



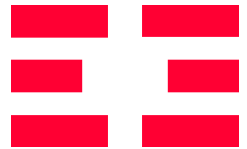
Sony

Subsidiaries: Sony Electronics, Sony Interactive Entertainment, Sony Music Entertainment, Sony Pictures Entertainment

Locations: Japan (HQ)

Industries: Consumer Durables and Apparel, Media and Entertainment

RISK LEVEL:



High Risk

DESCRIPTION:

Sony scored a 50 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, Sony Corporation of America (Sony) increases the risk of dividing employees, alienating customers and harming shareholders. It also uses sex and gender ideology criteria in employee recruitment and vendor selection, and philanthropic support. Sony is part of the Global Alliance for Responsible Media and funds abortion groups. The company provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children. Sony ran an employee matching campaign for BLM. The company supports the Equality Act and is a corporate partner of the National LGBT Chamber of Commerce (NGLCC). Sony lobbied for the Equality PAC. Sony opposed various state and local legislation intended to protect parental rights, girls' sports, bathroom facilities, and gendered spaces. The company is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race. For these reasons, Sony receives a High Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Sony received a score of 50 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2). (3)(4)(5). The company has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Sony HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Sony does not provide viewpoint protections for its employees (1)(2).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Sony USA signed an open letter in support of the Equality Act [\(12\)](#).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

Sony provides a benefits package for employees which covers travel/lodging costs for an abortion and transgender medical procedures for covered employees and dependents, including children [\(1\)](#)[\(2\)](#)[\(3\)](#)[\(4\)](#). Sony has a perfect score on the HRC's 2022 Corporate Equality Index. This score indicates the company covers the cost of "medically necessary transition-related care" for its employees and their children [\(5\)](#)[\(6\)](#). Sony is a member of the Global Alliance for Responsible Media [\(7\)](#)[\(8\)](#)[\(9\)](#). The company ran a matching campaign for employee donations to the BLM organization and is a corporate partner of the National LGBT Chamber of Commerce [\(10\)](#)[\(11\)](#). Sony is a member of the MCCA, indicating its focus on recruiting, retaining, and promoting employees based on race [\(12\)](#)[\(13\)](#).

Uses corporate political contributions for ideological, non-business purposes.

High Risk

Sony does not operate a PAC at this time but has lobbied for the Equality Act [\(1\)](#)[\(2\)](#).

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