2026

IRELAND GENDER PAY GAP

Sony Interactive Entertainment

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OUR COMMITMENT TO PAY TRANSPARENCY AND FAIRNESS

At **Sony Interactive Entertainment Ireland Limited (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

The gender pay gap measures the difference in hourly pay between men and women across an organisation, expressed through mean and median figures. It reflects the workforce, without adjusting for differences in role, job level or job function, seniority, performance, or other non-gender related factors that differentiate pay levels. This is distinct from equal pay, which requires men and women to receive equal remuneration for the same or similar work, or work of equal value. At Sony Interactive Entertainment (SIE), we are committed to fair pay for work of equal value. Our internal benchmarking and salary reviews support our confidence that our pay practices in Ireland are consistent with this commitment.

Closing the overall gender pay gap is **different** than ensuring fair and 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.

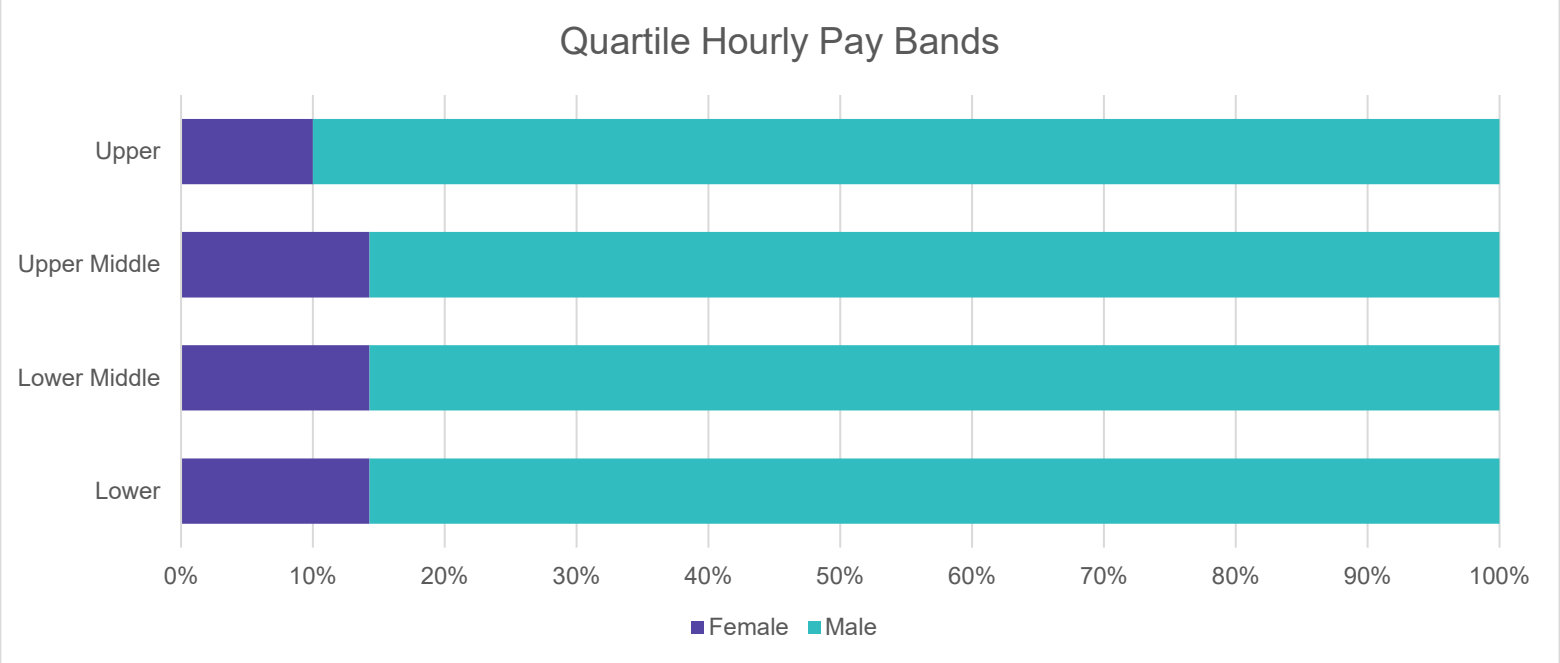
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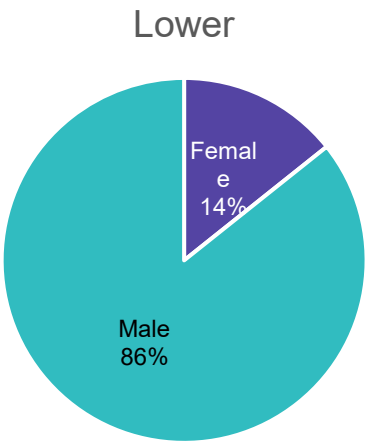
OUR FIGURES

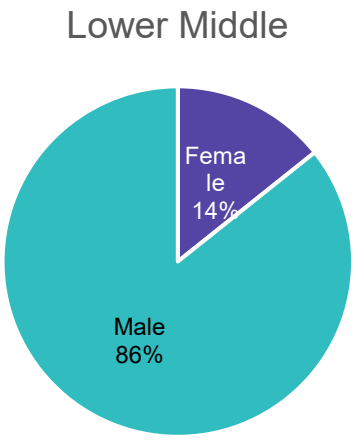
Hourly Pay Quartiles

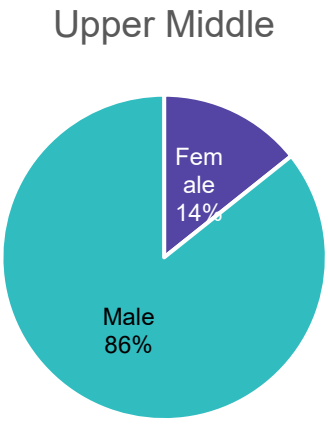
Pay quarters show the percentage of men and women employees in four equal sized groups based on their hourly pay. Only full-time relevant employees are included in this calculation (these are employees that are employed on our snapshot date who are paid their usual full basic pay – including paid leave – 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.

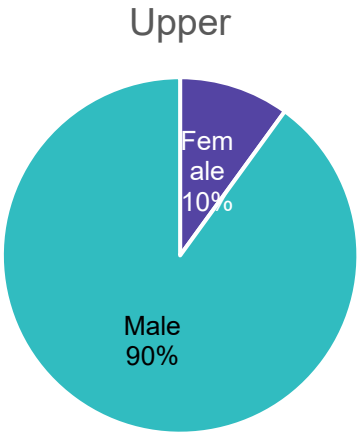
Quartile	Female	Male
Lower	14.3%	85.7%
Lower Middle	14.3%	85.7%
Upper Middle	14.3%	85.7%
Upper	10.0%	90.0%











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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 adjust for differences in role, job level or job function, seniority, performance, or other non-gender related factors that differentiate pay levels. Our 2026 Ireland reporting shows that at SIE, our mean gender pay gap is 6.2% and our median gender pay gap is 9.2%.

A positive percentage indicates that women have lower average pay than men; a negative percentage indicates that men have lower average pay than women.

Mean and Median Hourly Gender Pay Gap

Employee Groups	Mean Pay Gap	Median Pay Gap
All employees	6.2%	9.2%
Part-time employees	-	-
Temporary contract employees	-	-

Bonus Gender Gap

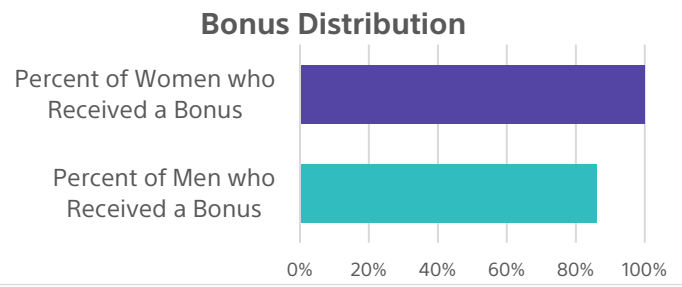
The percentage of men and women who received a bonus and who received benefit-in-kind in the relevant pay period.

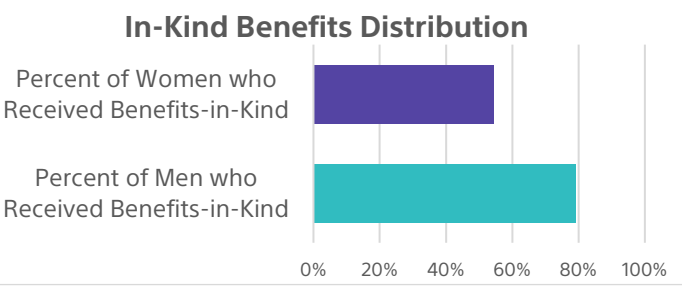
Employee Group	Mean Pay Gap	Median Pay Gap
All employees	36.7%	23.8%

Participation Gap

The percentage of men and women who received a bonus and who received benefit-in-kind in the relevant pay period. This includes employees that did not receive a bonus or benefits-in-kind due to eligibility criteria.

Compensation Element	%
Percent of Men who Received a Bonus	86.1%
Percent of Women who Received a Bonus	100.0%
Percent of Men who Received Benefits-in-Kind	79.2%
Percent of Women who Received Benefits-in-Kind	54.6%





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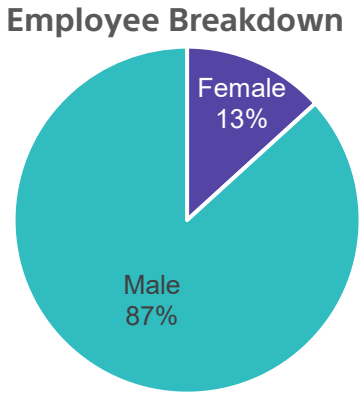
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OUR WORKFORCE REPRESENTATION

This report covers the following number of relevant employees in Sony Interactive Entertainment Ireland and is based on a snapshot date of 28 June 2026, covering the 12-month period ending on that date.

Our results reflect the composition of our Ireland workforce. Women represent a relatively small proportion of employees across all four pay quartiles, with representation ranging from 10.0% to 14.3%. Female representation is lowest in the upper quartile. Because the population is relatively small, movements involving a small number of employees can have a material impact on the reported results.

Employee count	Female	Male
83 employees	13.25%	86.75%



UNDERSTANDING OUR IRELAND RESULTS

Our results reflect the gender composition of our Ireland workforce. Because the number of women in the workforce is relatively small, changes affecting a small number of employees may also have a noticeable impact on the results.

All women received a bonus during the reporting period, compared with 86.1% of men. However, the mean and median bonus amounts received by women were lower, resulting in a mean bonus gap of 36.7% and a median bonus gap of 23.8%. Benefits-in-kind were received by 54.6% of women and 79.2% of men. We remain focused on increasing female representation across the organization, particularly within the upper pay quartile, while continuing to monitor our gender pay, bonus and benefits-in-kind results.

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 a diverse representation in leadership and high-impact roles.
- Enhancing pay transparency to ensure fairness across all levels.
- Investing in development programs to create career growth opportunities for all employees.

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.

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