

## Sony Financial Group Human Rights Policy

The Sony Financial Group Human Rights Policy is a Group-wide policy that sets out the basic principles of the Sony Financial Group's initiatives regarding human rights. The content of this Policy is aligned with Our Vision as well as key internal regulations, including the Sony Financial Group Code of Conduct, that stipulate respect for human rights, and serves as a guiding framework for the Group's officers and employees to respect human rights in the course of their business activities.

### **1, Basic Principles Regarding Human Rights**

As stipulated in the Sony Financial Group Code of Conduct, we believe that all human beings should be treated with dignity and respect.

The Group respects the dignity and rights of all people and does not tolerate unfair discrimination on the basis of personal attributes (race, skin color, sex, sexual orientation, gender identity (including gender expression), language, religion, politics, creed, nationality, ethnicity, age, social origin, wealth, birth, disability, etc.). Additionally, we do not tolerate serious human rights violations such as forced labor, child labor, or human trafficking, and we strive to ensure that the Group has no involvement, either directly or indirectly, in such practices.

The Group respects internationally recognized human rights based on such fundamental principles as the International Bill of Human Rights<sup>1</sup>, the ILO Declaration on Fundamental Principles and Rights at Work<sup>2</sup>, and international principles on children's rights (including the Children's Rights and Business Principles<sup>3</sup>), and works to prevent and mitigate adverse impacts on human rights throughout the entire value chain.

Furthermore, while complying with the laws and regulations of the countries and regions in which we operate, the Group will pursue methods to respect internationally recognized standards in the event that conflicts arise between such standards and the laws and regulations of the relevant country.

The Group strives to ensure that none of its business activities, products, services, or business relationships either cause or contribute to adverse human rights impacts, and if and when such impacts occur, we will act in good faith to address them.

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<sup>1</sup> Includes the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Culture Rights.

<sup>2</sup> The declaration affirms the fundamental rights at work, i.e., freedom of association and the effective recognition of the rights to collective bargaining; the elimination of all forms of forced or compulsory labor; the effective abolition of child labor; the elimination of discrimination in respect of employment and occupation; and a safe and healthy working environment.

<sup>3</sup> The Children's Rights and Business Principles are principles developed by UNICEF, the UN Global Compact and Save the Children, and articulate an approach for companies to respect children's rights, prevent and mitigate adverse impacts, and promote positive impacts on children through their business activities and business relationships.

## **2, Scope**

This Policy applies to all Sony Financial Group companies. This includes (i) Sony Financial Group Inc., (ii) companies in which Sony Financial Group Inc. directly or indirectly holds a majority of issued voting shares or equity interests, and (iii) companies that Sony Financial Group Inc.'s Officer in charge of Sustainability has determined to be included within the scope of this Policy.

## **3, Human Rights Governance Framework**

Sony Financial Group Inc.'s sustainability promotion department, under the supervision of the Company's Officer in charge of Sustainability, is responsible for promoting human rights initiatives across the entire Sony Financial Group. In accordance with the Group's Human Rights Policy, this department supports the implementation of the human rights due diligence system outlined below and the advancement of human rights initiatives carried out under the oversight of business unit leaders.

## **4, Human Rights Due Diligence**

Under the human rights governance framework stipulated in this Policy, the Group establishes a system for human rights due diligence in accordance with internationally recognized frameworks such as the United Nations Guiding Principles on Business and Human Rights (UNGP) and the OECD Guidelines for Multinational Enterprises, and implements it on an ongoing basis. Under this system, as part of these initiatives, we conduct human rights due diligence for the entire Group as well as for individual business domains, taking into consideration the characteristics of each line of business, and the key business partners that constitute their respective value chains. For issues where significant adverse impacts on human rights are identified or suspected, we carry out initiatives to prevent or mitigate such impacts, monitor progress, and conduct evaluations.

## **5, Remedial Measures**

Should the Group discover any adverse human rights impacts arising from its business activities, it will take appropriate measures to address such impacts, including engaging with key business partners within its value chain.

## **6, Education and Awareness**

The Group will conduct appropriate human rights training and awareness-raising activities to ensure that its officers and employees have a clear understanding of this Policy and put it into practice in the course of their business activities.

## **7, Stakeholder Engagement and Communication**

To advance human rights initiatives under this Policy, the Group will make active use of both internal and external specialized knowledge, and engage in dialogue with relevant stakeholders.

We will also provide public disclosure regarding the progress of efforts to comply with this Policy.

### **8, Approval**

This Policy has been approved by the President and CEO, Representative Corporate Executive Officer of Sony Financial Group Inc. and is effective as of April 1, 2026.

Date of Establishment: April 1, 2026