

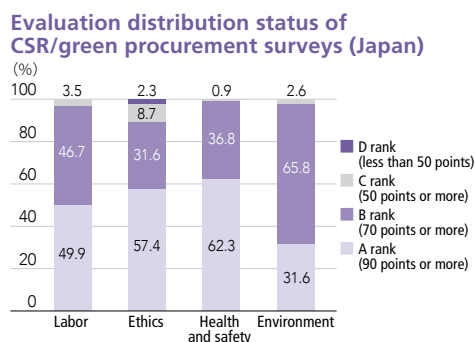
Social Initiatives

Promoting CSR across the Entire Supply Chain

The Sharp Group Charter of Corporate Behavior stipulates that Sharp does not sanction any form of forced labor, including child labor, and supports its effective abolition. Based on this policy, we have formulated and published the SHARP Supply-Chain CSR Deployment Guidebook in accordance with the RBA Code of Conduct, and, in our basic agreements for ongoing transactions, have established mandatory compliance with Guidebook-based CSR initiatives for our suppliers.

In order to identify, assess, and appropriately address CSR risks such as forced labor in the supply chain, we conduct CSR/green procurement surveys for each of our suppliers' plants on a regular basis in accordance with the RBA Self-Assessment Questionnaire. We also provide feedback on assessment results and require suppliers with plants that scored low in any area to submit improvement plans. In this way, we work to enhance sustainable CSR initiatives. In fiscal 2023, we conducted CSR/green procurement surveys at 393 bases of 99 companies that we procure from.

We will continue to strengthen our CSR efforts throughout the supply chain, aiming to build a globally responsible supply chain.



Human Rights Due Diligence Initiatives for the Supply Chain

In recent years, expectations and demands related to supply chain due diligence initiatives have been increasing in light of the emergence of human rights and environmental risks in the global supply chain, as well as the strengthening of related laws, regulations, and import/export restrictions in various countries.

Sharp joined the RBA officially in December 2021. We are now strengthening related initiatives while utilizing RBA tools and mechanisms. One such initiative is our use of the RBA e-learning Academy. The academy has been providing employees with a deeper understanding of international CSR standards since February 2022.

We also assess the risk of human rights violations through the aforementioned CSR/green procurement surveys. As a result of these efforts, we have not identified any serious problems such as forced labor or child labor in our supply chain. However, in the unlikely event that a problem such as a human rights violation is identified, we will immediately take the necessary corrective and relief measures in consultation with our suppliers based on our agreement. If no improvement is expected, we will take strict measures including suspending transactions.

Sharp is also working to strengthen our grievance-handling mechanism. We established the Crystal Hotline, our whistleblowing contact desk, on our external website to receive reports from suppliers and other stakeholders. In October 2022, we joined the Japan Center for Engagement



See the following for more information on CSR procurement.
<https://global.sharp/corporate/eco/social/procurement/>
 See the following for more information on quality.
https://global.sharp/corporate/eco/social/customer_satisfaction/

and Remedy on Business and Human Rights (JaCER) as an inaugural member (regular member) to establish a mechanism that enables a wide range of stakeholders in the global supply chain to file human rights grievances in both Japanese and English.

Initiatives for Responsible Mineral Procurement

In recent years, in addition to legal frameworks such as the U.S.'s Dodd-Frank Wall Street Reform and Consumer Protection Act and the EU's Conflict Minerals Convention, the scope of responsible mineral procurement has been expanding in terms of minerals, regions, and risks. Society demands that companies practice responsible mineral procurement from CSR perspectives against the backdrop of child labor and environmental destruction at mineral mining sites. Sharp's basic policy is to take appropriate measures to ensure that we are neither complicit in human rights abuses or environmental destruction nor interfering with sound and legitimate local business activities in our supply chain for procuring minerals mined in conflict-affected and high-risk areas.

Under this basic policy, we established an investigation system at each of our major business units and manufacturing subsidiaries. Through our membership in industry associations such as the Responsible Minerals Initiative (RMI) and Japan Electronics and Information Technology Industries Association (JEITA), we monitor the latest global trends and pursue relevant measures based on the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Furthermore, the Sustainability Committee*, chaired by the Representative President and CEO, designates responsible mineral procurement as a key theme for initiatives and monitors the progress of related measures.

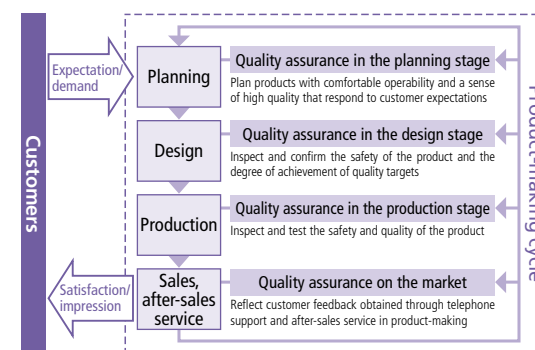
*Please refer to P.12.

Ensuring Quality and Safety

To gain customer trust and improve satisfaction, Sharp responds to customer needs and demands by offering products and services that are safe, high-quality, and reliable.

Quality Assurance System

Sharp specifies the quality levels we promise to customers, thereby ensuring all employees in every department involved in product planning, design, production, sales, and after-sales service continue to strive for improved quality.



Talent Management (HITO-oriented Management)

Sharp focuses on our human resource strategy, HITO-oriented management, in our Medium-term Management Direction. This strategy aims to expand investments in people and increase employee engagement. We consider people (HITO) as the driving force behind the sustainable growth of our business. To this end, we will further reform our personnel system from the following four perspectives: developing (H)ybrid human resources with multiple specialties, creating an environment and culture that fosters (I)nnovation, allocating the right people in the right jobs to utilize employee (T)alents, and providing growth (O)pportunities to excellent human resources.

Our efforts include evolving performance-based reward system to support young generation, establishing work treatment system effective on collecting personnel, fulfilling methods to support development of personnel, and improving organization rejuvenation / decision-making speed. Through these efforts, we aim to foster a young and energetic corporate culture where every employee embraces challenges and is unafraid of failure.

Evolve performance-based reward system to support young generation	(1) Realize speedy promotion based on job responsibility	(2) Annual salary increase with variation considering reward standards	(3) Bonus system realizing higher standards based on business performance
Establish work treatment system effective on collecting personnel	(1) Raise reward level of excellent young talent observing market standards	(2) Realize flexible work styles and work spots	(3) Enrich welfare such as dorm, canteen, healthcare measures etc.
Fulfill methods to support development of personnel	(1) Enrich education program for next-generation management executives / startup training	(2) Aggressively provide opportunities to work overseas	(3) Promote job mobility within business groups
Improve organization rejuvenation / decision-making speed	(1) Further strengthen recruitment	(2) Aggressively assign young employees to key posts	(3) Promote flattening of organizations
H ybrid	I nnovation	T alent	O pportunity

Human Resource Development

Sharp conducts a variety of human resources development programs aimed to improve quality and expand the breadth of the abilities of each employee. Through these programs, we nurture young employees, develop the next generation of leaders, foster globally minded individuals, raise the skill level of each employee, and implement other measures for improvement.

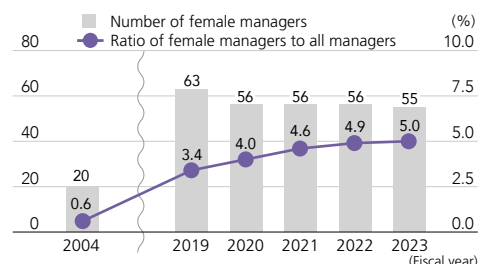
We also aim to establish an environment to build up the basic business knowledge and expertise, based on our concept of nurturing strong individuals. We strive to foster professional employees by providing employees opportunities to pursue independent learning whenever and wherever they are. Our e-learning environment allows employees to easily learn anytime, anywhere using computers or smartphones at home, actively helping employees enhance their abilities through self-development.

Diversity Management

Sharp's approach to diversity is clearly stated in our Business Philosophy: "It is the intention of our corporation to grow hand-in-hand with our employees, encouraging and aiding them to reach their full potential and improve their standard of living." We aim to lead to new value propositions by innovating through the mutual respect of individual employee personalities, developing innovative technologies unique to the Company, and providing services. Diversity management is a human resources strategy for utilizing a diverse range of employees; it is also a business strategy.

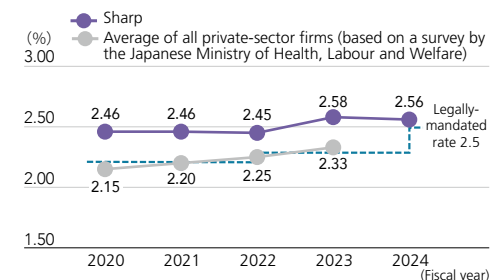
The Sharp Code of Conduct states, "In any corporate activities, including employment practices such as hiring, compensation, promotion, opportunities for training and the like, we do not take any action that constitutes discrimination based on nationality, race, ethnic group, color, sex, physical health, pregnancy, sexual orientation, age, marital status, religion, creed, social status, birth, property, bodily feature, physical or mental disability, political opinion, and the like," and that, "We will actively take part in efforts to enhance the work environment where employees with diverse characteristics can fully demonstrate their abilities." This is what Sharp is actively working towards, giving individual consideration based on need.

Number of Female Managers



Data for Sharp Corporation as of March 31 in each fiscal year

Employment Rate of the Disabled in Japan



Data for Sharp, special subsidiaries, and group companies as of June 1 for each fiscal year

Work-Life Balance Initiatives

Sharp implements No Overtime Days and encourages all employees to plan for and use annual paid leave to establish an efficient and balanced work style. In 2023, we eliminated the requirement for employees to justify their use of the telecommuting system, assuming employees in question is capable of maintaining or enhancing their productivity. We also increased the number of days per week that the system can be used. At the same time, we expanded flexible hours under the flextime system, establishing a more adaptable work environment regarding location and time.

Furthermore, we strive to improve work-life balance by expanding and encouraging the use of systems that help employees balance work with childcare, nursing care, and medical treatment. For childcare support, we distribute guidebooks and inform employees about our individual systems, resulting in numerous employees utilizing leave for childcare.