

# 2023

## UK GENDER PAY GAP



Sony  
Interactive  
Entertainment

# 2023

## UK GENDER PAY GAP

### OUR COMMITMENT

We are committed to strengthening our efforts around diversity, equity, and inclusion.

*“At SIE we bring out the best in our global team members by creating a **sense of belonging, being a place where they can grow, and ensuring everyone feels valued, heard, and supported** so we can push the boundaries of play.”*

— SIE’s Global DE&I vision

### 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 organisation, irrespective of their 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.

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

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

The gap is the difference between these averages for male and female employees. Our 2023 UK reporting shows that at SIE, our mean gender pay gap is **3.9%** and our median gender pay gap is **11.4%**.

The statistics below are based on a snapshot of data taken on 5 April 2023.

---

### OUR FIGURES

#### GENDER PAY & BONUS GAP

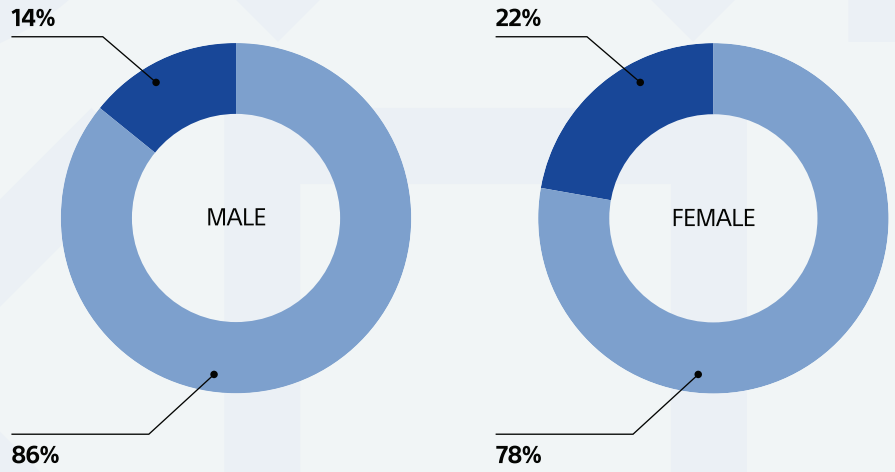
DIFFERENCES BETWEEN MEN & WOMEN	MEDIAN	MEAN
Gender Pay Gap	<b>11.4%</b>	<b>3.9%</b>
Gender Bonus Gap	<b>22%</b>	<b>20.3%</b>

# 2023

## UK GENDER PAY GAP

### PROPORTION OF EMPLOYEES RECEIVING 2023 BONUS

Received Bonus  
No Bonus Received



### PROPORTION OF MALE AND FEMALE EMPLOYEES PER EARNINGS QUARTILE

Female Male



# 2023

## UK GENDER PAY GAP

### WHAT'S BEHIND OUR GENDER PAY GAP?

Our employee population is 75% male and 25% female. Our leadership positions naturally have higher salaries and bonuses, so the greater proportion of men to women has a significant impact on our overall gender pay and bonus gaps.

### WHAT'S BEHIND THE INDUSTRY PAY GAP?

It has widely been acknowledged that women have been underrepresented in STEM (Science, Technology, Engineering, and Mathematics) education courses and occupations for years.

There are many factors that contribute to the barriers that women face, including gender bias in recruitment and promotion, inflexible work models, and non-inclusive work cultures. These barriers increase for older women, LGBTQ+ women, women with disabilities and women from ethnic minority backgrounds.

### WHAT ARE WE DOING TO CLOSE THE GAP?

We are dedicated to closing the gender gap across our business and continue to adopt varied initiatives across talent acquisition, learning and development, employee groups and DEI to decrease our gap.

We know that there is much more for us to do to achieve better gender balance at all levels of our organisation. We will continue to work to build and safeguard a work culture that is inclusive and supportive, where everyone can grow and flourish, without exception.