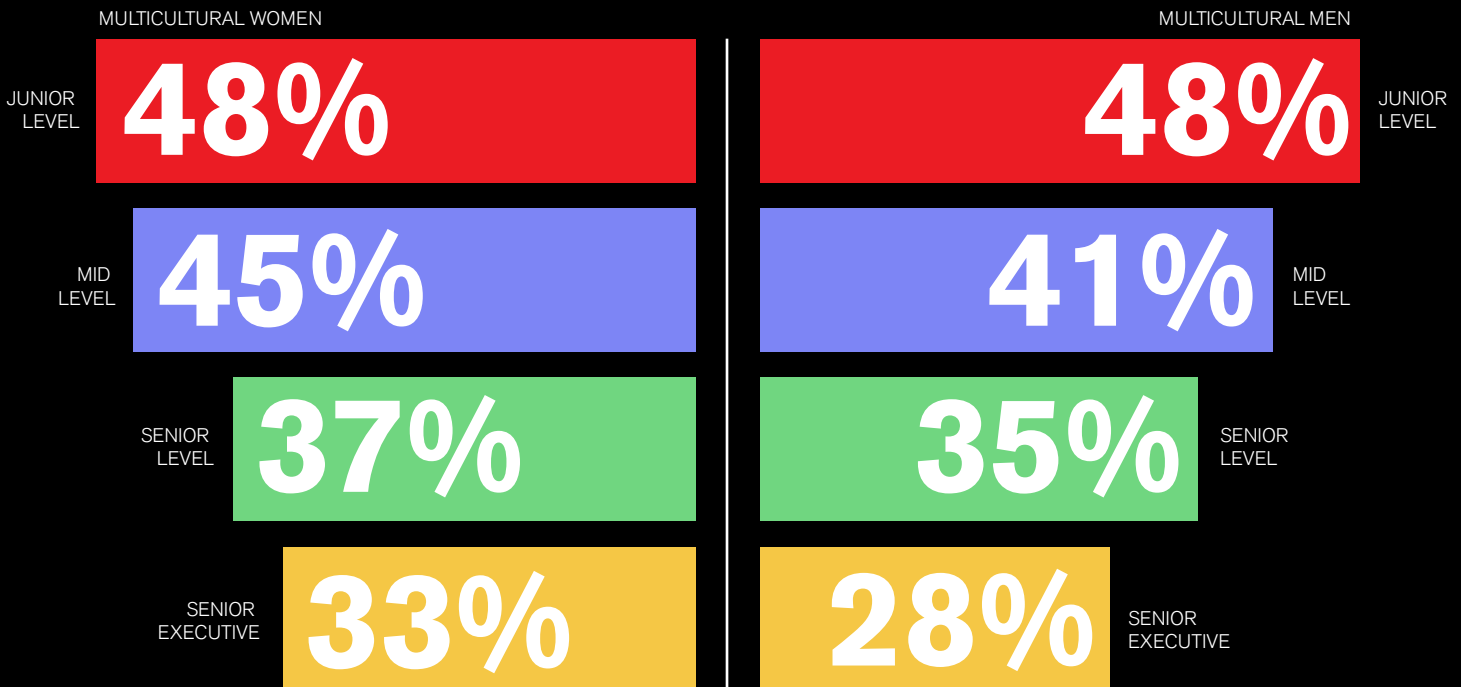


# Our Workforce

We are committed to increasing representation across a broad spectrum of demographics through our hiring and retention initiatives, including gender, race and ethnicity.

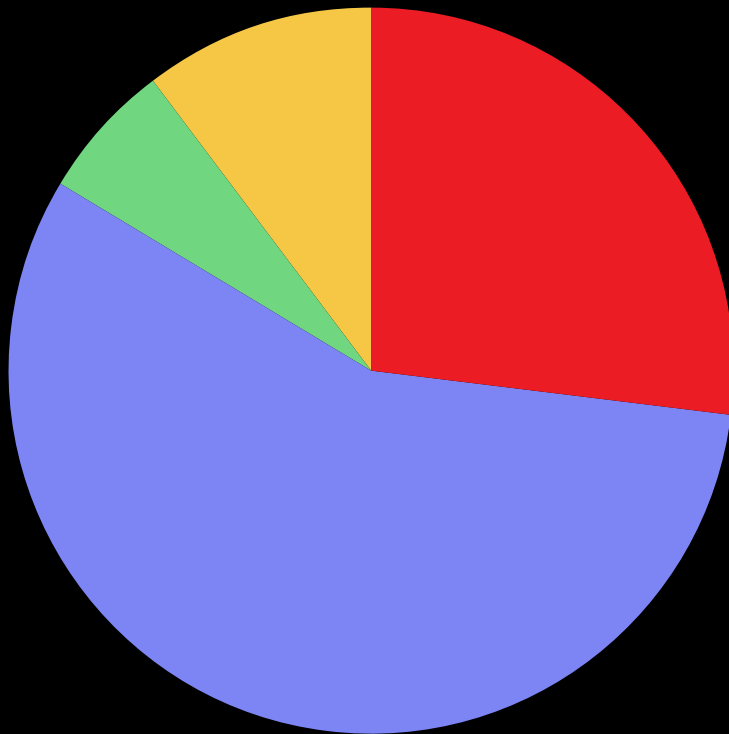
As of May 2023, **40%** of SMG's U.S. employees represent our multicultural workforce.

## U.S. Racial and Ethnic Employee Representation as of May 2023



# Global Workforce

## Generational Diversity



**28%**

GEN X

**56%**

MILLENNIALS

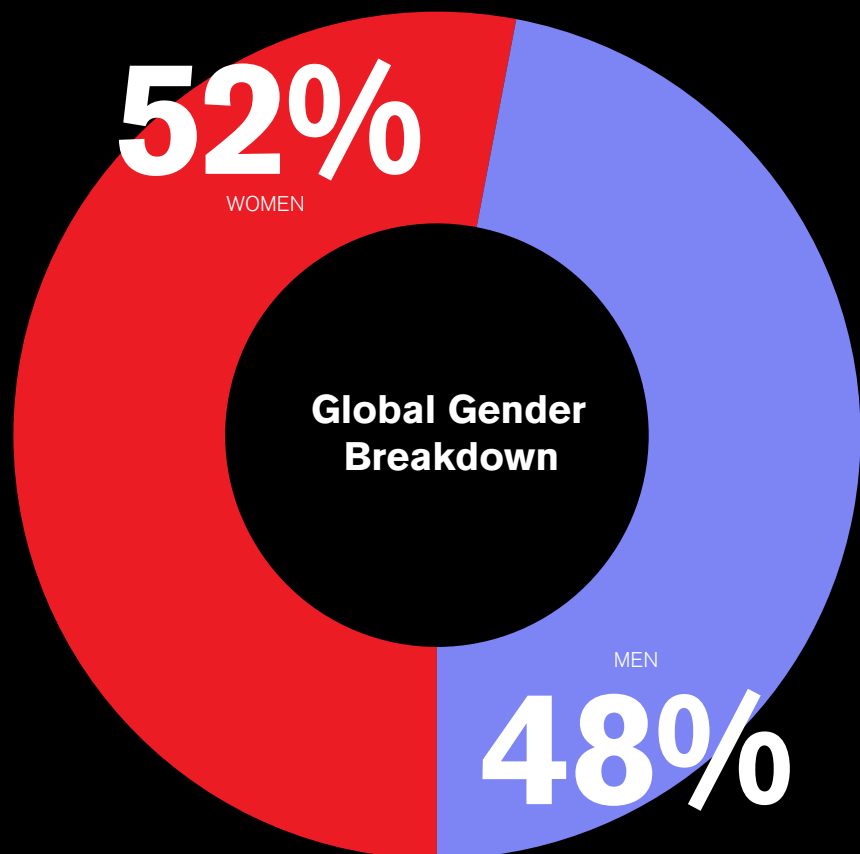
**6%**

BOOMERS

**10%**

GEN Z

Generational Terms Determined by Pew Research Center



**52%**

WOMEN

Global Gender  
Breakdown

MEN

**48%**



## TAGS

# At Sony Music Group, our Talent Advisory Groups, or TAGs, are core to our efforts to create a dynamic, safe, and inclusive environment for all our employees.

TAGs are employee-led communities created around common interests, identities and lived-experiences that help foster a safe environment and provide growth opportunities to all. Whether employees identify as a community member or an ally, all are welcome to participate.

In addition to the sense of togetherness TAGs offer employees, they also play an integral role as a partner to the Office of DE&I and the People eXperience team. This mutually supportive advisory partnership helps us ensure that SMG's efforts reflect our employees' needs and lived experiences.



**HUE's (Helping Unite Everyone)** mission is to empower, celebrate and build community among the diverse and intersectional community of Black, Indigenous, and People of Color (BIPOC) at Sony Music Group and beyond. HUE focuses on harnessing the collective power of our communities to shape global culture throughout the entertainment industry.

**OutLoud** is a TAG for lesbian, gay, bisexual, transgender, queer, intersex, and asexual (LGBTQIA+) employees and allies. The group works to raise awareness of important LGBTQIA+ issues and culture and create networking and other opportunities to extend support to the larger community.

**SOMOS ("We are")** promotes awareness of and acts as an advocate for the Hispanic and Latinx communities both inside and outside of Sony Music Group. SOMOS focuses on social contribution and employee development, in support of SMG's diversity strategy and community involvement goals.

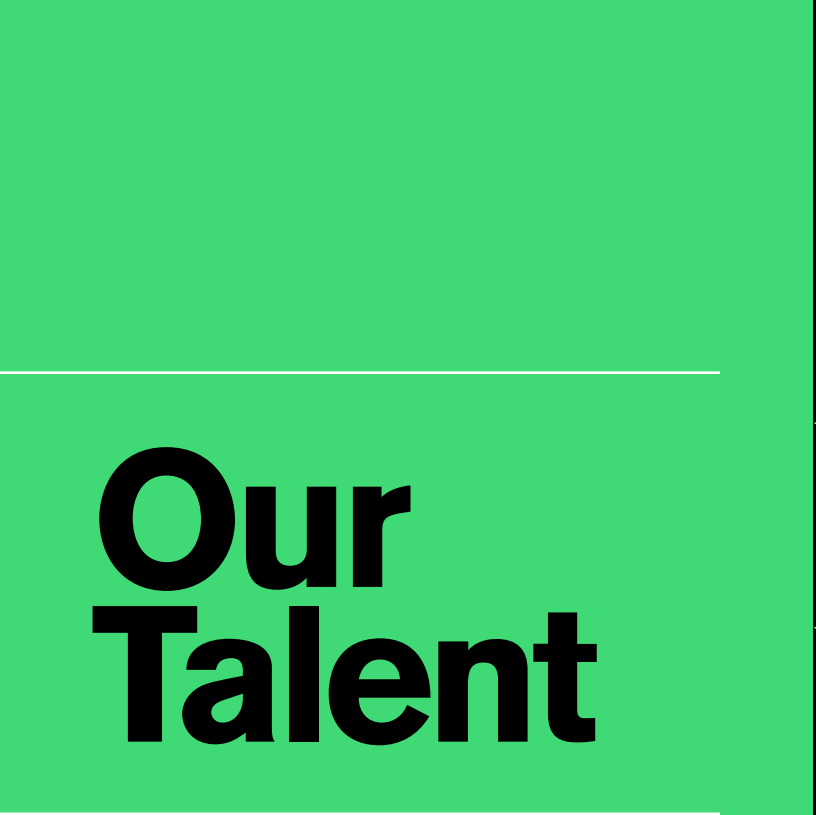
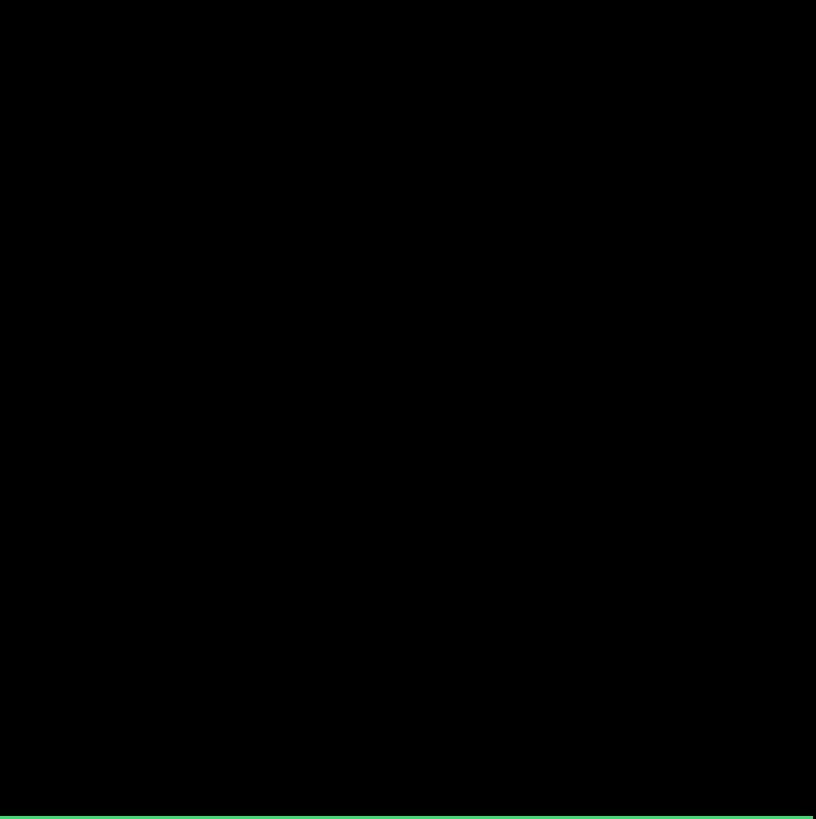
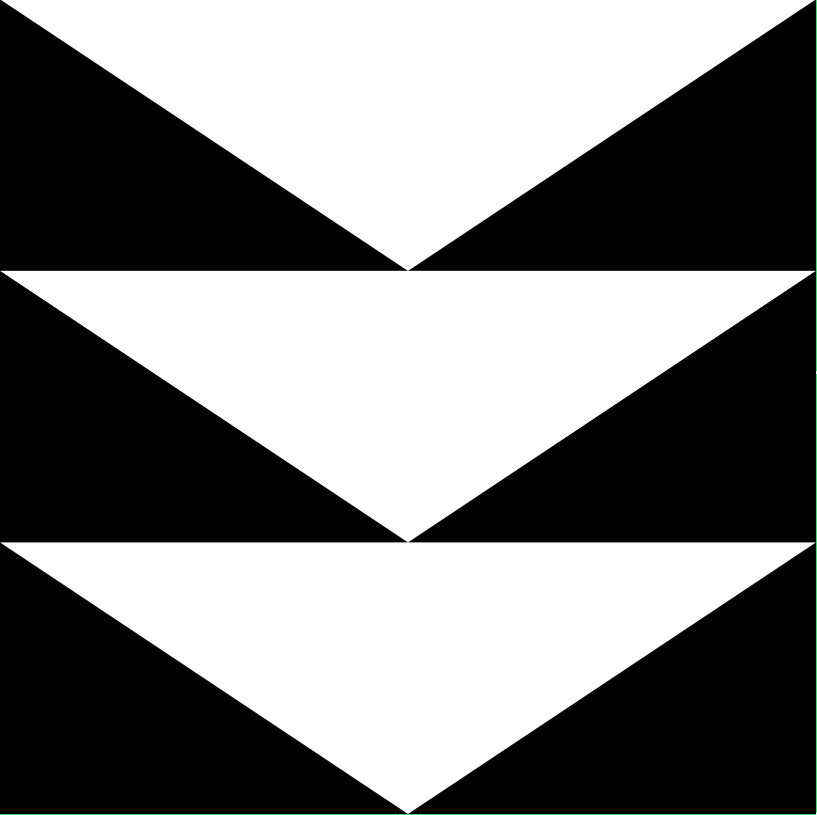
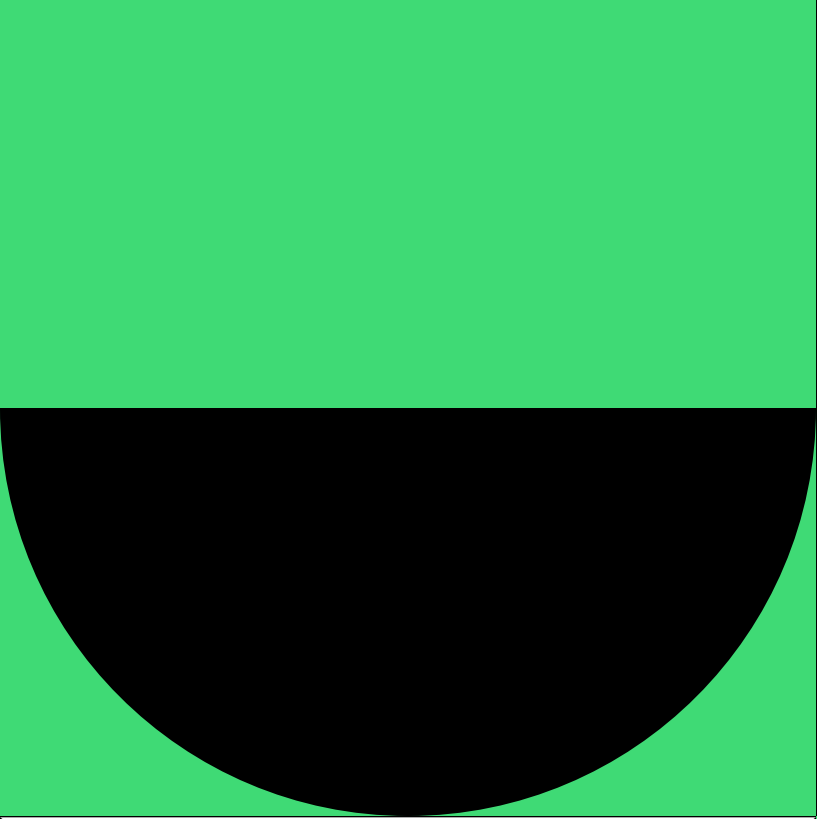
**Sony Emerging Professionals** is a highly motivated, diverse group of employees committed to the personal and professional development of all Sony Music Group employees. Through educational events, peer-to-peer mentoring, and community outreach activities—all designed to expand internal and external Company networks—the TAG strives to find innovative ways to equip, engage, and empower its cross-divisional member base.

**The Village** strives to create a space for working parents and caregivers to come together to share experiences, resources, and solutions in a supportive and non-judgmental environment. The TAG supports Sony Music Group in its commitment to support employees throughout every step of their parenting and caregiving journey—including pregnancy, delivery, time away from the office, returning to work, and beyond.

**Wellful** is committed to inspiring and encouraging members to maintain and grow healthy lifestyles. Through educational events, stress-reducing activities, community outreach, and team building, the TAG strives to create an employee network that is goal-driven, healthy, and strong—while also creating an environment that strengthens both employees and the company.

**What If** is a culture committee and represents the voices of those who work for Sony Music UK & The Orchard. It's the umbrella committee for HUE, the LGBTQIA+ Freedom team (named after George Michael) and SWIM (Sony Women in Music). The team comprises employees from different functions with one thing in common: they want to create positive change and improve the way the workplace is run. The UK What If model has now launched in Australia, New Zealand, Canada and Spain.

**Women's Initiative Network (WIN)** is uniting and supporting women across SMG. The TAG promotes women's professional development and opportunities within the company, and fosters community both within the Sony Music Group family and with external women's groups.



**Our  
Talent**



# We're proud to be the friendliest company in entertainment for artists, songwriters, and creators from all walks of life.

And, of course, because our industry is constantly growing, changing, and innovating, we'll never settle for simply improving upon everything we've been able to offer our talent to date. Instead, we've sought to help them find and strengthen their voices through changing times by consistently reimagining the role that labels play in artists' lives.

We don't just look out for our talent's musical success. We look out for their fulfillment as well-rounded creators; that's why we've launched ventures in film production, podcasting, premium content, new technology, and more. We look out for their health and wellness, too; that's the philosophy behind our new Artist Assistance services supporting their wellbeing, including free counseling globally and advocacy to help navigate the US healthcare system. And we look out for their long-term prosperity; that's the goal guiding our choice to pay through unrecouped balances for many of our longest-tenured artists.



# In 2021, we introduced our Artists & Songwriters Forward program

**— an umbrella for our ongoing efforts to prioritize support and transparency for all of our creators—we are delivering more benefits and services to on-roster and legacy talent around the world, from new and expanded services to increased engagement across key issues. It's all part of our mission to make Sony Music Group a place that supports the whole career and rewards loyalty.**

As part of our Artist Assistance Program, we provide global on-roster Sony Music talent with access to professional counseling services in over 70 languages at no cost for addressing stress, anxiety, depression, grief, family and relationship matters and more. Since launching over a year ago, we've provided nearly 300 artists and songwriters around the world with information and support related to the program. To date, dozens of artists from across more than 17 different countries have now used these services to either establish recurring sessions with a licensed therapist, or receive in-the moment support in dealing with acute issues—and use of the program is completely confidential.

In late 2022, we also rolled out the US pilot of our Artist Healthcare Advocacy series. A new enhancement of our industry-leading Artist Assistance program, it offers free, confidential support for on-roster and legacy talent who are seeking to navigate the healthcare system. We provide this service via our partner Music Health Alliance (MHA)—a nonprofit healthcare advocate organization that helps artists find doctors, manage their bills, troubleshoot issues, and simplify the process of receiving healthcare.

We're continuing to expand the eligibility criteria of our Legacy Unrecouped Balance Program as well. Qualifying creators and participants who have been signed to Sony Music Group for over 20 years—and have not received an advance for at least that long—are now eligible to receive payment on future earnings. We've already paid out millions of dollars to thousands of artists globally through this program; with this expansion, we look forward to expanding financial opportunities for our most tenured artists and songwriters over time.

And we've grown global adoption for our suite of Real Time Artist Tools which offer music creators and their teams best-in-class payment capabilities, as well as up-to-the-moment updates on consumption of their content and audience engagement data. Users of our Cash Out and Real Time Advances features have now withdrawn nearly \$90 million in earnings with these convenient tools, providing greater financial flexibility for their careers.

## Innovative SMG Divisions

As the entertainment landscape continues to shift, we understand our artists don't just express themselves through music; their presence extends to other forms of media and creativity. And so, we aim to empower entrepreneurship and support innovation in the marketplace through our business strategies and investment activities including global streaming, artist services, the creator economy, social media, gaming, the metaverse and more.

We've also created a new global group that combines our corporate and digital investments, M&A and strategic planning teams to maximize our opportunities in these areas and promote the development of new technologies and markets for our artists to connect with fans.

**Sony Music Group is a place where artists and songwriters can experiment and expand their horizons beyond the recording studio—**

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**which is why we've created new divisions dedicated to exactly that mission.**





## Premium Content Division:

Our premium content division is an in-house, full-service content development studio within Sony Music that is designed to develop, produce, and distribute a wide range of premium projects in the film and TV space in collaboration with some of the world's greatest artists. Recent offerings range from concert films tapping into our vast archives and recent performances (like Mariah Carey: Merry Christmas to All), to conceptual feature-length documentaries that blend narrative and performance (like the upcoming Cyndi Lauper Let The Canary Sing documentary). Our premium content division ensures that when a world-class artist sets out to translate their brilliance to other media, they can create a worthy addition to their body of work right here at Sony Music.

Based in New York, Los Angeles and London, our global podcast division develops premium shows across all genres that loyal audiences keep coming back to. With shows like High Low with Em Rata, Kermode and Mayo's Take, Juicy Scoop, Chameleon and more, we leverage a creator-first philosophy and diverse international partnerships to produce must-listen shows that engage, entertain and delight podcast-lovers everywhere. Our dynamic creative, sales, marketing and business development teams ensure we offer a full service, multi-territory approach to modern podcast production.

## Ceremony of Roses:

In 2022, we announced a strategic partnership with Ceremony of Roses to expand our merchandising efforts; the company now represents Sony Music's global merchandising arm. CoR specializes in using merchandise to authentically connect artists with their fans—and builds upon the success of our existing in-house merchandising work.

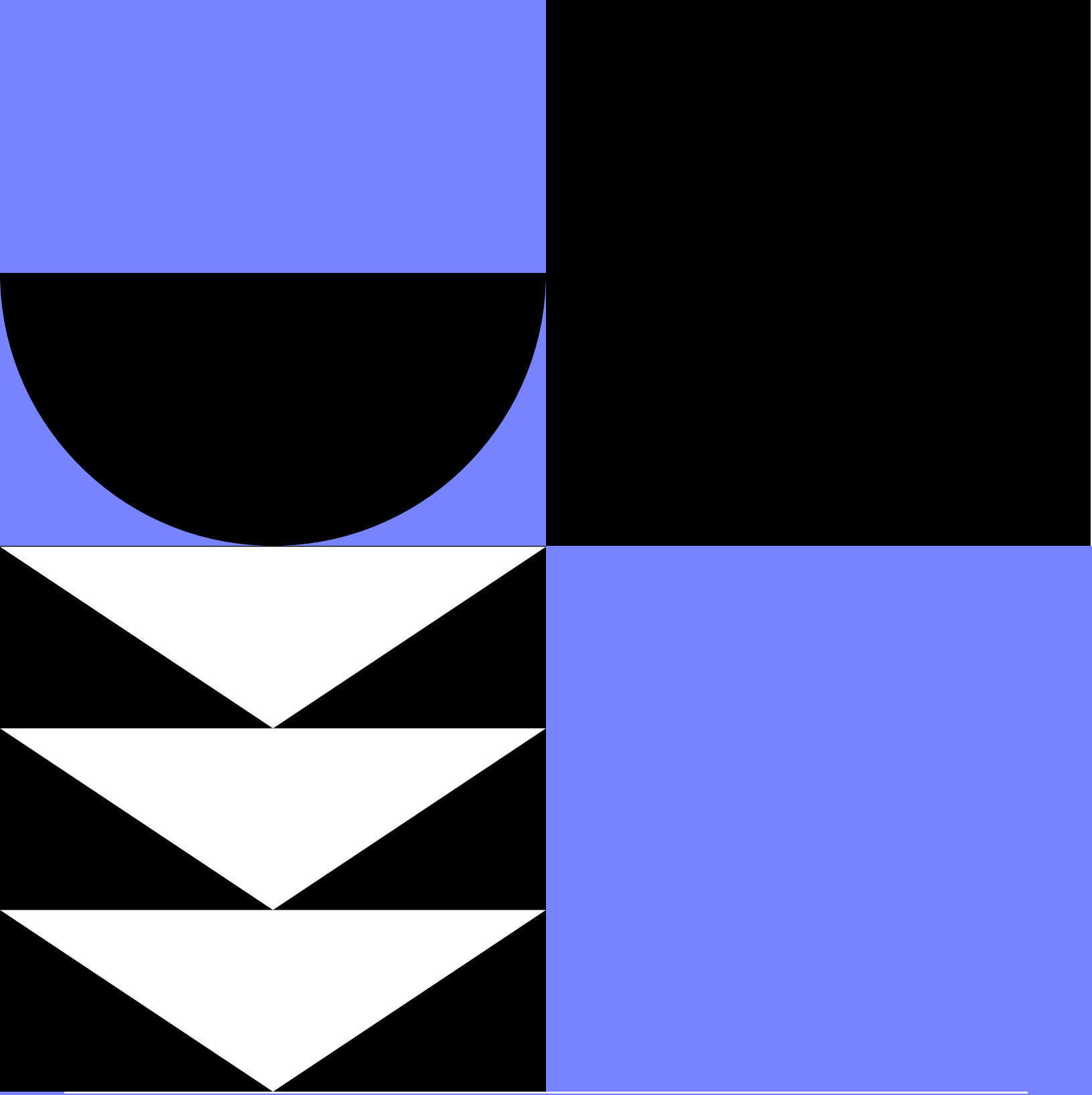
## Live/Experiential:

And we continue to expand our presence in the live entertainment business, too, by growing a portfolio of strategic partners in the space. This includes investments in companies specializing in concert promotion, theatrical and experiential event production, artist management and booking. This past year, we returned to the Brooklyn Botanic Garden for Lightscape, the after-dark, illuminated landscape with monumental installations animated by lights, color and music from Sony Music.

## Global Studio Network:

We always continue to provide services that are attractive to artists and songwriters. Currently, we have a global network of more than 40 state of the art recording studios and multimedia production spaces across more than 20 countries as part of our continuing investment in supporting creator development and growth worldwide.





# In Our Communities



# Great music enriches and fulfills individuals and communities across borders and cultures.

And that power of outreach is naturally at the heart of our business philosophy, too. We take every opportunity to foster strong, meaningful partnerships with our communities around the world across our four giving pillars: Corporate Social Responsibility (CSR), Disaster and Emergency Relief, Global Social Justice Fund, and our COVID Relief Fund.

It's our responsibility—and a great honor—to support our communities, and we look forward to continuing our work with phenomenal community partners to advance that tradition.



SMP songwriter DIXSON at the Boys & Girls Club of Metro Los Angeles – Watts-Willowbrook Clubhouse for SMG's annual Beyond The Instrument program

## GIVING PILLARS

**Each year, we reach out to connect with communities to develop ongoing partnerships with impactful contributions to organizations in each of the territories where we do business.**

**Some of those global philanthropy programs & campaigns include:**

### **Achalay (Spain):**

Since 2002, Achalay has developed projects and actions focused on defending groups at risk of social exclusion in Spain and across the world, including children, women, disadvantaged families, and people with intellectual disabilities. We have partnered with Achalay to offer workshops in digital marketing, streaming, and A&R training for people with disabilities to promote their entry into the music industry.

### **Beyond the Instrument:**

The Company expanded its annual Beyond The Instrument initiative – now in its third year – to include academic activations in the US and UK throughout the month of February, providing international resources and exposure to music professionals and creatives and collaborating with community partners to help prepare future music leaders. Since its launch, SMG has committed nearly \$500,000 toward music education programs through Beyond the Instrument. Additionally, the Company has donated thousands of dollars for instruments, equipment, software, and curricula in addition to various mentoring opportunities. The program is on target to support nearly 10,000 students over the course of five years. In 2023, SMG worked with non-profit partners Notes for Notes® and Fender Play Foundation® to bring music education to students through innovative and sustainable programs that put instruments and learning tools directly in the classroom alongside program ambassadors Cat Burns, KayCyy, DIXSON, Adam Lukas and James Everingham.

### **Emergency and Disaster Relief:**

Around the globe, natural disasters affect the communities where our artists and songwriters, employees, and their families live and work. When unforeseen emergencies arise, we are committed to supporting those in need by focusing on providing direct relief aid to those who are most impacted. We donate to local and global organizations and continue to develop meaningful relationships with on-the-ground community groups to ensure that our support contributes to real outcomes.

We provided support to those affected by the floods in Pakistan earlier in 2022, and in Europe, we continue to support those impacted by the humanitarian crisis in Ukraine. Throughout the past year, Sony Music employees have donated nearly \$50,000 toward those relief efforts. Our teams in Poland and Germany provided support and essential goods to Ukrainians fleeing the war, taking some refugees into their own homes or sourcing accommodation and financial support.

In the UK, the Company sold a range of collectable vinyl and limited-edition merchandise, with proceeds going to the Disasters Emergency Committee in aid of Ukraine, and our Global Technology team raised more than \$70,000 U.S. dollars to directly assist our Ukrainian consultants and their families in getting to safety.

Sony Group Corporation (SGC) committed \$2,000,000 to UNHCR, the UN Refugee Agency, and the international NGO, Save the Children, to provide humanitarian aid to the affected populations in Ukraine and the surrounding countries.

SGC and its group companies donated approximately \$200,000 in emergency aid to support relief efforts for communities affected by the February 2023 earthquake that struck near the Turkey-Syria border.

### **Season of Giving:**

Sony Music Group supported every local community we conduct business in—totaling nine regions—through our Season of Giving program in November and December 2022. Through this effort, we committed more than \$850,000 to global organizations dedicated to providing aid for those facing food insecurity, homelessness, and refugee support, as well as music industry relief and educational programs for communities impacted by the COVID-19 pandemic. This year's campaign impacted more than 3 million individuals globally. Additionally, as part of the campaign, more than 20 SMG artists, songwriters, and composers participated in volunteer activities with the organizations supported by the initiative.

As a part of the 2022 Season of Giving, SMG also invited all employees to select a pre-approved organization to advance the Company's commitment to giving back. Throughout the month, all employees had the chance to support various organizations, from food banks to shelters to music industry relief services. The Company matched it – dollar for dollar – up to \$2,000 USD (or the local equivalent) for each employee.

## Employee Matching:

To advance our commitment to philanthropy, Sony Music Group creates opportunities and platforms for employees to give, volunteer and stay informed about causes that align with the SMG mission. Since 2020, nearly 1/3 of our global employees have participated in employee matching programs and volunteer opportunities, contributing nearly \$1,000,000 to organizations worldwide.

## KOVA M Studios (Portugal):

Sony Music Portugal is an official sponsor of Kova M Studios' cultural and educational initiatives, including efforts to support youth in Bairro Cova da Moura, Lisbon—a neighborhood where many African immigrants from former Portuguese colonies live. For 13 years, Kova M Studios has collaborated with Associação Cultural Moinho da Juventude (Youth Mill Association), neighborhood members, and external producers to bring names such as Mynda Guevara, Vado, Dany G, Puto G, Niko O.G., and Ridell to the national stage.

## Crias da Música (Brazil):

Crias da Música offers 45 young people from the Rio de Janeiro area training and insight into the music and recording market—specifically helping them to build skills in career management, marketing, digital distribution, pitching, and entrepreneurship. The unprecedented project is the result of a partnership between Sony Music Brasil, Pontificia Universidade Catolica (PUC-Rio) Business School, and Instituto Identidades do Brasil. 42 students completed more than 75% of classes, met passing requirements and earned their Music Business Certification from the Instituto Gênesis PUC-Rio.

## Mobile Music Studio (Netherlands):

As part of a year-round project supporting young people in socially vulnerable neighborhoods in Rotterdam, Sony Music and Hip Hop Huis have developed a Mobile Music Studio. The Mobile Studio is made available to a wide variety of users through activations and structural talent development.

## Graffiti Project (Belgium):

For over 30 years, 'Graffiti VZW' has worked with and for youth—organizing activities and workshops in visual arts, spoken word, theater, painting, graphic design, web design, and music. Sony Music and Sony Electronics recently joined forces with Graffiti VZW for a special edition of its mobile recording studio ('De Zwerfkeet', or 'The Drifting Shack'), which gives young musicians from underprivileged neighborhoods the opportunity to write, produce, and record their own songs, with help from professional producers.

## Global Social Justice Fund

For years, Sony Music Group has supported the critical work of civil and human rights organizations around the world—and in June 2020, that commitment was solidified through the creation of Sony Group's Global Social Justice Fund, a \$100 million commitment to help fight racial and social injustice around the world.

Sony Music Group has disbursed funds to more than 400 community organizations worldwide through the Global Social Justice Fund. Of those grantees, nearly half are dedicated to supporting Black communities, and another quarter are focused on uplifting Hispanic and Latinx communities. Additionally, over 56% of our partners are led by a person of color or a member of a historically under-resourced population.



**Here's a sampling of how we're collaborating with partners to advance social justice around the world:**

## Bridges For Music (South Africa):

In the face of an increasing lack of education in South African communities, Bridges for Music promotes equality by fostering young talent from under-served communities. With support from Sony Music Group, the organization provides youth with state-of-the-art music equipment and skills to thrive in the creative industries.

## Drummond Street Services (Australia):

Drummond Street Services works with disadvantaged communities in Melbourne, Australia, focusing on families and cultural communities living in public housing developments. The RYMS (Real Youth Music Studio) program offers a platform for local youth to showcase their talents, learn new skills, engage with positive peers, and take pride in who they are. RYMS continues celebrating young people through their music with recordings, showcases, and live performances. The organization plans to evolve the RYMS program to a mobile Caravan of Sound, ensuring young people from across the Inner Melbourne public housing estates can access opportunities to write, perform and record.



## Global Scholars Program (Global):

This year, SMG awarded 50 scholarships for the Company's inaugural Global Scholars Program, a new initiative designed to help educate the next generation of music leaders. Our grant beneficiaries are a diverse group of students who share a deep commitment to pursuing a career in music and an ability to think big to shape the industry's future. The program received applications across more than 70 countries and represents a global cohort of students across all regions where Sony Music Group operates including Africa, Asia, Australia, Continental Europe, Latin/Iberia, New Zealand, North America and the United Kingdom. As a commitment through the Global Social Justice Fund, the program provides a wide range of enrichment programs to support core academic development. With additional opportunities to for skill building activities and leadership developing opportunities, students can explore skill-building mentorships and internships across disciplines of their respective interests and strengths. Scholarships may be renewed for up to three additional years or until degree completion, whichever occurs first.

As a commitment through the Global Social Justice Fund, the program provides a wide range of enrichment programs to support core academic development for scholars from 18 countries. SMG's global scholars attend 35 educational institutions globally and study over 42 music-related fields. With additional opportunities for skill-building activities and leadership development opportunities, students can explore mentorships and internships across disciplines of their respective interests and strengths. Scholarships may be renewed for up to three additional years or until degree completion, whichever occurs first.

## Milaan Foundation (India):

Based in New Delhi, India, the Milaan Foundation aims to ensure that girls continue and complete their secondary education, challenging norms that maintain the patriarchal status quo to unlock their potential. Through their work, they create awareness about the consequences of child marriage, as well as adolescent health - particularly sexual and reproductive health and violence against women and girls. The results of the programming have been encouraging. Fifty-eight percent of participants pursue higher education—and of that group, 21% focus on STEM courses, 36% enroll in continuing school, and 6% take vocational courses. 85% of the girls the foundation works with report improved adolescent health outcomes, 99% have delayed their age of marriage, and over 80% of girls are able to prevent and defy gender-based discrimination and violence.



## Plan International Sweden (Continental Europe):

Sony Music supported Plan International Sweden's Sisters Create program to create equal opportunities for youth regardless of their gender identity. The program aims to shape future generations and contribute to an equal society in Sweden and Senegal through music, media, and cultural activities. The project emphasizes empowering girls to actively advocate for themselves at different levels of society and take control of their lives.

## Pour 3 Points (Canada):

Pour 3 Points is dedicated to building mindful mentors and community leaders who support young people in developing the life skills needed to thrive academically and socially. Established in the Saint-Michel neighborhood of Montréal over ten years ago, Pour 3 Points has evolved into a network of over 100 certified coach-mentors and civic leaders who improve the lives of the youth they coach in low-income communities across Québec. Today, the organizations' programs support mentors as they accompany thousands of young people each year and fight for social and racial justice and equality in their communities.

## Sistema Aotearoa (New Zealand):

Sistema Aotearoa works to unleash the potential of the local Ōtara community in South Auckland, New Zealand. The organization develops students musically through impactful programs, including preschool music sessions, concert performances, and after-school programming. Since 2011 Sistema has supported over 3000 children through ensemble-based music programs to promote community empowerment and social change.

## Small Green Shoots (UK):

Small Green Shoots champions under-represented youth by providing training and access to the music industry. The London-based NGO executes its mission by nurturing aspiring creatives and providing them with the skills, confidence, and experience to jumpstart their careers, creating pathways into paid work opportunities. Small Green Shoots has successfully placed 150 young people in permanent jobs in music and creative businesses, thanks to partnerships including Sony Music.



## Tennessee Innocence Project (United States):

As the only innocence organization in Tennessee, the Tennessee Innocence Project is leading efforts across the state around wrongful convictions, giving voices to individuals who have been unheard for decades, and educating thousands of Tennesseans about the justice system. Since the organization's inception in 2019, it has achieved four exonerations of individuals who collectively spent 95 years wrongfully incarcerated.

## Young Center for Immigrant Children's Rights (Latin/Iberia):

The Young Center for Immigrant Children's Rights' mission is to advocate for children forced to navigate the U.S. immigration system alone. Through the organization's Child Advocate Program, the Young Center has helped children reunite with their loved ones, advocated for their release from federal custody, and coordinated placement in family-based settings. With support from SMG, the organization continues to submit hundreds of trauma-informed and child-centered best interests recommendations to key decision-makers to support youth through impactful life events.

## Your Voice, Your Power, Your Vote:

As a part of SMG's ongoing commitment to continue voter education initiatives to educate our employees, artists, songwriters and communities, the company reintroduced our US "Your Voice, Your Power, Your Vote" (YVYPYV) campaign. SMG provided critical tools and resources for voters and partnered with organizations to develop the campaign—to help reach young people and underrepresented groups during the 2022 US mid-term elections.

Our voter partners included Movement Voter Project, APIA Vote, Voto Latino, Vote.org, When We All Vote, National Black Justice Coalition, and Rock The Vote. To date, SMG has donated more than \$2.4 million to support voter rights across 17 organizations and engaged approximately 80 artists, songwriters and composers.

## Funding Summary For Sony Music Group Spending and Support Since 2020

### GLOBAL SOCIAL JUSTICE FUND

**MORE  
THAN  
\$30M  
COMMITTED**

NEARLY  
**450**  
ORGANIZATIONS  
SUPPORTED

### COVID RELIEF FUND

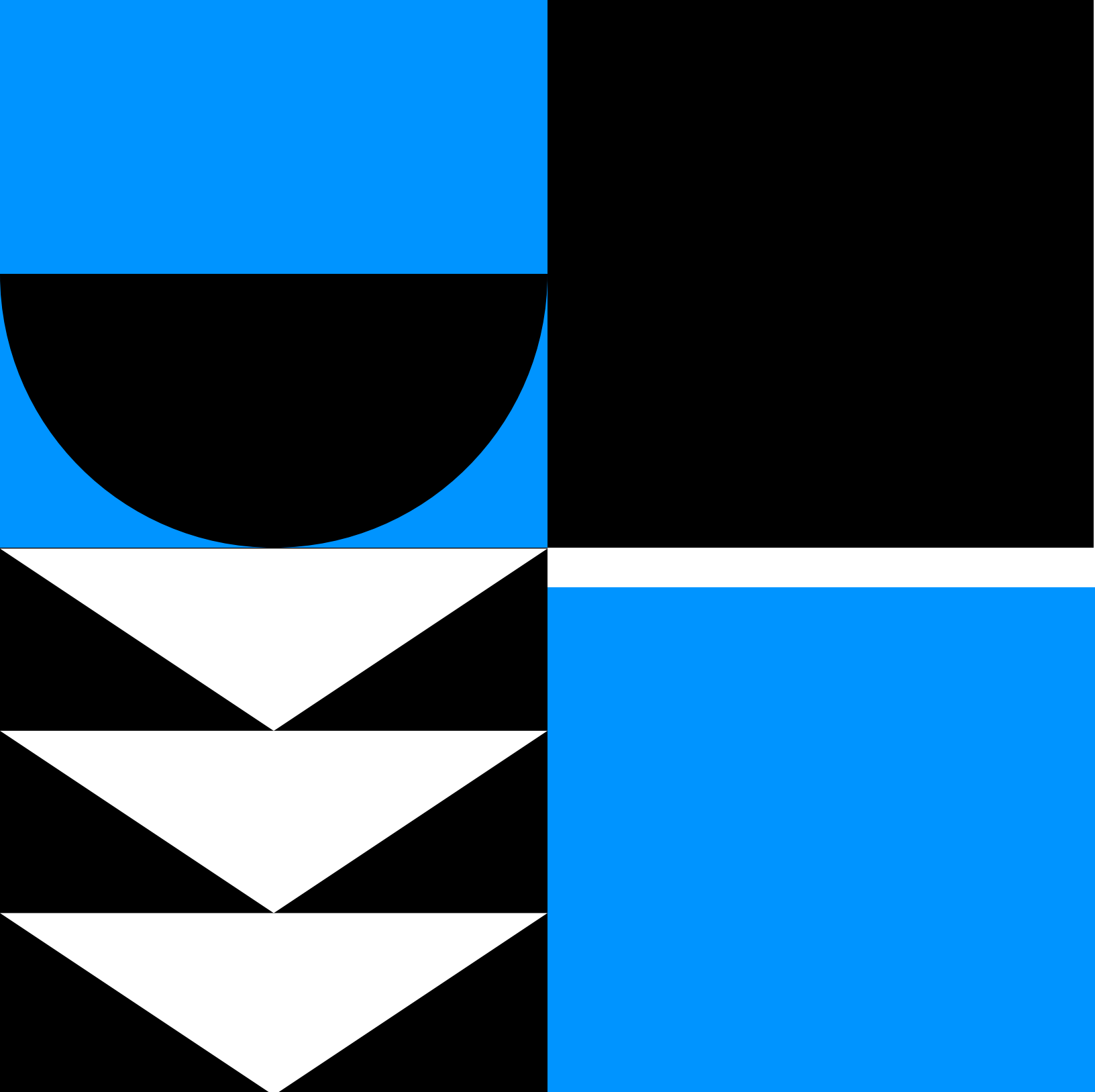
**\$6.5M  
COMMITTED**

NEARLY  
**500**  
ORGANIZATIONS  
SUPPORTED

### CORPORATE SOCIAL RESPONSIBILITY & DISASTER & EMERGENCY RELIEF

**\$4.5M  
COMMITTED**

MORE THAN  
**230**  
ORGANIZATIONS  
SUPPORTED



# Our Advocacy

# Advocating for our artists & songwriters and the value of their creative works is a central part of Sony Music Group's mission to protect creators' rights and ensure the music industry continues to thrive around the world.

We regularly engage with governments and policymakers, industry stakeholders, associations, thought leaders, and civic organizations to ensure that the legislative and regulatory landscape facilitates a healthy music ecosystem.

Today, fans have access to hundreds of different music services, and artists have more opportunities than ever to reach fans around the world. As the digital economy continues to grow, and new services and technologies emerge, Sony Music Group partners with artists and songwriters to navigate the evolving music marketplace. From licensing on platforms worldwide, to investing in technology, people and infrastructure to help artists connect with fans, our dedicated teams provide expertise and experience to help artists achieve success.

SMG works to ensure that the rights of music creators are strengthened and reinforced throughout the world, and that international legal regimes, trade policies, and domestic laws respect creativity and the music industry's significant cultural and economic contributions. As governments wrestle with the opportunities presented by emerging technologies, such as artificial intelligence, data privacy, digital goods, and the development of Web 3.0 and the metaverse, we advocate for global policy priorities that protect today's music economy, our artists and songwriters, and our digital future.



# Protecting Creators and Creativity

## EU Copyright Directive:

The European Union passed the DSM Copyright Directive to protect creativity in the digital age by requiring that online service providers obtain authorization from rightsholders for uploaded content. The Directive is the product of extensive negotiations to balance the interests of creators, users, and providers, but with the express purpose of strengthening creators' rights, rewarding creativity, and improving transparency and accountability in the digital environment. Sony Music has been working with its trade associations and industry partners to ensure that EU Member States faithfully implement the Directive consistent with its original intent.

## Artificial Intelligence:

As the use of artificial intelligence becomes more prevalent, governments around the world are reviewing existing laws and regulations to determine how best to balance the interests of everyone who is affected —while also fostering innovation and competition in this emerging field. By way of example, in an effort to position itself as a “global AI superpower,” the UK Intellectual Property Office (IPO) issued a National AI Strategy and recommended a new copyright exception to allow text and data mining for any purpose - superseding the rights of creators. Sony Music worked with its industry partners and trade associations to raise concerns from the copyright community. In the face of this opposition, the IPO is now considering an alternative approach. We will continue to pay close attention to the relationship between AI and the creative arts — and support for laws and policies around the globe that value human creativity and protect intellectual property rights.

## Strengthening the DMCA:

Following a report by the US Copyright Office, which found that the DMCA's safe harbor provision has become unbalanced, places too many burdens on rights holders, and is no longer consistent with Congress' original intent, there is a renewed effort to strengthen the law in a manner that better reflects today's digital environment. One common-sense measure is the SMART Copyright Act, a bipartisan piece of legislation which would improve the use of standard technical measures (STM) to protect against distribution of stolen content. The DMCA was intended to incentivize collaboration, consensus building and the voluntary adoption of STMs to protect copyrighted works. Unfortunately, despite the existence of technologies that are effective and widely available to the public, service providers have been slow or resistant to adopt them. The SMART Copyright Act facilitates the designation of STMs, introduces a new rulemaking process, and makes it easier to hold service providers accountable if they refuse to accommodate or interfere with their use. Sony Music will continue to advocate for this bill—which has not yet received a vote in Congress—and for other measures that update the law to better protect the creative community.

## Digital Services Act:

Having passed in the EU in 2022, this policy aims to give users more control over what they see and receive online, imposing rules to the specific content which is recommended through recommender engines. The new rules aim, as well, to protect users from illegal content, carving out new responsibilities for very large platforms and search engines to engage in some forms of content moderation. So, very large online platforms and very large search engines are now considered liable for mitigating against risks such as disinformation, balanced against restrictions on freedom of expression.



# Supporting a Healthy Music Ecosystem

## State Legislation Protecting Artists:

**Sony Music has been working to expand the number of US states with laws that protect artists from imitators who profit from uncredited use of their image or work.**

The Truth in Music Advertising (TIMA) Act protects legacy artists from copycat performers advertising themselves as an original artist or group. The True Origin of Goods Act (TOGA) requires online sites that disseminate sound recordings to properly display accurate name and address information—making it easier to combat piracy and copyright infringement. Thanks to a concerted effort led by the Recording Industry Association of America, TIMA and/or TOGA laws are now enacted in 38 states, and we will continue to work to make sure that every artist is protected from impersonation and infringement.



## Public Initiatives and Legislative Action

**Consistent with our commitment to social justice, Sony Music supports legislative action and public initiatives that align with our mission and values and protect the fundamental rights of our artists, employees, and communities.**



### **Protecting Black Art/Restoring Artistic Protection (RAP) Act:**

In response to a growing trend of prosecutors using Black artists' lyrics against them as evidence in criminal trials, Sony Music supports legislation to strictly limit this practice at the state and federal level. We proudly joined the broader music community in pushing for successful passage of the Decriminalizing Artistic Expression Act in California, which was signed into law in October 2022 and will make it harder for state prosecutors to use creative expression as criminal evidence in court. The federal Restoring Artistic Protection (RAP) Act would limit the admissibility of artistic expression as evidence unless it is clear and convincing. Similar legislation is pending in New York, the Rap Music on Trial Act, and measures are being considered in several other states. Sony Music Group stands with our artists and songwriters in fighting to protect free speech rights guaranteed by the First Amendment, and against practices that threaten to criminalize Black creativity.

### **The Respect for Marriage Act:**

Sony Music Group is proud to support the Respect for Marriage Act, which was signed into law in December 2022, codifying the Windsor, Obergefell and Loving Supreme Court decisions that protect the right to interracial and same-sex marriage—which seemed to be threatened by the Dobbs v. Jackson Women's Health Organization opinion issued earlier in the year. The legislation repealed the Defense of Marriage Act (DOMA), guaranteeing federal recognition of same-sex marriage and ensuring that more than 1,100 federal benefits and protections associated with marriage will be available to same-sex couples. It also affirms that legally performed marriages must be recognized by all states, as well as adoption orders, divorce decrees and other public acts providing additional protection for married couples and families no matter where they live. SMG joined over 240 major businesses to urge passage so that all committed couples are respected and protected under the law.

### **The Equality Act:**

As a member of the Business Coalition for the Equality Act, Sony Music is proud to partner with the Human Rights Campaign and more than 500 major companies in pushing for federal legislation to protect the LGBTQIA+ community across all areas of life. The Equality Act creates clear, consistent protections to prohibit discrimination based on sexual orientation or gender identity under all federal civil rights laws, including areas of employment, education, housing, credit, jury service and public accommodations. This broad and long-overdue legislation would ensure basic freedoms and protections for people in every state, guaranteeing that LGBTQIA+ people cannot be refused service, denied housing, or refused access to medical care simply because of who they are.

### **Nigerian Copyright Act 2022:**

Sony Music supported the new Nigerian Copyright Act 2022, which contains a number of positive elements: in particular, the clear inclusion of the exclusive making available right, the introduction of website blocking, improvements to the enforcement framework, and increased obligations on intermediary service providers. All of these regulations will help contribute to a healthy and promising music ecosystem in Nigeria.

### **John Lewis Voting Rights Advancement Act:**

At Sony Music Group, we believe the right to vote is fundamental to American democracy, and we support every eligible voter's ability to make their voice heard in the elections that shape their country and communities. In addition to SMG's Your Voice, Your Power, Your Vote civic engagement campaign, we support legislation protecting the right to vote for all Americans. The John Lewis Voting Rights Advancement Act would restore provisions of the Voting Rights Act of 1965—including federal review of changes to voting laws in states with a documented history of voting rights violations. It would create a more transparent and accountable system, and help prevent the passage of voter suppression laws that disproportionately affect people of color, young voters, and the elderly.

### **Police Reform:**

Sony Music Group stands with the music community in supporting a wide range of reforms to improve policing practices and law enforcement accountability at the federal and local level. We were proud to support legislation successfully signed into law in New York and California to increase transparency and make it easier to hold officers accountable for misconduct. We continue to push for passage of the federal George Floyd Justice in Policing Act, which implements a comprehensive approach to change certain policing practices, end racial profiling, establish standards, increase data collection, and improve transparency and trust between law enforcement and the communities they serve.

### **The CROWN Act:**

Sony Music Group is proud to support the Creating a Respectful and Open World for Natural Hair (CROWN) Act, which would provide legal protection against discrimination based on natural and race-based hairstyles. As a global entertainment company, SMG prioritizes an equitable and inclusive environment for everyone, and strives to create a safe, healthy work environment where diversity is celebrated. The CROWN Act is currently the law in eight US states. We continue to push for federal passage of this basic human rights measure and provide protection for all Americans no matter where they live.



# **Our Environment & Sustainability**

# **We're passionate about our responsibility as a global company to actively confront the global climate crisis.**

As part of our commitment to supporting the creative journey, we work to always uphold the core values we share with our talent. And the way we see it, protecting our planet and pursuing environmental sustainability are key to achieving the future we all want for the music industry, and for our communities worldwide.

That's why we've committed to reaching long-term, measurable, and time-bound climate action goals. In recent months, we've continued to prioritize meeting those goals through new and continued efforts that range from tackling our carbon and cloud footprints, to auditing and improving our supply chain, to helping artists and employees get involved in spreading awareness.

Of course, climate action is an ongoing global effort that calls upon everyone to go above and beyond to protect our planet. So even as we work to reach our existing environmental stability goals, we will keep seeking opportunities to make an even more significant difference in the future.



## Overall Climate Commitment & Corporate Strategy

Sony Music Group continues its efforts to make the music industry more sustainable by collaborating with key stakeholders to uphold our global climate commitments, which include establishing carbon measurement methodologies, tools, and frameworks, as well as sharing data, insights, and resources.

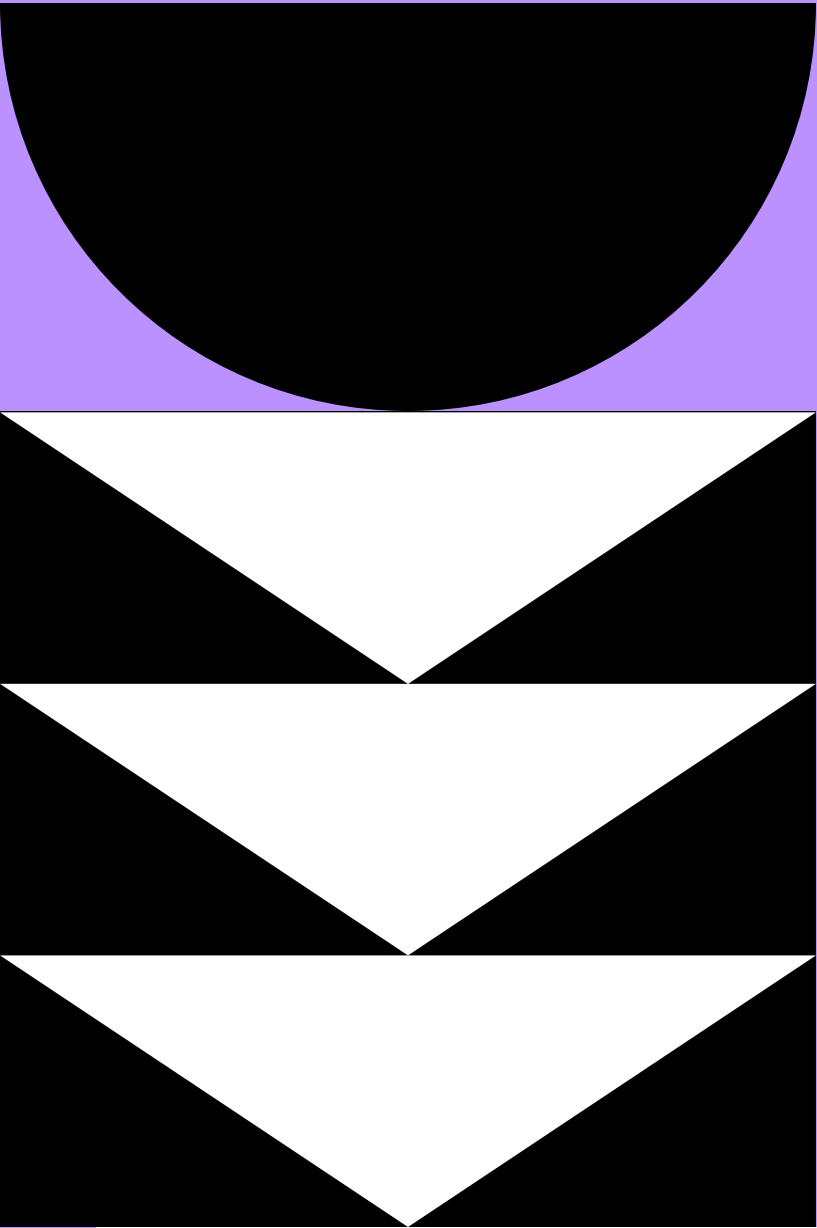
### Earth Day Initiatives

Each year, Sony Music recognizes Earth Day by hosting activities across our global offices that promote the Company's commitment to sustainability. In alignment with Sony's Road to Zero campaign, SMG has taken a unique approach to address the disparity of climate change and how it disproportionately affects low income communities of color worldwide. In 2022, SMG committed nearly \$500,000 to organizations confronting years of underinvestment in historically excluded communities across the U.S., Canada, South Africa, Latin America, and the Caribbean.

### Supplier Diversity Program

As part of our ongoing effort to improve sustainability and ensure environmentally safe products across our business, we regularly audit our core manufacturers.

We continue to take action to diversify the external businesses we turn to for consulting services, video production, advertising, wearable merchandise, and independent radio promotion. It's why we've developed a Supplier Diversity Program commitment - and for the 12-month period through June 2022, 15% of our addressable spending was placed with diverse suppliers. The benchmark that organizations with an established supplier diversity program typically achieve ranges from 5% - 15% according to the Institute for Supply Management.



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# Our Governance



# It's one thing to espouse company values—but what counts is whether or not we live by them.

We know that adhering to clear, responsible business practices is essential to upholding our commitments to our people, our talent, our communities, and our environment. So in all we do—and in keeping with Sony Group Corporation's Code of Conduct—we're guided by the highest standards of governance.

We consistently strive to put our people, talent, and communities first. Our global compliance program ensures that we are safeguarding healthy working environments and company assets and services; protecting our creators and preserving the creative value and intended consumption of their works; and communicating transparently with stakeholders and business partners. This year, we're raising our standards even further, to ensure that our suppliers join us in upholding our shared values.



# Code of Conduct

We have a dedicated course titled “The Sony Way” designed to educate Sony Music Group’s employees and business partners about key ethical and legal issues that affect our company’s daily business dealings. Employees are responsible for maintaining the company’s ethical standards and complying with the Sony Group Code of Conduct. Our mandatory global compliance program educates and trains employees about the Code, and generally how to engage in ethical business conduct.

## Ethics & Compliance

This year, the Company launched its new Global Compliance brand called “Voicing Our Values,” which embodies Sony Music’s commitment to create and protect a safe environment where all employees are seen, heard and empowered to thrive.

The team also oversaw the continued support for a safe return to Sony Music offices globally while managing COVID-19 risks. Plus, while managing the Company’s robust global compliance program, the team helped guide Sony Music’s strategy for exiting the Russian market in response to the conflict in Ukraine.

Across the Company, the team collaborated with various corporate divisions and utilized the MILES framework to launch trainings such as “Sony Music Information Security Awareness Fundamentals,” “Accessibility E-Learning: Accessibility & Disability Fundamentals,” as well as our new Flexible Time Off policy across the US.

But that’s not all. This past year, Sony Group Corporation was recognized by the Ethisphere Institute as one of the “World’s Most Ethical Companies” for the fifth consecutive year. The US-based Ethisphere Institute is a global leader in defining and advancing the standards of ethical business practices. The “World’s Most Ethical Companies” recognition honors companies demonstrating exceptional leadership and a commitment to business integrity through best-in-class ethics, compliance and governance practices. Companies are evaluated across five categories: Governance, Leadership and Reputation, Ethics and Compliance Program, Culture of Ethics, Environmental and Societal Impact. This year’s list includes 136 companies across 45 industries from 22 countries and regions.

## Intellectual Property & Piracy

Sony Music Group works to protect its artists and songwriters, preserve the creative value of their works, and ensure that consumers experience their artistic creations as intended. SMG dedicates significant resources to provide best-in-class content protection services to its artists and passionately advocates across the globe for policies and regulations that support the intellectual property rights of creators everywhere.

## Security & Privacy

We remain committed to keeping secure the Company’s information assets, services and the people that depend on them to inspire the trust of our customers, employees, and business partners. Sony Music’s Global Information Security team continuously reviews and strengthens the company’s cybersecurity defenses in response to always evolving cyber threats. Sony Music has an established Global Information Security Policy (GISP) and Global Information Security Standards (GISS), a set of policies and standards aimed at enhancing the company’s combined ability to safeguard our data and ensure the privacy of the information we have been trusted to protect. Additionally, we always strive to maintain transparency with our stakeholders and business partners—to hold ourselves accountable and maintain trust with all of our collaborators.



## Streaming Manipulation Code

Streaming manipulation continues to be a key issue for the music industry and Sony Music. In coordination with other music companies, SME signed a code of conduct condemning fake streams and pledged to work together to eradicate them, marking the industry's collective agreement on the issue. The document defines streaming manipulation as the artificial creation of plays – by automated accounts, human “troll farms” and other practices that do not represent genuine listening – and asks the parties involved to help spot, prevent and reduce streaming manipulation.

## Supplier Code Of Conduct

Our Supplier Code and Supplier Diversity Program are intended to support the US procurement process. Today, we are working diligently toward an international implementation. The Code sets forth our expectations for third parties doing business with Sony Music. Specifically, the Supplier Code provides guidance to our vendors on how to comply with applicable laws and regulations and on how to conduct business activities in an honest, ethical and responsible manner consistent with the Sony Group's guiding principles.

### **As set forth in Section 5.3 of the Sony Group Code of Conduct:**

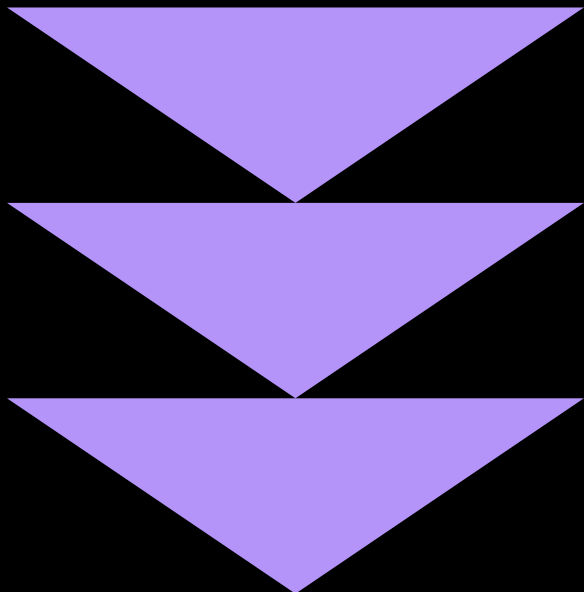
Sony selects its suppliers and contractors on the basis of competitive price, quality, delivery and other objective standards. Sony expects its suppliers and contractors to adhere to Sony's ethical values and comply with applicable Sony policies concerning compliance with laws, respect for human rights, fair labor and employment practices, environmental conservation and the safety of products and services.

Our Supplier Code is intended to support this provision of the Sony Group Code. We are currently working with our US procurement team to implement the Supplier Code and to determine the most effective way to hold our suppliers accountable. More information is available at <https://supplier.sonymusic.com/>.

## Product Compliance

The Product Compliance Policy is a set of Sony internal rules and procedures, which are entirely based on existing legislation. The rules specified are designed to monitor manufacturing and purchasing processes, and to control finished product procurement, in order to avoid placing any non-compliant products on the market. The core principles of the policy are Product Safety, Consumer Protection, Environmental Compliance, and ultimately, Brand Protection.

Sony corporate rules and regulations apply to all Sony Group companies worldwide. It is the responsibility of every local and regional Sony Music office to implement corporate programs and relevant legal requirements part of their local procurement and supply chain policies, and to ensure that all staff involved in the design and purchasing of products are fully briefed and aware of their responsibilities. Applicable laws and regulations must be fully adopted and followed at all times, in order to prevent Sony Music products from presenting a potential risk to consumers, containing banned or restricted substances, or posing any other risk to humans or the environment.



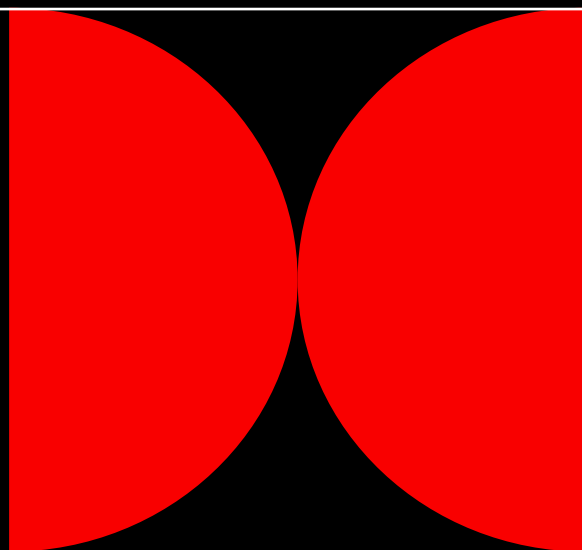
## Report Summary

# Thank you for reading the 2023 edition of Sony Music Group's annual Global Impact Report.

This report represents a global, collaborative effort—across our teams, divisions, and regions—to encapsulate the latest strides, as of publication, that Sony Music Group has made on behalf of our people, our talent, and our world.

As much as this report is an exercise in reflection, it also serves as a statement of resolve: a public affirmation that our company-wide commitment to equity, transparency, and entrepreneurship must continue. In chronicling the achievements of the last year, we're establishing benchmarks that we will aim to exceed in the next year, and the years that follow.

As they always have, music, art, and culture will keep changing—but we intend to be at the forefront of that change. And we will continue to do all that we can to earn the distinction of being the most people-centric, creator-friendly company in entertainment.



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