

Sharp Group DEI Policy

DEI Declaration

The Sharp Group focuses on what makes it unique—our spirit of creating value from fresh perspectives and not just following what other companies do. Our approach is powered by the individuality of every employee.

We build an environment where people can do their best work. By combining everyone's diverse contributions, we drive long-term growth. Our goal is to develop innovative technologies and offer services that are uniquely Sharp.

DEI Objectives

Sharp's business philosophy was established in 1973. It states: "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." Guided by this belief, we've launched initiatives to support women's participation in the workplace, help employees balance work with childcare and elder care, and increase employment opportunities for people with disabilities.

Sharp was founded more than 100 years ago. Over time, our employees' backgrounds, lifestyles, and values have become more diverse. To keep creating value that reflects who we are, we need to attract new talent, unlock the potential in each person, and strengthen our organization. That's why we're committed to promoting diversity, equity, and inclusion.

Definition of DEI

- Diversity

We respect what makes each employee unique—their nationality, race, ethnicity, sex, sexual orientation, gender identity, age, generation, religion, creed, disability, values, lifestyles, and other characteristics. And we recognize these as a source of value.

- Equity

We provide fair opportunities and the support needed so that every employee—each with their own unique qualities—can develop their skills and apply them fully in the workplace.

- Inclusion

We value every employee's presence and contributions. We foster a sense of unity, helping each person find growth and fulfillment through their work. By harnessing the strengths of diverse individuals, we build a stronger organization and aim for ongoing corporate growth.

Priority Areas

1. Gender

We are committed to providing fair opportunities and strong support to help more women take on leadership roles in business and organizational operations. We actively promote women's participation in all job types and workplace settings.

2. Disability

We uphold the philosophy of our founder, Tokuji Hayakawa, who believed that creating a workplace where people with disabilities can thrive and achieve independence is more meaningful than simply offering charity. We are therefore committed to providing growth opportunities and the support needed for disabled employees to succeed.

3. Multiculturalism

We respect the diverse backgrounds of our employees—including their race, ethnicity, nationality, and culture. We are committed to offering growth opportunities and the support they need to succeed.

4. Generations

We strive to create a workplace where employees of all age groups are valued and their contributions recognized. We provide fair opportunities and the support needed so that employees can continue to work while making the most of the skills and expertise they have cultivated over the years.

5. LGBTQ+

We strive to create a workplace where LGBTQ+ employees can work with pride and peace of mind. To achieve this, we are committed to fostering a deep understanding of LGBTQ+ issues throughout the company.

Scope of Application

This policy complements Sharp's business philosophy and the Sharp Code of Conduct. It therefore applies to every member of the Sharp Group, including executives.

Expected Behavior

All persons involved in the Sharp Group's operations are expected to act in line with this policy. In particular, senior executives and managers are required to embody this policy in their own actions and their relations with others.