

# UK GENDER PAY GAP 2023

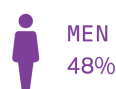
At Sony Music UK we believe creativity is a product of diversity. We strive to bring together the best talent and provide everyone in our business with the opportunity to thrive.

Our goal is to be the destination company for the most creative talent in the entertainment industry – where every employee and creator feels they belong and can fulfil their potential in a supportive, diverse, and inclusive environment.

We welcome the legal requirement to report our gender pay gap figures and are committed to holding ourselves accountable and working towards a fairer industry.

## OUR GENDER AND PAY GAP FIGURES (as of 5 April 2023)

Employees



Median (middle)

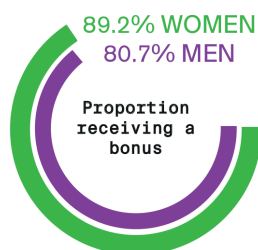
Pay gap 12.5%

Bonus gap 24.2%

Mean (average)

Pay gap 17.5%

Bonus gap 49%



PAY BANDS BY GENDER

UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



## GENDER PAY GAP VERSUS EQUAL PAY

The gender pay gap is the difference between women's average pay and is influenced by a range of factors, such as the gender mix in different jobs, seniorities, and in full and part-time roles. It is different to equal pay, which is the legal obligation to pay people the same amount for doing the same job. We continue to benchmark roles and participate in independent equal pay audits to ensure that our salary ranges remain competitive and there are no disparities in pay based on factors that are not job-related, such as gender or ethnicity.

## MEAN VS MEDIAN

Mean and median are both ways of calculating average pay. The MEAN is calculated by adding the wages of all employees, divided by the number of employees. The mean gender pay gap is the difference between mean male pay and mean female pay. It shows the impact of outliers, for example a few, highly paid people.

The MEDIAN is the middle figure in the sequence of salaries from smallest to largest. This compares the middle male earner to the middle female earner and so reduces the impact of outliers.

## WHAT DOES THE DATA TELL US?

Closing our gender pay gap remains a company priority and we are working at all levels of the business to try to improve balance, strengthen our talent pipeline and better support female leaders.

This year we are reporting a reduction in both our mean gender pay gap - our lowest mean gap to date - and our median gender pay gap. In the past financial year, the proportion of women receiving a bonus was greater than the proportion of men receiving one, and we are pleased to see a reduction in the mean bonus gap from last year's report. Eligibility of bonuses is based on several factors including hire date and contract status.

In the past year we appointed more women into senior positions, which is reflected in the higher upper quartile number. We have also seen improvement in the lower middle quartile following a number of promotions.

Following current requirements for gender pay gap reporting, gender must be reported in a binary way, recognising only men and women, and we are unable to report non-binary or other identities in this report, however we remain committed to supporting all employees.

## HOW ARE WE CLOSING THE GAP?

We value diversity and equal opportunity and are committed to supporting inclusive teams. Much of our work in the past year has focused on implementing progressive policies that reflect our values, so that we are leveling the playing field for women in the UK music industry.

### SENIOR LEADERS

The Sony Music UK executive board continues to be 50% women and 59% of our record labels and divisions are led by women. We offer executive coaching to women in leadership positions, and we have a strong record of promoting from within wherever possible. In the past calendar year, of the promotions that were available, 51% were awarded to women. In addition, natural turnover among women (when people choose to leave) is 4%, which is a 13% improvement compared to five years ago.

### CHILDCARE SUPPORT POLICY

Our landmark policy, introduced in October 2022, is a pioneering initiative that provides employees with funding towards the cost of childcare during working hours. We offer grants tapered by salary toward childcare costs for pre-school aged children, up to a maximum of £15,000 per year, which ensures that lower and middle earners benefit from higher funding.

### EQUAL PARENTAL LEAVE POLICY

At Sony Music UK, any employee may take up to 52 weeks of parental leave, not just women. This is designed to support a culture shift whereby caring responsibilities are shared more equally and flexibly.

### A&R ACADEMY

We are committed to building a diverse pipeline of talent for our industry and that includes recruiting more women in traditionally male-dominated parts of our business and increasing the number of women artists on our roster. Our A&R Academy, which trains young A&R executives embedded in each of our frontline labels, is a key part of this pledge. The current cohort is 75% women and our next intake is 100% women. Across our A&R programmes to date, we have retained 78% of recruits.

### MENTORING & SKILLS

PushFar is our company mentoring platform that facilitates mentoring across the business and reinforces other schemes we have to embed a learning culture in our company, such as regular Digital Uncovered sessions and Think Forward career conversations. We also support mentoring programmes for those looking to join our industry, including the Positive Influence programme we run with the Creative Mentor Network, now in its sixth year and our 4th Floor Creative Academy programme in partnership with Small Green Shoots.

### POLICY SUPPORT

We continue to offer policies that help support women, such as our Flexible Working and Core Hours policy, and other recent policies such as those covering support for menopause, pregnancy loss, domestic abuse and neo-natal leave.

In 2024 we strengthened our existing menopause support through provision of greater specialised medical care, introduced reproductive health support for our employees and their partners as well as provision of greater access for neurodiversity diagnosis and care.

### INTERNAL CULTURE

We will continue to collaborate closely with SWIM – Sony Women in Music - our employee network that champions female issues faced by women in the workplace through advocacy and events, as well as our Sony Music parents and carers network, LGBTQ+ network (Freedom), our Neurodiversity network (SOUND) and our Race and Ethnicity network (HUE).

In addition, we continue to collect data to better understand our workforce make-up and people's individual experiences at work.

I confirm that the data reported is accurate.

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