

2024

UK GENDER PAY GAP



Sony
Interactive
Entertainment

2024

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OUR COMMITMENT TO PAY TRANSPARENCY AND FAIRNESS

At **Sony Interactive Entertainment (SIE)**, our **Global Compensation Philosophy** aligns with our efforts at SIE to foster an **inclusive and equitable workplace**. Our commitment to **fairness, transparency, and performance-based rewards** ensures that all employees have the opportunity to thrive while driving our mission forward.

SIE's Global Compensation Philosophy is built on four key principles:

- **Be Competitive and Fair** – We ensure that our compensation programs are competitive in the markets where we operate and fair for all employees.
- **Champion a ONE SIE Approach** – Our approach balances global consistency with local relevance, allowing flexibility for different regions and talent segments.
- **Pay for Performance and Impact** – We link rewards to individual, team, and company performance, ensuring that contributions are recognized equitably.
- **Align with Our Business Strategy and Culture** – Our programs reflect SIE's mission, vision, and values, balancing affordability and risk while delivering value to our employees.

We are committed to pay transparency so employees understand our programs and how they align to our philosophy. These guiding principles support our ongoing efforts to close the gender pay gap and increase diversity in our workforce at all levels.

As part of our efforts, we continuously assess gender representation and pay equity metrics to assess progress and identify areas for improvement.

WHAT IS THE GENDER PAY GAP

Gender pay gap is the difference between the average hourly rate of pay received by all male and female employees across an organization, irrespective of their job level, role or seniority. This is distinct from Equal Pay laws, which have required men and women performing equal work to be paid equally since the 1970s. We are confident from our internal benchmarking and salary reviews at Sony Interactive Entertainment (SIE), that our employees are paid equally for doing equivalent jobs across our business.

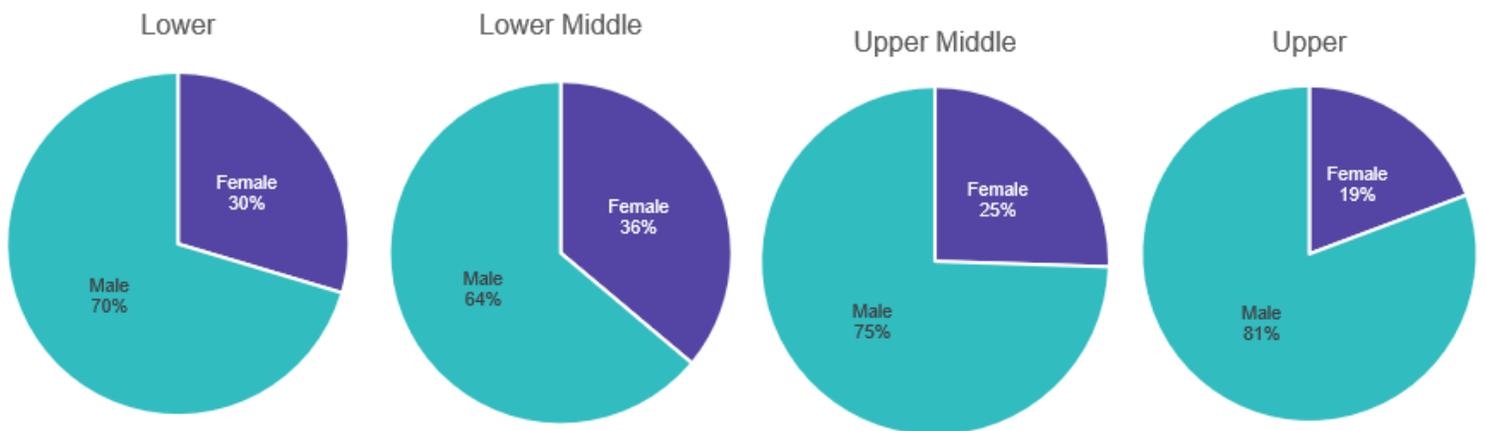
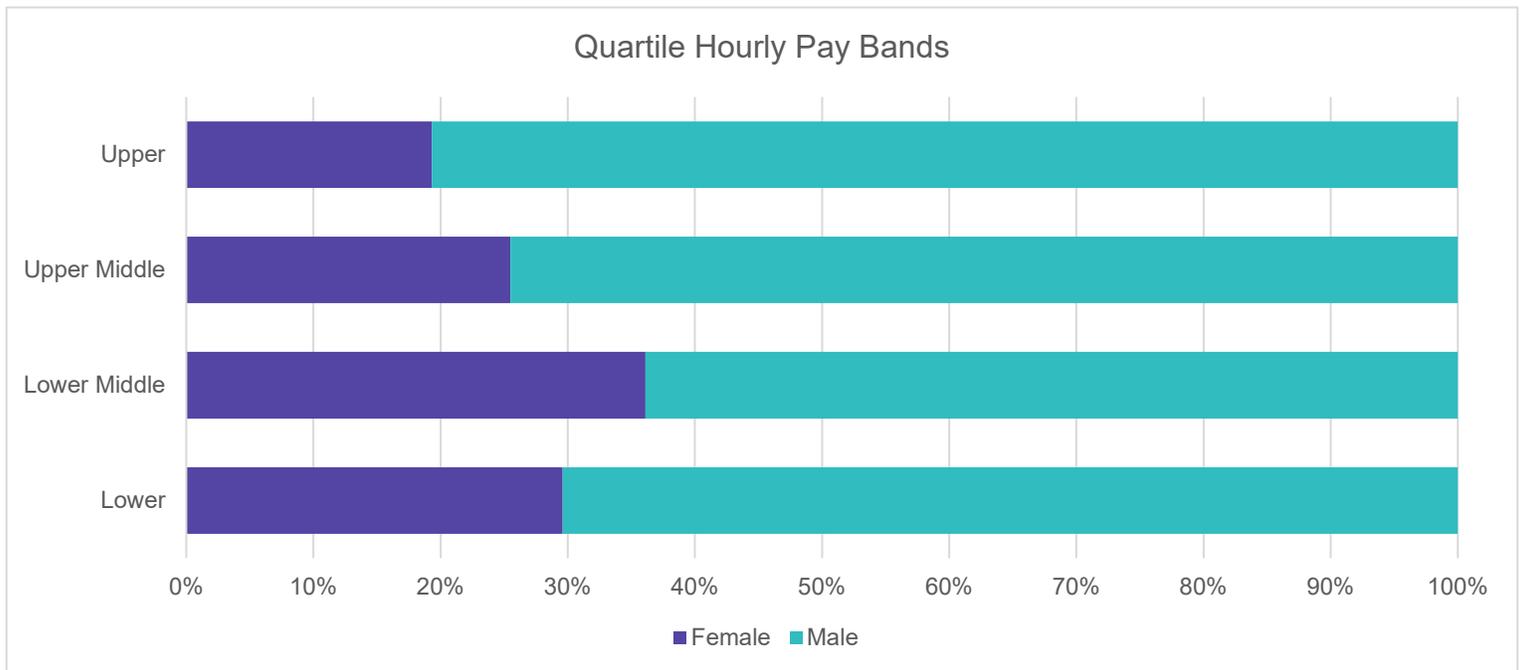
Closing the overall gender pay gap is **different** than ensuring equal pay for equal work. It involves the challenge of making sure that men and women are represented at all levels throughout the organization, particularly in leadership roles which tend to carry higher market rates of pay. We are taking steps to ensure that we are attracting, hiring and promoting diverse talent throughout our system, so we can make progress towards closing a representation gap reflected in the pay report.

OUR FIGURES

Hourly Pay Quartiles

Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Only full-pay relevant employees are included in this calculation (these are employees that are employed on our snapshot date who are paid their usual full basic pay – including paid leave – during the pay period in which our snapshot date falls). Pay quarters give an indication of women's representation at different levels of the organization.

Quartile	Female	Male
Lower	29.6%	70.4%
Lower Middle	36.1%	63.9%
Upper Middle	25.5%	74.5%
Upper	19.3%	80.7%



OUR FIGURES

Gender Pay & Bonus Gap

Gender pay gap reporting makes use of two types of averages:

- **The median**, which is the exact middle point between the employees with the lowest and highest hourly rates of pay.
- **The mean**, which is the sum of every employee's hourly rate of pay, divided by the total number of employees.

The gap is the difference between these averages for **all** male and female employees and does not account for differences in job levels or job function or other non-gender related factors that differentiate pay levels. Our 2024 UK reporting shows that at SIE, our mean gender pay gap is 5.1% and our median gender pay gap is 14.4%.

For our industry sector (Other information technology service activities), the 2023/2024 mean gender pay gap was 16.4%, and the median gender pay gap was 15.5%. The national median gender pay gap across all industries in 2023/2024 was 7.7% (National mean not available).

Mean and Median Hourly Gender Pay Gap

Compensation Element	Mean / Median	Gap
Hourly pay	Median	14.4%
Hourly pay	Mean	5.1%

The mean and median gender bonus gap shows the difference between the bonus pay of men and women during the 12-month reporting period.

Bonus Gender Gap

Compensation Element	Mean / Median	Gap
Bonus	Median	17.2%
Bonus	Mean	13.4%

The percentage of men and women who received a bonus in the 12-month reporting period:

Bonus Participation Gap

Compensation Element	%
Percent of Men who Received a Bonus	92.6%
Percent of Women who Received a Bonus	89.5%

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OUR ONGOING COMMITMENT TO AN EQUITABLE FUTURE

While we are proud of our progress, we recognize that there is more work to do. Our focus remains on:

- ❑ Continuing to adopt varied initiatives across talent acquisition, learning and development, employee groups
- ❑ Increasing female representation in leadership and high-impact roles.
- ❑ Enhancing pay transparency to ensure equity across all levels.
- ❑ Investing in development programs to create career growth opportunities for women.

At SIE, we believe that fair and competitive compensation is essential in building a diverse and high-performing workforce. We remain committed to driving meaningful change and ensuring that every employee has the opportunity to grow and succeed.

Together, we are shaping a more inclusive future for SIE and the gaming industry.