

## Social Initiatives

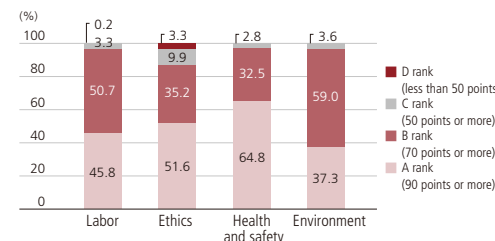
### Promoting CSR across the Entire Supply Chain

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 FY2024, we conducted CSR/Green procurement surveys at 960 business sites of 470 companies, which account for the top 80% of procurement value from our suppliers globally.

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

Evaluation Distribution Status of CSR/Green Procurement Surveys (Global)



### 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.

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 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 34 languages, supported by AI translation.

### Initiatives for Responsible Mineral Procurement

In recent years, in addition to the U.S Dodd-Frank Wall Street Reform and the EU's Conflict Minerals Regulation, laws and regulations such as the Corporate Sustainability Due Diligence Directive and the Battery Regulation in Europe have been established one after another, mandating human rights and environmental due diligence by companies. As a result, initiatives for responsible mineral sourcing are expanding in terms of minerals, regions, and risks, and are becoming increasingly complex. 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.

We identify and assess risks through surveys using the international standard reporting template issued by RMI. In FY2024, among 280 smelters and refiners of 3TG (gold, tantalum, tin, tungsten) identified in major business areas, the RMAP (Responsible Minerals Assurance Process) conformity rate was about 80%.

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

RMAP Conformity Rates for Identified 3TG Smelters and Refiners

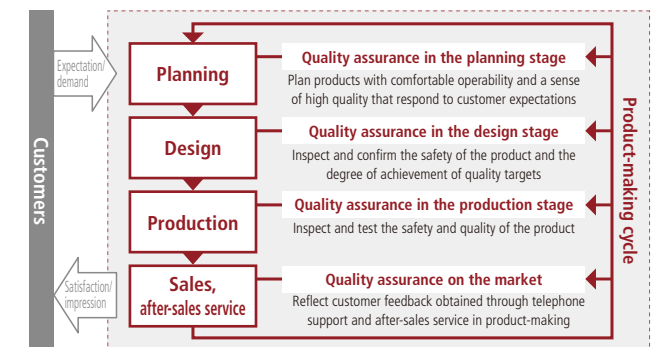
	FY2022	FY2023	FY2024
RMAP conformity rate	63%	79%	80%

### 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.



Contents	About SHARP	Message from the President	Medium-Term Management Plan	R&D	Sustainability Management	Financial Section	Corporate Information
Sustainability	Environmental Initiatives	Social Initiatives	Message from Outside Director	Corporate Governance	Risk Factors	Members of the Board, Executives and Chairman	

See the following for more information on human resources.  
<https://global.sharp/corporate/eco/social/>

Talent management

The Sharp Group states in our business philosophy that our approach to human resources is, “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.” To realize this philosophy, we set forth to expand investment in people to establish a foundation for sustainable business growth in the Medium-Term Management Plan (FY2025–2027).

Our efforts include focusing on the cultivation and acquisition of human resources to facilitate growth, such as AI and digital talent and global talent, as well as enhancing training for all employees to enhance organizational capability. Furthermore, we work to improve employee engagement by addressing workstyles, workplace environment, employee benefits, and other factors to build an environment that enables diverse talent to thrive.

Through these efforts, we support employees’ skill development and promote challenges to maximize the potential of each individual, aiming to establish a sustainable profit structure and become a company that contributes to society.

For more details, see page 11 of the Medium-Term Management Plan, *Strategic Framework (Key Initiatives)* : 2. Establish a Foundation for Sustainable Business Growth — Expanding Investment in People.

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 began developing AI talent in FY2025.

We also aim to establish an environment to build up the basic business knowledge and expertise, based on our concept of nurturing strong individuals. By enabling individuals to pursue learning independently, anytime, anywhere, Sharp is facilitating the development of professionals who are well-versed in business. Our e-learning environment allows employees to easily learn anytime, anywhere using computers or smartphones, actively helping employees enhance their abilities through self-development.

Enhancing Employee Engagement

Sharp regularly communicates our company vision and management perspectives to employees through messages from the President to share our business philosophy and values. We also enhance employee engagement by collecting employee feedback through questionnaires and surveys, and implementing initiatives that strengthen internal branding. In addition, Sharp discloses information on personnel and compensation systems to increase employee confidence and trust. Sharp strengthens management training and enhances managers’ roles in responding to increasingly complex communication. We also promote information sharing and delegation of authority, creating an environment that enables employees to act on their own initiative and encourages employee ownership (a sense of responsibility and initiative). Furthermore, we strive to enhance our personnel systems, such as evaluation and compensation frameworks, and infrastructure, such as our IT environment to create highly psychologically safe workplaces where employees can work without stress and with peace of mind.

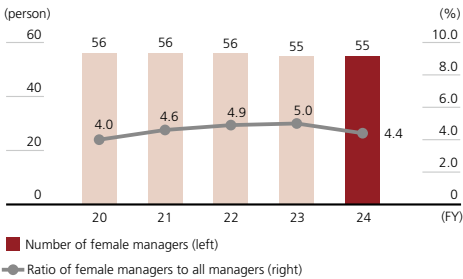
We began conducting engagement surveys twice a year in FY2024 instead of employee satisfaction surveys. We use the survey results to identify employee expectations and satisfaction levels, implement improvements, and lead to higher engagement.

Advancing DEI (Diversity, Equity & Inclusion)

The Sharp Group respects diverse individuality and abilities, and by bringing together the value each person creates, we aim to achieve sustainable growth through the development of our unique innovative technologies and the proposal of new services. Based on the DEI Policy\* established in FY2024, we develop workplace environments where each employee can demonstrate their individuality and abilities, and build an organization where diverse talent can demonstrate their full potential.

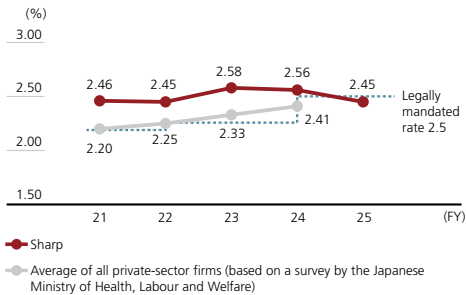
\*Sharp Group DEI Policy <https://global.sharp/corporate/eco/images/social/diversity/2025policy.pdf>

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 expanded the number of days per week employees can work from home starting in FY2023, aiming to better enable every employee to find fulfillment in their work and perform at a high level. We also removed eligibility requirements, provided that the employee maintains or improves their productivity. At the same time, we expanded flexible hours under the flextime system. As a result, employees now have greater flexibility in both where and when they work. In addition, Sharp implements No Overtime Days and encourages all employees to use annual paid leave in a planned manner to establish an efficient and balanced work style.

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.