

October 9, 2025

**Sony Pictures Entertainment
Deferred Compensation Plan**

Summary Plan Description

January 2026

**SONY PICTURES ENTERTAINMENT
DEFERRED COMPENSATION PLAN**

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SONY PICTURES ENTERTAINMENT DEFERRED COMPENSATION PLAN

OVERVIEW

The Deferred Compensation Plan (the “Plan”) is designed primarily to provide a select group of highly paid management employees of Sony Pictures Entertainment (the “Company” or “SPE”) with the opportunity to supplement their long-term savings and/or accrue additional benefits on a tax-deferred basis. While the Plan was originally comprised of two components, the *Deferred Compensation* program and the *Excess Profit Sharing* program, the Excess Profit Sharing program was frozen beginning in 2010. If you participated in the Plan prior to 2010 and have questions about excess profit sharing contributions, you should contact the Plan Administrator.

Why Consider Plan Participation?

The Plan’s Deferred Compensation program allows participants to postpone each year the receipt of a specified percentage of eligible compensation to a later date. The opportunity to defer pay may provide cash flow and tax advantages. But since each person’s financial situation is unique and any deferral elections are generally **irrevocable** once made (but see *Hardship Withdrawals* for an important exception), you are encouraged to review carefully the information contained in this summary and discuss your deferral opportunities with a financial or tax advisor before making any elections.

ELIGIBILITY

Eligibility for Plan participation is at the discretion of the SPE Benefits Committee. Generally, you must be expected to earn annual compensation (base salary) above a certain threshold to be eligible. Based on Plan rules, the threshold amount you must be expected to earn for participation is \$160,000.

If you transferred from an affiliate of SPE that is not a participating employer in the Plan, you will not be eligible to participate in the Plan during the year of your transfer and no compensation earned by you during the year of your transfer will be considered eligible compensation under the Plan.

If you have any questions regarding your eligibility, you should contact the Plan Administrator.

Plan and enrollment information is available through T. Rowe Price at <https://rps.troweprice.com> and through the Sony Savings Plans Service Center at 1-877-SONY-SAVE (1-877-766-9728).

If you participated in the Plan in prior years, you may see two deferred compensation plans when you log onto the T. Rowe Price website. This was done for systemic reasons and does not impact your aggregate Plan accounts or prior elections. If you participated in the Plan during or before 2010, the *Sony Pictures Entertainment Deferred Compensation and Excess Profit Sharing Plan* reflects your elections and deferrals for those prior years. The *Sony Pictures Entertainment Deferred Compensation Plan* reflects any elections and deferrals made in 2011 and beyond. When you make beneficiary elections or investment transfers that would impact money deferred before and after 2010, you will need to make updates to both deferred compensation plans.

THE DEFERRED COMPENSATION PROGRAM

Deferral Elections

The deferred compensation program permits you to defer up to: *

- 50% of your calendar year regular salary (base pay and commissions); and/or
- 80% of your fiscal year bonus.

**All deferrals will be net of any FICA or other taxes that may apply.*

You must make a new deferral election each year during the enrollment period selected by the Company. Elections must be made on-line through T. Rowe Price at <https://rps.troweprice.com>.

Although an election to defer any part of your pay is optional, once you make a deferral election it becomes irrevocable (but see *Hardship Withdrawals* for an important exception).

Special election rules apply to newly hired participants. If you're a newly hired (or rehired) participant, you must enroll online on the T. Rowe Price portal within 30 calendar days of notification of the enrollment window. You will only be permitted to make a salary and/or bonus deferral election with respect to compensation you earn following your election.

Please keep in mind that deferrals you make under this Plan may reduce your eligible contributions under the Sony USA 401(k) Plan ("401(k) Plan").

Your Deferred Pay Accounts

Each year that you make an election to defer pay, a separate deferred pay account is set up for you. Your deferred pay is credited to the account as soon as possible following the date a cash payment otherwise would have been made to you. You are always fully vested in the deferred pay you contribute under the Plan (and related earnings). That is, the amounts credited to your account are not subject to forfeiture. However, since this Plan is unfunded in nature, amounts deferred remain part of the Company's general assets and are subject to the claims of the Company's creditors. The impact of the unfunded nature of the Plan is explained in more detail in the *Investment of Your Account Balance* section.

INVESTMENT OF YOUR ACCOUNT BALANCE

Accredited Investors

Certain participants ("accredited investors") are eligible to select among various investment measurement options under the Plan for purposes of crediting their Plan accounts with earnings and losses. Whether you are eligible to participate in this feature of the Plan is governed by rules imposed by the Securities and Exchange Commission (the "SEC"). Under SEC regulations and Plan rules, you are considered an "accredited investor" if you:

- earned in excess of \$200,000 in base pay from SPE in the two most recent calendar years; or

- can certify that your net worth is \$1 million or more (net worth may be either your individual net worth or your joint net worth with your spouse but excludes the net value of your primary residence).

The Plan Administrator will determine whether you satisfy the earnings requirement based on your SPE earnings.

If you do not satisfy the earnings requirements (for example, because you are a new hire), you may certify your “accredited investor” status by completing a *Certification of Accredited Investor Status Form* (available from T. Rowe Price). You may only certify your status during annual enrollment (or upon initial enrollment for new hires).

Any certification received after annual (or initial) enrollment will be disregarded. It is your responsibility to ensure that the information in the certificate is accurate. If your status changes and the certification is no longer accurate, you must notify the Plan Administrator immediately and in writing.

If you’re an accredited investor, the Plan provides a diversified range of investment measurement options covering asset classes across the risk/return spectrum for you to consider. In addition, a Fixed Crediting Rate option is available to all Plan participants.

Exchanges to or from all investment measurement options may be processed daily; however, exchanges to and from the Fixed Crediting Rate fund will be limited to one exchange into the fund and one exchange out of the fund) within a rolling 30-day period.

The following investment measurement options are currently available under the Plan for accredited investors*:

- | | |
|--|---|
| ▪ Fixed Crediting Rate (based on yield on 10-year U.S. Treasury Note, plus 1%) | ▪ Dodge & Cox Stock (DOXGX) |
| ▪ Vanguard Federal Money Market (VMFXX) | ▪ T Rowe Price Large-Cap Growth (TRLGX) |
| ▪ American Century Strategic Allocation: Mod R6 (ASMDX) | ▪ Fidelity Low-Priced Stock, K (FLPKX) |
| ▪ PGIM Total Return Bond Q (PTRQX) | ▪ Columbia Income Opportunities Fund Inst'l (CIOYX) |
| ▪ Vanguard Institutional Index I (VINIX) | ▪ Vanguard Mid Cap Index Admiral (VIMAX) |
| ▪ DFA Emerging Markets Core Equity 2 (DFCEX) | ▪ Vanguard Small-Cap Index, Admiral (VSMAX) |
| ▪ DFA Global Real Estate Securities Portfolio (DFGEX) | ▪ DFA International Core Equity (DFIEX) |

* The Company reserves the right to change or discontinue these investment options at any time for any reason.

In addition to short-term trading fees, T. Rowe Price has also imposed excessive trading rules for all funds except the Fixed Crediting Rate fund. T. Rowe Price identifies excessive trading as an exchange in and then out of these funds in less than 30 days. Should you be determined as having engaged in excessive trading activity, T. Rowe Price may place a trading restriction on your account. Trading restrictions are in addition to any short-term trading fees, as applicable.

Performance history on each of the investment measurement options and information on any relevant fees and trading restrictions may be obtained in the option's prospectus (if applicable) through T. Rowe Price at <https://rps.troweprice.com> or by calling the Sony Savings Plans Service Center at 1-877-SONY-SAVE (1-877-766-9728). Please note that all investment measurement option returns are reported net of T. Rowe Price's investment management expenses and other fund expenses that may apply, with the exception of the Fixed Crediting Rate fund.

Before selecting any investment measurement option, please carefully consider the investment objectives, risks, trading restrictions and applicable fees. Past performance is no guarantee of future returns in any of the investment measurement options.

Non-Accredited Investors

If you do not meet the criteria for an "accredited investor," you are considered a "non-accredited investor." Your deferrals will be credited with earnings based on the Plan's Fixed Crediting Rate fund. This fund provides interest at a rate tied to the rate of interest being paid on the 10-Year U.S. Treasury Note, plus 1%, as quoted in a financial reporting source selected by the Plan Administrator. This rate is reset under the Plan on a quarterly basis, and the new rate is applied to your account as soon as administratively possible thereafter.

Plan Benefits Unfunded

Plan benefits are only deemed to be invested in accordance with participant elections (or in the Fixed Crediting Rate fund). The Plan is an unfunded arrangement and benefits due from the Plan are paid from the Company's general assets or through a revocable grantor type trust. No funds are set aside by the Company for the payment of these benefits and, therefore, no funds are actually invested on a participant's behalf. In the event of the Company's bankruptcy or insolvency, your benefits are part of the Company's general assets and, therefore, subject to creditors of the Company. While the Company intends to pay all benefits due, all participants are considered general unsecured creditors of the Company. Investment allocations do not change this unfunded status or your status as an unsecured creditor of the Company with respect to these funds.

STATEMENTS AND ON-LINE ACCESS

Quarterly plan statements will be available at <https://rps.troweprice.com> approximately 10 - 15 days after the end of each quarter. If you prefer to receive paper account statements, log on to <https://rps.troweprice.com>, click on "Profile" at the top of the page. Within the "Paperless Preferences" section, under "Action", click on "Go Paperless". From there, make your elections and click on "Save Subscriptions."

Participants are strongly encouraged to review Plan statements and account information periodically. Failure to notify the Plan Administrator of any inconsistencies between elections and account activity could result in adverse tax consequences.

A WORD ABOUT TAXES

The compensation you elect to defer is not subject to current federal income tax (or, as applicable, state and local income tax) as long as the amounts remain in the Plan. You will, however, pay Medicare and Social Security taxes on the compensation you defer. Generally, earnings are not subject to taxes as long as such amounts remain in the Plan. Rather, payments are fully taxable in the year you receive them, at which time, you will owe federal income tax and, as applicable, state and local income tax.

Please be reminded that the tax rules vary on a federal, state, and local level and the rules may change from year to year. When making various decisions under the Plan, such as the decision whether to defer salary or bonus, keep in mind that all amounts distributed from the Plan are taxed at the ordinary income rate applicable to you at the time of such distribution.

SPE urges you to consult a financial or tax advisor before you make any pay deferral decision, select among the investment measurement options (for accredited investors), elect a form of distribution, request a withdrawal, or make any decision under the Plan that could impact your tax liability.

IN-SERVICE DISTRIBUTIONS

The Company recognizes that you may need access to your funds before your separation from service with SPE (and its affiliates). To provide you with greater flexibility, the Plan provides an In-Service Withdrawal feature. This feature is in addition to the Hardship Withdrawal feature and other distribution options discussed under *Distribution of Plan Benefits*.

In-Service Withdrawals

When you elect to defer salary or defer bonus, you may also elect at that time to have such amounts paid to you while you are still employed with the Company (or an affiliate) in a lump sum payment in the month of January (or as soon as practicable thereafter) of a year that is more than 5 full calendar years after the end of the year in which such deferred amounts would otherwise have been payable to you.

For example, you could elect during the November 2025 annual enrollment period to defer your 2026 regular salary to January 2032 or later and/or your 2027 fiscal bonus to January 2033 or later.

However, if you leave SPE (including all affiliates) or die before a specified payment date, your in-service withdrawal election(s) will not be given effect because Plan benefits are payable upon the earlier of your specified payment date or separation from service.

Hardship Withdrawals

If you experience a serious emergency for which you are in need of funds, you may apply for a qualifying hardship withdrawal. Please note that a “hardship withdrawal” for purposes of this Plan is **not** the same as a hardship withdrawal for purposes of the 401(k) Plan (or any other employee benefit plan sponsored by SPE). Generally, the standards for qualifying for a hardship withdrawal under this Plan are more stringent than those applicable under the 401(k) Plan.

In order to qualify for a hardship withdrawal from this Plan, the following criteria must be met:

- The event for which the withdrawal is requested must be an unanticipated emergency that was caused by an event beyond your control and that would result in a severe financial hardship to you if early withdrawal were not permitted. Such an event may include (a) the sudden and unexpected illness or accident of you or your tax dependent; (b) a loss of your property due to casualty; or (c) other similar extraordinary and unforeseeable circumstances;
- The financial hardship may not be relieved by income from any other source (i.e., through insurance or liquidation of other assets to the extent this would not cause or increase financial hardship); and
- The amount withdrawn may not exceed the amount that is necessary to meet the emergency (and taxes related to the withdrawal).

Applicable law specifically prohibits a hardship withdrawal from being taken for purposes of making tuition payments or purchasing a home.

Whether you qualify for a hardship withdrawal under this Plan is determined within the sole discretion of the Plan Administrator. You may be required to submit written documentation or other evidence in order to establish that you qualify for such a withdrawal.

In the event you experience a hardship, you may request to terminate all future salary and/or bonus deferrals for the current calendar year (salary deferrals) or fiscal year (bonus deferrals). If your hardship withdrawal application is approved, your deferrals to the Plan will cease as soon as practicable following the date on which your hardship withdrawal application has been accepted.

In addition, if you have requested a hardship withdrawal from the 401(k) Plan, you may also request a termination of your salary and/or bonus deferrals in connection with that request. Please note that the 401(k) Plan may require you to terminate deferrals under this Plan before approving your request for a hardship withdrawal. For more information, please refer to your 401(k) Plan summary available through T. Rowe Price at <https://rps.troweprice.com>.

Keep in mind that if you terminate your salary and/or bonus deferrals due to a hardship withdrawal, you will not be permitted to make a new election to defer to the Plan until the next annual enrollment period, assuming you are still eligible to participate.

The *Unforeseeable Emergency Payment Request Form* (also known as the Hardship Withdrawal Form) is available through T. Rowe Price at <https://rps.troweprice.com> and through the Sony Savings Plan Service Center at 1-877-SONY-SAVE (1-877-766-9728). If your hardship withdrawal application is approved, you will receive your distribution in a single lump sum as

soon as practicable following the date on which the approval was granted.

DISTRIBUTION OF PLAN BENEFITS

Separation from Service

Each year that you elect to defer a portion of your regular salary and/or bonus, you may elect when and how you'll receive that year's deferrals upon your separation from service with SPE (as described below). This is often referred to as making a "class year" election.

For Plan purposes, a separation from service means your termination from employment (for any reason) from SPE and all Sony affiliates.

The distribution options available to you upon a separation from service are as follows:

- **Form of Payment.** You may elect to receive Plan benefits in a lump sum payment, or you may elect to receive your benefits in annual installments for up to 10 years. Each installment will be equal to your current account balance divided by the number of remaining installments. Investment experience continues to be applied to the unpaid balance.
- **Payment Commencement Date.** You may elect to have Plan distributions begin either 6 or 12 months after your separation from service. Any subsequent installment payments will be paid as of the next anniversary date of your initial installment payment (or as soon as practicable thereafter).

All distribution elections are *irrevocable* (but see *Hardship Withdrawals* for an exception). SPE urges you to consult a financial or tax advisor prior to choosing a particular payment form or commencement date.

Death

In the event of your death, your beneficiary(ies) will normally receive your Plan benefits in accordance with your valid election(s) on file. But, if you elected installments, your installment payments have commenced, and you die before receiving all of your scheduled payments, your remaining installments will be paid to your beneficiary(ies) as per elections on file.

In all cases, if you have no beneficiary designated or no designated beneficiary survives you, payment of your Plan benefits will be made to your surviving spouse (if applicable and as determined under state law). Otherwise, payment will be made to your estate.

Use T. Rowe's website (<https://rps.troweprice.com>) to designate your Plan beneficiary(ies). You may change your designated beneficiary(ies) under the Plan at any time.

Please be reminded that no beneficiary designation is valid unless and until the required information is properly completed by you and received by the Plan at the designated website.

FORCED CASH-OUT

Regardless of any election that you make, if your Plan account balance is \$23,500 (or such higher amount as indexed each year by the IRS) or less at the time a distribution is to be made, your benefits will be paid in a single lump sum as soon as practicable following the date of such scheduled distribution.

NON-ASSIGNMENT OF BENEFITS

The Plan does not provide for any loans against your Annual Deferral Account and your rights under the Plan may not be sold, assigned, pledged or otherwise transferred, except by way of designating a beneficiary to receive your account balance in the event of your death.

REHIRED PARTICIPANTS

If your employment with SPE terminates and you are subsequently rehired, any elections you made before your initial termination date will remain in effect and cannot be changed. If you are receiving Plan benefits at the time you are rehired, those payments will not be interrupted. Whether or not you are eligible to participate in the Plan upon your rehire will be determined by the Plan Administrator in its sole discretion.

CLAIMS PROCEDURES

If you (or your beneficiary) assert a claim for benefits under the Plan, you must comply with the Plan's written claims and appeals procedures. A copy of those procedures can be obtained from the Plan Administrator.

PRIOR PLAN PROVISIONS

This Summary Plan Description describes the terms of the Plan as in effect on January 1, 2026. If you participated in the Plan prior to 2012, different provisions may apply with respect to amounts deferred or contributions made in prior years ("prior plan benefits"). If you have any questions about any prior plan benefits, you should contact the Plan Administrator.

IMPORTANT POINTS

- In the event of a discrepancy or inconsistency between this summary and the official Plan document, the Plan document will govern in all cases.
- Your eligibility for participation in the Plan is not a guarantee of your continued employment with SPE in any capacity.
- In general, the Company makes every effort to verify eligibility for the Plan. However, receipt of this summary does not necessarily entitle you to participate in the Plan. In addition to satisfying the eligibility rules, you must also work for a participating company. The Plan Administrator (or its duly authorized designee) shall decide all questions of eligibility.
- SPE reserves the right, in its sole discretion, to amend or terminate the Plan at any time and for any reason. In general, any such change will not adversely affect the benefits already earned by you but may affect your right to future benefits. Any such change may include without limitation a change to the Plan's eligibility criteria, the replacement or elimination of

any deemed investment option or interest crediting option or method under the Plan, and amendment or elimination of any pre-termination distribution or withdrawal method.

- No one other than the Plan Administrator (or its duly authorized designee) has any authority to interpret or change the terms of this Plan, or to make any promises to you about benefits that may be available. The Plan Administrator (or its designee) has the exclusive authority to administer, interpret and apply the terms of this Plan and decide all matters arising in connection with this Plan.

PLAN ADMINISTRATOR

The Plan Administrator is the SPE Benefits Committee. You may contact the Plan Administrator in writing at the following address: SPE Benefits Committee, Sony Pictures Entertainment, 10202 West Washington Blvd., Culver City, CA 90232, c/o Gabrielle Ernst.

QUESTIONS?

Plan information is available through T. Rowe Price at <https://rps.troweprice.com> and through the Sony Savings Plans Service Center at 1-877-SONY-SAVE (1-877-766-9728).

This Plan is intended to comply in all respects with Section 409A of the Internal Revenue Code and the regulations issued thereto. The Company reserves the right to make any changes to the Plan, and to your distribution elections, to ensure continued compliance with the law and to prevent or minimize any adverse tax consequences to participants to the extent possible.