

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 on a regular basis using a survey form compliant with the RBA Self-Assessment Questionnaire. We also provide feedback on assessment results for each of our suppliers' plants, and for plants with low assessment scores, we ask suppliers to submit improvement plans, working to enhance CSR initiatives.

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

To meet these expectations and demands, as well as to reduce CSR risks in the supply chain further, Sharp joined the RBA officially in December 2021*. We are now strengthening related initiatives while utilizing RBA tools and mechanisms.

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 such a problem is identified, we will immediately call on the relevant supplier to take the necessary corrective and relief measures based on our agreement, and if no improvement is expected, we will take strict measures including suspending transactions.

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

* See the following for more about participation in RBA, an entity promoting social responsibility in the global supply chain.
<https://global.sharp/corporate/eco/topics/2021/211214a.html>

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.



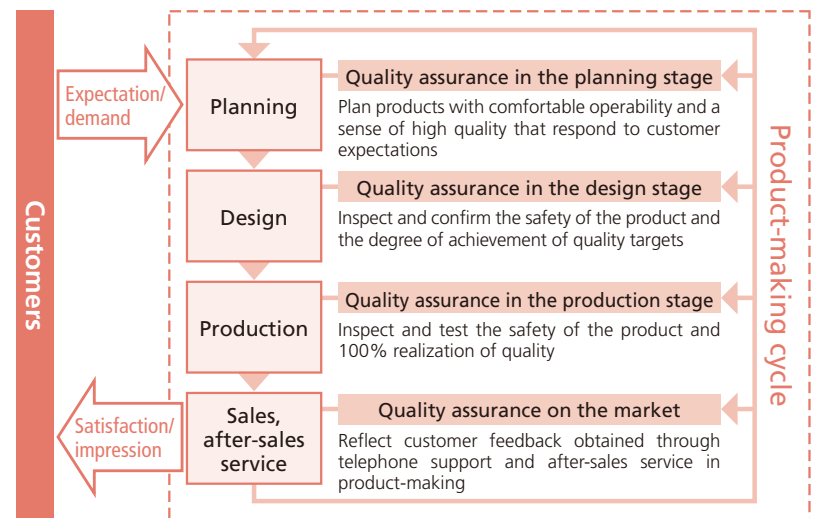
See the following for more about CSR procurement.
<https://global.sharp/corporate/eco/supplier/csr/>

Ensuring Quality and Safety

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

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.



See the following for more about quality.
https://global.sharp/corporate/eco/social/customer_satisfaction/

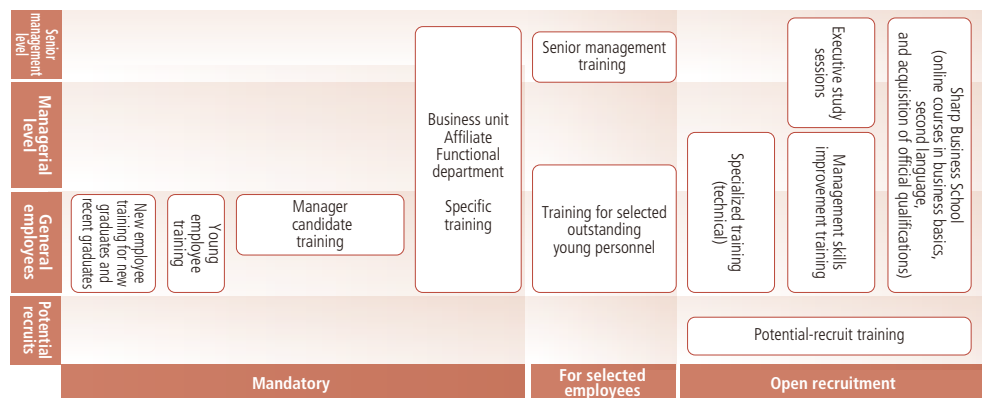
Social Initiatives

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, raise the skill level of each employee, and implement other measures for improvement.

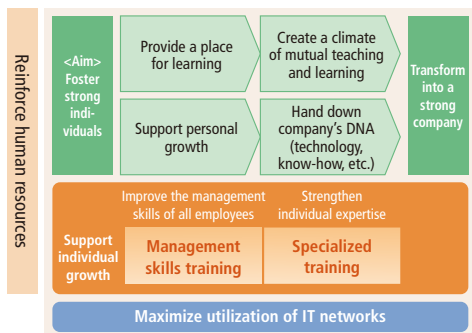
Our position-based training places particular emphasis on developing our younger employees. Courses offered include employee candidate training, new employee training, and young employee training. When an employee is ready for promotion to manager, they take a management candidate training course, which reinforces management skills in a systematic manner.

To foster the next generation of SHARP leaders, we identify outstanding future leaders and offer training in management and leadership skills. This training nurtures the skills required for management personnel.



We strive to cultivate an environment in which employees can pursue independent learning whenever and wherever they are, in order to build up the basic business knowledge and expertise that they need as professionals.

To strengthen individual expertise (technical competency), we share technical knowledge beyond the boundaries of business and products, passing on technical capabilities to and nurturing younger employees. We also offer basic skills improvement seminars (e-learning) for young engineers, device seminars to introduce our cutting-edge devices to product development staff, and technical workshops that focus on specific technical fields with



See the following for more on human resources development, diversity management, and other related information.

<https://global.sharp/corporate/eco/social/>

practical, work-related content.

We continue to expand topics related to management skills training that teaches necessary basic business knowledge and skills to employees. In addition to group training, SHARP provides an e-learning environment for study sessions and management skills improvement training. This is just another we actively support employee self-development and growth.

Through these initiatives, SHARP aims to create a climate of mutual teaching and learning through sustained personnel, education, and training systems, transforming into a strong company.

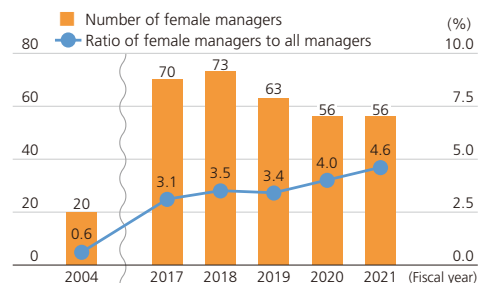
Diversity Management

Sharp's approach to diversity is clearly stated in its 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." Through mutual respect of individual employee personalities, we aim to create new value, leading to the proposal of services and development of new lifestyle products that we, alongside our customers, will use to build the stepping stones toward our future.

Diversity management is a human resources strategy for utilizing a diverse range of employees; it is also a business strategy.

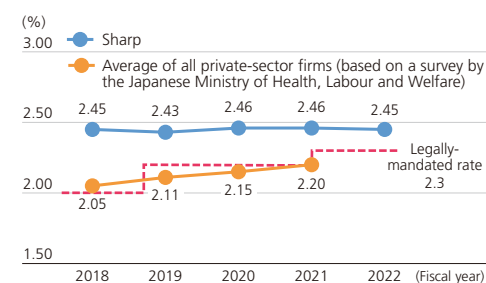
The Sharp Code of Conduct states, "In any corporate activities, including employment practices such as hiring, payment, promotion, opportunities for training and the like, we do not take any action that constitutes discrimination based on nationality, race, ethnic group, color, sex, physical health, 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