

## **Sharp Group Human Rights Policy**

The Sharp Group's business philosophy is "to contribute to the culture, benefits and welfare of people throughout the world," making this the primary objective of its business activities. Additionally, Sharp's charter of corporate behavior and code of conduct stipulate respect for human rights. This Human Rights Policy has been established as a document outlining the Sharp Group's basic principles and commitment regarding respect for human rights, with the aim of ensuring equal and fair treatment of all stakeholders and of realizing a sustainable society free of human rights violations.

### **1. Respect for human rights**

The Sharp Group is committed to respecting basic human rights and upholding the dignity of all people in all its business activities. No member of the Group will engage in discriminatory treatment or human rights violations, nor tolerate child labor or forced labor. The Sharp Group will also respect freedom of association, including the right to collective bargaining, and will strive to realize and maintain a safe and healthy working environment.

### **2. Compliance with international standards**

The Sharp Group respects the International Bill of Human Rights (Universal Declaration of Human Rights, International Covenants on Human Rights) and the ILO Declaration on Fundamental Principles and Rights at Work. The Sharp Group also acts in accordance with the United Nations Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, as well as supports the 10 Principles of the United Nations Global Compact.

In cases where there is a discrepancy between internationally recognized human rights standards and local laws in the countries or regions in which the Sharp Group operates, the Group will seek ways to respect international standards to the greatest extent possible.

### **3. Governance**

The implementation and management of the Sharp Group's human rights policy will be the responsibility of the Group's management, who will establish a Group-wide governance system. With regard to initiatives based on this policy, the Sustainability Committee and other bodies will formulate and deliberate Group-wide policies and key measures and will review the progress of these initiatives. Important issues and countermeasures will be reported to the Board of Directors. In formulating this policy, the Sharp Group has also sought out external, expert advice.

#### **4. Scope of application and expectations**

This policy applies to all executives and employees of the Sharp Group. Business partners, suppliers, and all related stakeholders are also expected to cooperate and adhere to this policy, endeavoring to work together to realize a society where human rights are respected.

#### **5. Human rights due diligence**

Based on the United Nations Guiding Principles on Business and Human Rights, the Sharp Group will continuously implement human rights due diligence processes to identify and assess any adverse impacts on human rights in its business activities and supply chains and, based on the results of these assessments, will take action and implement remedial measures to prevent, mitigate, or remedy any adverse impacts. The Sharp Group will also engage in dialogue and consultation with relevant internal and external stakeholders, appropriately disclose these efforts, and aim to prevent and mitigate human rights risks throughout its supply chain so as not to cause, or encourage, human rights violations through its purchasing activities.

#### **6. Grievance mechanisms and remedies**

In order to respond quickly and effectively to complaints or concerns from employees and stakeholders, the Sharp Group will utilize the reporting systems operated by each Group member company and will also utilize grievance mechanisms operated by industry associations and others. The Sharp Group will maintain the confidentiality of whistleblowers and the content of the reports and will strictly prohibit any detrimental treatment of whistleblowers. If it becomes clear that the Group's business activities have caused or contributed to adverse human rights impacts, appropriate measures will be taken to provide relief.

#### **7. Education and awareness-raising**

The Sharp Group will utilize the knowledge and expertise of external human rights experts to educate and raise awareness about human rights among all employees, thereby fostering a corporate culture that is more conscious and respectful of human rights.

#### **8. Dialogue with stakeholders and information disclosure**

The Sharp Group places importance on dialogue with internal and external stakeholders, including those who may be adversely affected, and respects their opinions. The Group will also appropriately disclose information regarding its human rights initiatives.

This policy was deliberated by the Sustainability Committee and other bodies and approved by the president & CEO of Sharp Corporation and has come into effect as of June 13, 2025.