



Sustainability Report 2024

Sharp NEC Display Solutions, Ltd.

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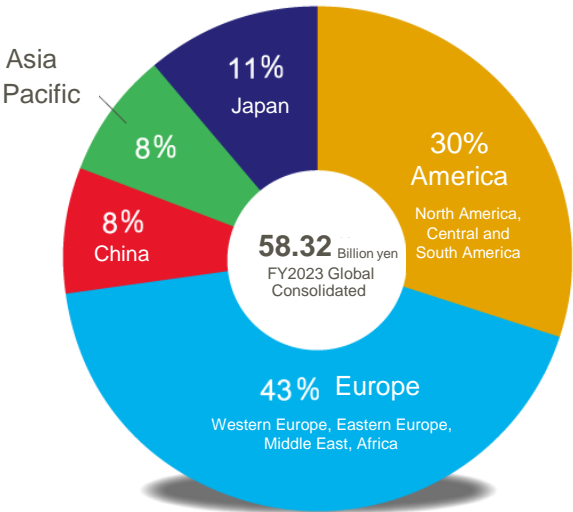
Company Name	Sharp NEC Display Solutions, Ltd.
Head Office	Mita Kokusai Building, 4-28, Mita 1-chome, Minato-ku, Tokyo 108-0073 Japan
Capital	3.0 billion yen (jointly invested by Sharp Corporation and NEC Corporation)
Business Field	Development, manufacturing, and sales of visual display products and visual display solutions
Employees	Approximately 750 (Global consolidated)
Establishment	January 18, 2000
Commencement (Company Name Change)	November 1, 2020
Net Sales	58.32 Billion yen (Global consolidated sales for the fiscal year 2023)
Percentage of Sales by Global Market	30% America 43% Europe 8% China 8% Asia Pacific 11% Japan
Facilities	Shonan Technical Center, Kanagawa, Japan Nara Bases, Yamato-Koriyama, Nara, Japan
Overseas Affiliates	Sharp NEC Display Solutions of America, Inc. (USA) Sharp NEC Display Solutions Europe GmbH (Germany)
Regional Headquarters in China	Sharp NEC Display Solutions (China), Ltd. (Shenzhen, China)

(As of March 31, 2024)

Executive Staff

Chairman	Tetsuji Kawamura
President	Toshiaki Yamamoto
Member of the Board (part-time)	Wen-Chung Hsu
Member of the Board (part-time)	Kenichi Kimura
Member of the Board (part-time)	Hirofumi Okamoto
Member of the Board (part-time)	Shinzou Dote
Member of the Board (part-time)	Toshinori Kusaba
Senior Vice President	Yasunori Minagawa
Senior Vice President	Kohji Yakushiji
Senior Vice President	Kazuya Fukuda
Audit and Supervisory Board Member (part-time)	Makoto Izumi
Audit and Supervisory Board Member (part-time)	Yoshihisa Ohyama
Audit and Supervisory Board Member (part-time)	Kensuke Yoshida

Percentage of Sales by Global Market



Sharp NEC Display Solutions is responsible for the visual solutions business around display devices.

Today, display devices permeate our daily lives, spanning from information displays at railway stations and airports, promotional displays in stores and shopping malls, projection mapping at events and theme parks, to even safety applications that monitor the infrastructure to make our lives safer and more comfortable. Crisp high-quality displays from Sharp NEC Display Solutions have won the trust and high reputation of customers in more than 120 countries and regions around the world.



Sharp NEC Display Solutions, Ltd.
President Toshiaki Yamamoto

In modern society, where information and communications technology continues to advance, the need for “Visual Solutions” to transmit and share digitalized information will be greater than ever in both business and daily life. There will be many more opportunities to use display devices and visual solutions like multi-language guide display, contents display by customer demographic analysis and warning display system through video analytics.

In addition to our own developed technological capabilities and global structure, we generate synergy with Sharp Group’s strong assets such as key components and IWB, together with future development strategies such as 8K and AIoT and we accelerate realizing to be a “Global Display Solutions Provider”.

As a “Global Display Solution Provider”, Sharp NEC Display Solutions is committed to delivering crisp image and visual solutions to meet the diverse needs of all of its customers.

Corporate Philosophy

We provide high quality imaging solutions that impress and satisfy our customers.

Corporate Vision

We connect "people, hearts, and places worldwide" by enhanced images and create a new, inspiring daily life.

Management Policy

- We will be a company that earns the continuous confidence of all stakeholders.
- We will provide optimum quality products and services all over the world by using state-of-the-art technologies and the highest level of knowledge in all parts of the value chain.
- We will consistently strive to create new markets and expand business activities.
- We will fulfill our corporate responsibility in all situations and continuously adapt to changing environments.
- We will work to establish positive corporate ethics and ensure compliance, as well as protect the environment, as a good corporate citizen.
- We will give our best efforts to develop human resources and individual capabilities in order to enhance the growth of both the company and individuals.

We are a member of the Sharp Group's BtoB visual solutions business, and we are working on the visual solutions business as a group.

In order to realize solutions that create new value and growth, we have revised our vision to clarify our long-term direction and the value we will provide in the future. We connect "people, hearts, and places worldwide" by enhanced images and create a new, inspiring daily life.

Expectation of Vision

The expression "**enhanced images**" has the connotation of high-quality visuals and visuals that can provide increased value depending on the usage scenario.

The wording "**connects people, hearts, and places**" means that the "people" who use our products connect with "people" in the real world. It expresses the intention of having a "heart-to-heart" with "people" at remote places.

The phrase "**a new, inspiring daily life**" means that providing "peace-of-mind, empathy, comfort, presence, and immersion" provides many people around the globe with more fascinating experiences and exciting moments than ever before.

The reason for using the word "tsukurimasu" in hiragana;
it means "make", to make something intangible or tangible,
"make" to build something big, or "make" to create something new.
It has all these implications.



We have cultivated our own developed technological capabilities and global sales system over many years. Sharp NEC Display Solutions will work with the partner companies and customers to create a new, inspiring daily life that connects people, hearts, and places worldwide by enhanced visuals, and contributes to society.



Office



Education



Signage



Entertainment

Handled products differ by region. Please see our website for details.

<https://www.sharp-nec-displays.com/global/products.html>



Standard models

Whilst compact, this range also features high image quality and energy saving. Excellent for easy connectivity, installation, adjustment and operation.



Short-throw projectors

Short-throw projectors that enable large-screen projection, suitable for small conference rooms where the projection distance is not sufficient.



Professional models

Multi-functional projectors for large spaces, easy to use in bright conference rooms and classrooms, meeting a wide range of installation needs.



DLP Cinema® Projectors

Cinema projectors with expressive power that convey the texture of images, solid reliability in professional settings, and can be used in a variety of theaters.



Large Format Displays

For digital signage, conferencing and meetings. Large screen displays that are highly reliable and durable, effective across a variety of industries and applications.



Direct View LED Display

Full-color LED displays for indoor and outdoor use. Creates a large, seamless surface with vivid colors and high visibility even in bright environments.



IT Display

A complete lineup tailored to different usage scenarios and purposes benefiting from advanced ergonomics and ease of use.



Business PC Selection

To meet the diverse needs of our customers, we offer a wide variety of displays that can be selected from NEC's Business PC Selection Menu in Japan.



Education

By standardizing display devices, such as LED multi-screens, projectors, etc. according to room parameters and educational requirements, we contribute to enhanced teaching and learning practices.

Sector : University

Installation year : 2022

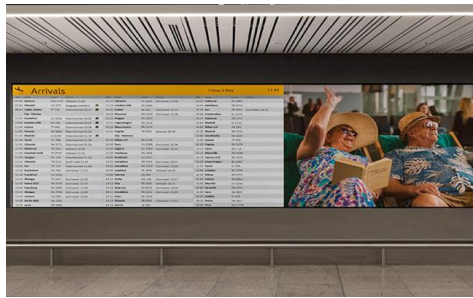


Public institutions

In airports and other public facilities, we are able to provide smooth information provision through systems that show different information on multiple displays and automatically switch the display content as required.

Sector : Airport

Installation year : 2023



Office

The large, high-definition images of the multi-screen LED support collaborative experiences for remote meeting scenarios, contributing to improved productivity.

Sector : Corporate

Installation year : 2023



Theater Hall

A 270-degree immersive experience using 32 laser projectors and video mapping technology presents an emotive show that combines digital art and stage performance.

Sector : Theater

Installation year : 2023



Sustainability Management



Today, display devices and solutions are used in a wide range of situations that require rich images, such as social infrastructure, business, education, and entertainment. We believe that it is essential to develop together with society through product development, manufacturing, and sales, and act as a “good corporate citizen” to continuously address social issues such as respect for human rights, improvement of working conditions, promotion of health and safety, environmental initiatives, practice of fair trade, fostering a sense of ethics, and sound procurement practices through our business activities. In order to solve a wide range of social issues through sustainable management, we have identified the following materiality and are taking action on them.

Contributing to society through rich images



Creation of Environmentally-Friendly Products



Promoting the Recycling of Industrial Waste



Message from the Sustainability Officer

Sharp NEC Display Solutions has customers in more than 120 countries and regions around the world, and has been working to solve different social problems in each region.

In recent years, sustainability initiatives have been taken up as a common global issue.

Therefore, we have decided to launch the Sustainability Working Group in Fiscal 2023 in cooperation with our overseas affiliates in Europe and other parts of the world, which are particularly advanced in terms of sustainability.

While synchronizing with the the Sharp Group’s long-term environmental vision, “SHARP Eco Vision 2050 ”, we are accelerating Group-wide initiatives.

In product activities, we divide our activities into promotion, quality, and product planning, and incorporate materiality (important issues) into our technology roadmap to identify items that we need to address and implement various measures.

Furthermore, as we conduct business activities within society, we understand the essential issues of society and are working to create a society in which diverse people can thrive, while also continually working to improve the value of our local communities.

We will continue to work to solve social issues, connect “people, hearts, and places worldwide” through enhanced images, create a new inspiring daily life, and contribute to the realization of a sustainable society.



Senior Vice President
Yasunori Minagawa

Sustainability Promotion System

In order to accelerate our efforts toward a sustainable society, we launched the Sustainability Working Group in Fiscal 2023 and are working together with our sales bases around the world.



Third-party Evaluations

Green Signage Award

In recognition of our efforts to extend the product lifecycle and continually instigate sustainability management initiatives, we received the Green Signage Award at the Digital Signage Summit in Munich in 2022.

(<https://www.sharpnecdisplays.eu/p/eeme/en/news/details/rp/2022/specialtopics/invidisgreensignageaward.xhtml>)



Certified as an "Oi-machi SDGs Partner"

Sustainability initiatives at the Shonan Technical Center (Oi-machi, Kanagawa Prefecture) have lead to our certification as an "Oi-machi SDGs Partner" as we work together with the communities where we do business.

For details, please see the Oi-machi website.

(<https://www.town.oi.kanagawa.jp/uploaded/attachment/9230.pdf>)



Ecovadis

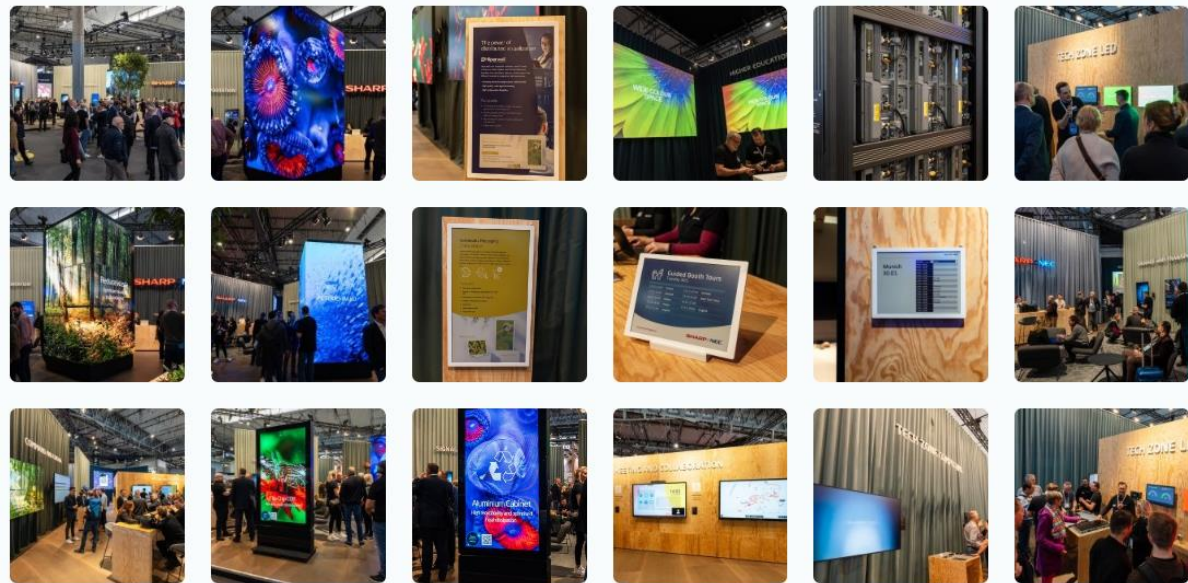
We are evaluated by EcoVadis, an international sustainability rating organization in France.

Introduction to Sustainability Management at ISE2024

Sharp NEC Display Solutions Europe GmbH, our European sales base, exhibited at ISE2024 (Integrated Systems Europe), held in Barcelona from January 30 to February 2, 2024, under the slogan 'Towards Tomorrow', where we introduced our efforts toward quality, service and sustainability.

The venue expressed the company's environmental initiatives through a green-based spatial design, and exhibited a wide range of products from both the Sharp and NEC brands that suited various usage scenarios.

During the expert-guided booth tour, visitors were given the opportunity to experience our visual solutions and deepen their understanding of sustainable initiatives by understanding the value proposition of our key products.

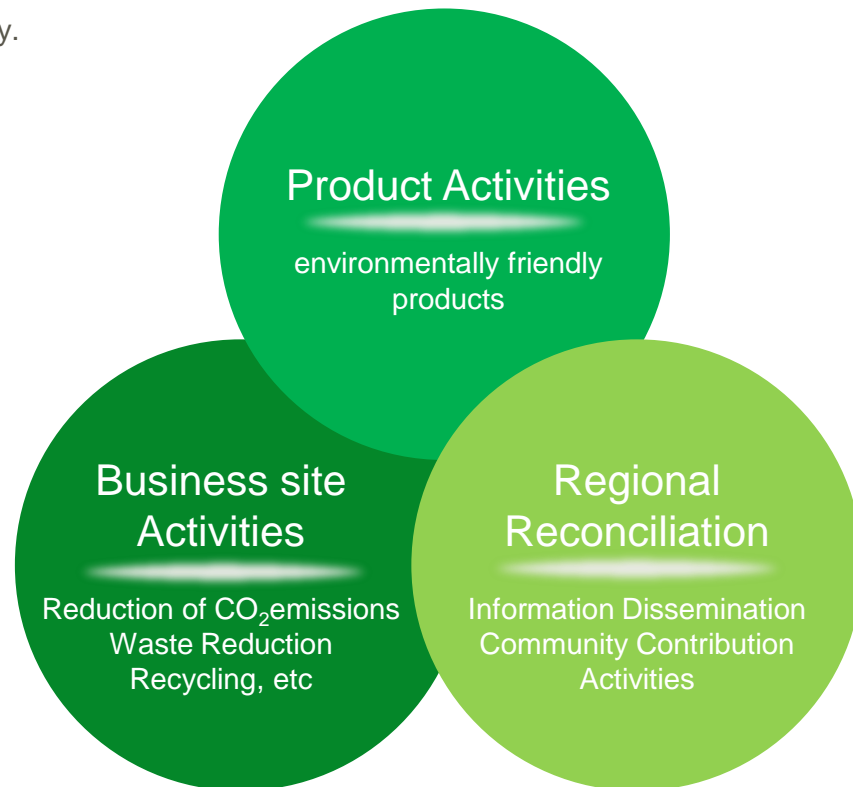


Environmental Initiatives



Sharp NEC Display Solutions has taken the lead on great responsibility for the environment and is engaged in a variety of initiatives to contribute to the realization of a sustainable society.

Based on our environmental philosophy and six specific action guidelines, we will promote activities centered on "Product Activities" that aim to create environmentally friendly products, "Business site Activities" that aim to operate in an environmentally-friendly manner, and "Regional Reconciliation" that sees us contributing to the local community.



Environmental Philosophy

We consider the environment an important management issue, and we will contribute to the construction of a sustainable society by providing products and solutions with consideration to environmental issues.

Action Guidelines

1. We will promote business activities considering the environmental issues of green procurement, waste reduction, energy and resource saving, and the control of hazardous substances.
2. We will provide products considering the environmental issues of energy-saving design, hazardous substance control, and designs using the 3R concept.
3. With the environment management system, we will conduct appropriate environment maintenance activities and prevent pollution by consistently improving environmental load conditions.
4. We will communicate with society, through the active disclosure of information about the environment.
5. We will comply with not only all laws and regulations but also other environmental requirements.
6. We will provide the necessary educational training to ensure that all personnel observe this policy.

Sharp NEC Display Solutions has established the following code of conduct for “Environment and Biodiversity” for CSR Management.

The Environment and Biodiversity

■ Management of chemical substances contained in the products

We manage legally designated chemical substances for all of its products.

■ Management of chemical substances used in the manufacturing processes

We manage legally designated chemical substances in the country of operation that are used during the manufacturing processes.

■ Environment management system

We develop and manage an environment management system.

■ Minimization of environmental impact (drainage, sewage, emission fumes etc.)

We observe the laws and regulations concerning drainage, sewage and exhaust fumes of the country of operation, and set voluntary standards as needed to further improve the situation.

■ Environmental license / Government approval

We observe the laws and regulations of the country of operation, gain approvals from its government as needed and submit management reports required by the government without fail.

■ Effective utilization of resource and energy (3R)

We set a voluntary target to save resource and energy and continue efforts to utilize resource and energy in an effective manner.

■ Reduction of greenhouse gas emissions

We set a voluntary target to reduce greenhouse gas emissions and continue reduction efforts.

■ Waste reduction

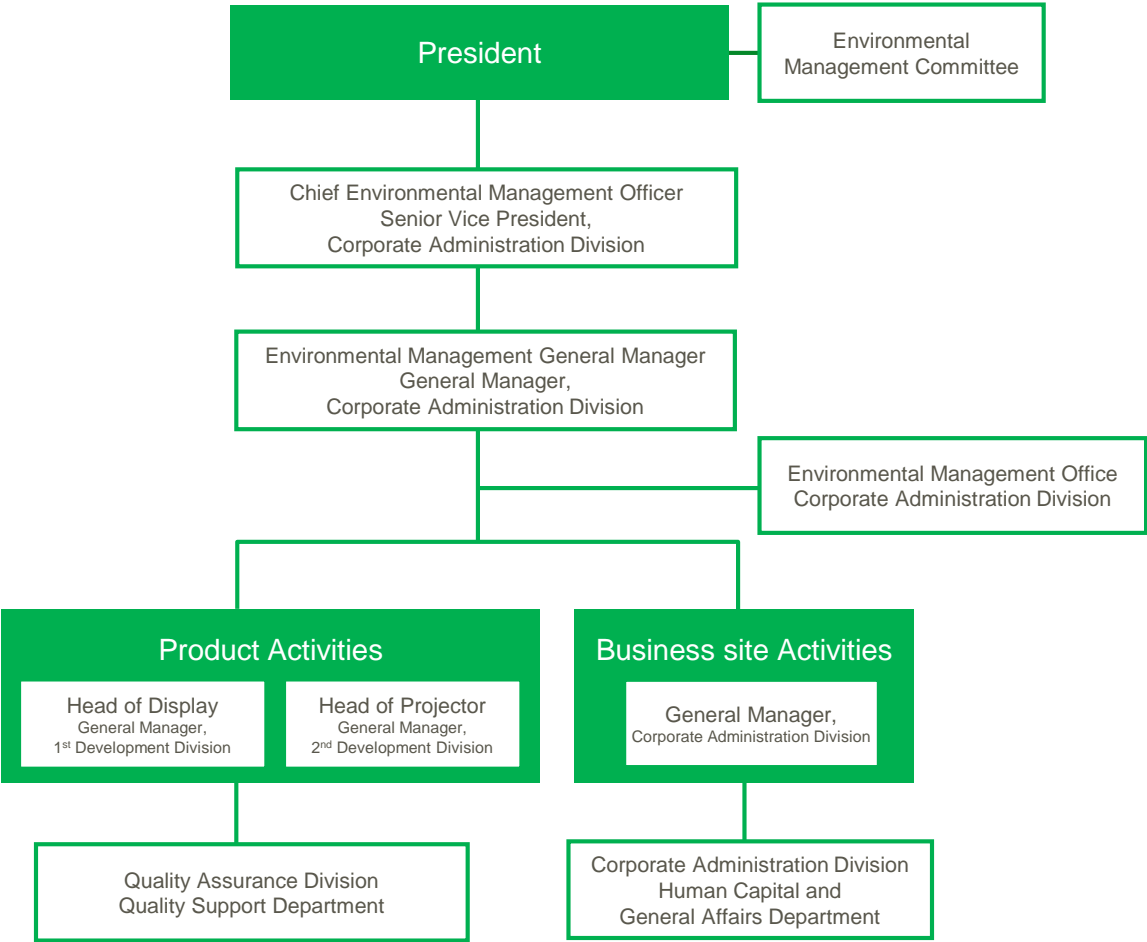
We set a voluntary target to reduce final waste and continue reduction efforts.

■ Disclosure of environmental conservation initiatives

We disclose the achievements of its environmental practices as needed.

Environmental Management Promotion

As a system for putting our environmental policy (environmental philosophy and action guidelines) into practice, we have established a promotion system under the leadership of the president.



Environmental ISO Certification Activities

We have gained ISO 14001, an international standard for environmental management systems. In 2020, Sharp NEC Display Solutions also underwent the examination standards of JQA(Japan Quality Assurance Organization), an external certification body, and have obtained certification. We will continue to undergo regular audits and work to advance our environmental management system.



Changes in our Environmental ISO

- 1997 NEC Shonan Technical Center gains ISO14001 certification
- 2007 NEC Display Solutions renews ISO14001 certification
- 2017 Revised ISO Compliance
- 2020 Sharp NEC Display Solutions gains ISO14001 certification
- 2023 Renewal of the certification

In our product activities, we set annual environmental management targets for our main products, displays and projectors, and carefully analyze the results.

In fiscal 2023, we set a goal of environmentally friendly design based on the Green Product (GP) Guidelines, and we were able to achieve the target value 60pt or more.

In fiscal 2024, we will promote the achievement of high product environmental performance for all our products while maintaining high target values.

Index	Activities	Fiscal 2023 Targets and Results	Fiscal 2024 Targets															
Reducing environmental impact of products	Promoting environmentally friendly design	GP points based on GP guidelines※ : 60pt or more ⇒Achievements : ○For all target products (4 models), Achieve more than 60pt ME432 : 67.7pt ME502 : 71.8pt ME552 : 67.0pt ME652 : 68.1pt	GP points based on GP guidelines※ : 60pt or more 1.Energy Saving / Energy Creating 2.Resource Conservation 3.Recyclability 4. Safe Use and Disposal 5.Use of Green Materials and Devices 6.Environmental Consciousness Pertaining to Batteries, packaging and manual 7.Products that show their environmental performance and information															
	Responding to significant environmental aspects	Initiatives in Product Development : Achieved 2 or more items ①Saving power when using the product ②Miniaturization and weight reduction (Optimization of the weight of large products) ③Reduction of Virgin Plastic Usage ⇒Achievements : ○ All target products(7 models in total) achieved 2 or more items. <table><tr><td>Model</td><td>①</td><td>②</td><td>③</td></tr><tr><td>CR3200WL</td><td>○</td><td>○</td><td>-</td></tr><tr><td>E988/M981/ME552</td><td>○</td><td>○</td><td>-</td></tr><tr><td>L222F/L242F</td><td>○</td><td>○</td><td>○</td></tr></table>	Model	①	②	③	CR3200WL	○	○	-	E988/M981/ME552	○	○	-	L222F/L242F	○	○	○
Model	①	②	③															
CR3200WL	○	○	-															
E988/M981/ME552	○	○	-															
L222F/L242F	○	○	○															

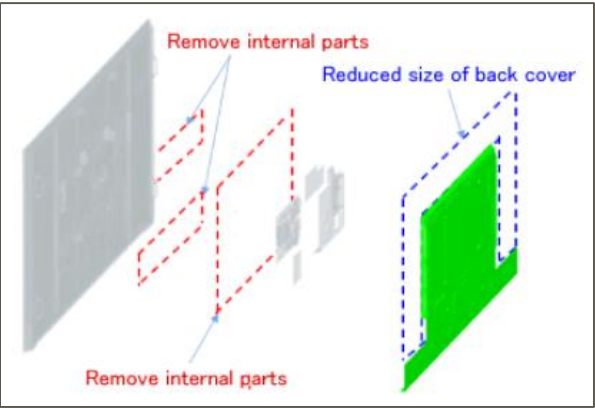
※) ○ : Achievement level of 100% , △ : Achievement level of 80% or more, ×: Achievement rate less than 80% (Non-conformance in ISO14001 (Achievement rate:×))

With the goal of reducing environmental impact, we provide green products and solutions that take into account the entire product life cycle, from product development and procurement of parts to production facilities and production methods, as well as recycling and disposal.

For Sharp brand products, we will promote product design based on the Sharp Group Environmental Standards, and for NEC brand products, we continue to design products that meet NEC product assessment standards.

Reduction in the Weight of the Display

A reduction in the weight of large-format displays compared to previous models contributes to a reduction in the environmental impact (CO₂ emissions) during transportation.



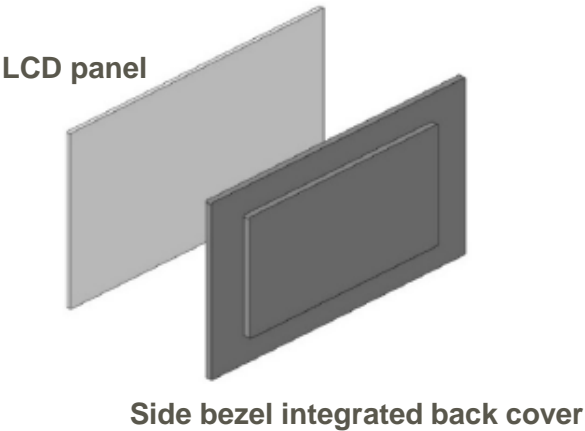
	Main Products	Weight	CO ₂ Reduction
Current	C751Q	52.6 kg	31%
Successor	E758	36.3 kg	
Current	C861Q	57.8 kg	20%
Successor	E868	46.0 kg	
Current	C981Q	90.0 kg	27%
Successor	E988	65.4 kg	



Environmentally friendly LCD panels

By reviewing the structure and integrating the side bezel and back cover, the number of screws has been significantly reduced compared to previous models. This achieves ease of assembly and disassembly in readiness for recycling and contributes to waste reduction.

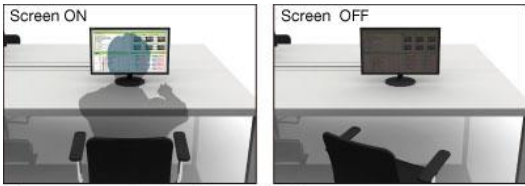
※Comparison of the number of screws
LCD-V654Q:181 → LCD-M651:100



Eco Technology Display

■ Human Sensor

The internal human sensor automatically switches the screen on and off by motion detection. The screen automatically powers down when no one is present, which can reduce wasteful energy consumption.



Human sensor automatically turns on/off the screen by sensing a human.

■ Ambient light sensor

The internal sensor detects ambient brightness levels and automatically adjusts the screen brightness accordingly helping to optimize energy usage.



■ Auto Eco Mode

When there is no input signal, the display will automatically switch to hibernation mode, contributing to energy savings.

■ Carbon Meter

The carbon savings meter calculates the amount of energy saved by using Eco mode settings and converts it to display the amount of CO₂ savings.



Carbon meter in Monitor OSD

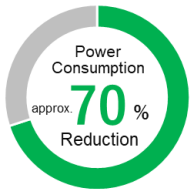
■ Products of the Green Purchasing Law

This applies to some products that meet standards for power consumption, specified chemical substances, etc.

Power saving Direct View LED Display

The 2023 model Direct View LED display reduces energy consumption by 70% compared to previous models by improving the energy efficiency of LED components. This contributes to a reduction in annual CO₂ emissions.

Reduction of power consumption	Current model LED-FE012i2-110	Power saving model LED-FE012i3-110
	2000W (Max. power consumption)	610W (Max. power consumption)



Current model
LED-FE012i2-110



Power saving model
LED-FE012i3-110

Eco Technology Projector

■ Eco Mode

The replacement interval of lamps is extended by reducing brightness slightly through setting modes, thus helping to minimize energy usage.



ECO MODE button on the remote control



ECO mode function included "LIGHT" button.

■ Standby Mode

Power consumption during standby can be reduced. This is useful in the case of ceiling installations where the mains power cannot be switched off.



Carbon meter in Projector OSD

■ Eco-mark certification

Meeting the standards certified by the Japan Environment Association confirming a low environmental impact and contributing to environmental conservation.

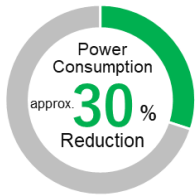
■ Products of the Green Purchasing Law

This applies to some products that meet standards for power consumption, light source, supply period of maintenance parts and specified chemical substances, etc.

Power saving Projector

Long-life laser as a light source reduces energy consumption and contributes to the reduction of CO₂ emissions. In addition, power consumption can be reduced by selecting the light mode and adjusting the brightness according to the standby mode.

Reduction of power consumption	Current model PA Series line	Successor model PA Series line
	739W (8000lm)	513W (8000lm)

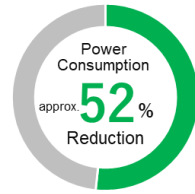


Current model PA Series line



Successor model PA Series line

Reduction of power consumption	NC1700L	NC1503L
	3,807W	1,837W



NC1700L



17CU01

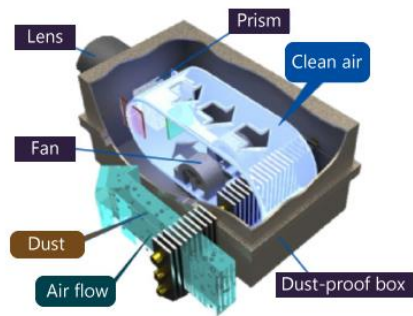


NC1503L

Filter-free design Projector

The filter-free design projector reduces maintenance labor and costs, and also contributes to the reduction of resin waste. A cooling fan is built into the sealed optical unit, reducing fan noise and making it more comfortable to use.

Contribute to maintenance costs and waste



Filterless and dust-proof design

- Reduced maintenance
- Reduction of operating
- Reduction of filter waste
- Noise reduction

Promotion of Recycling

We have set a voluntary target to reduce final waste and to continue reduction efforts. Our large-format displays are more than 97% recyclable. Used products collected as waste items are disassembled and recycled to ensure effective use of resources.

Effective use of Scrap Plastic

Instead of discarding the "plastic scraps" generated during product molding, we reuse them as raw material for our products. Depending on the product model, approximately 10 percent of the product's raw materials are made from recycled plastic scraps.

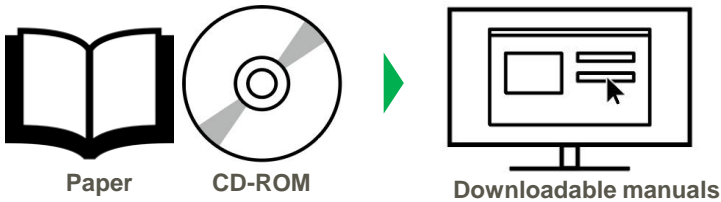
Eco Packaging

Packaging and cushioning uses only recycled carton material which is 100% recyclable. We contribute to waste reduction by promoting weight reduction. Additionally, by using compressed materials, we are able to reduce the environmental impact during transportation.

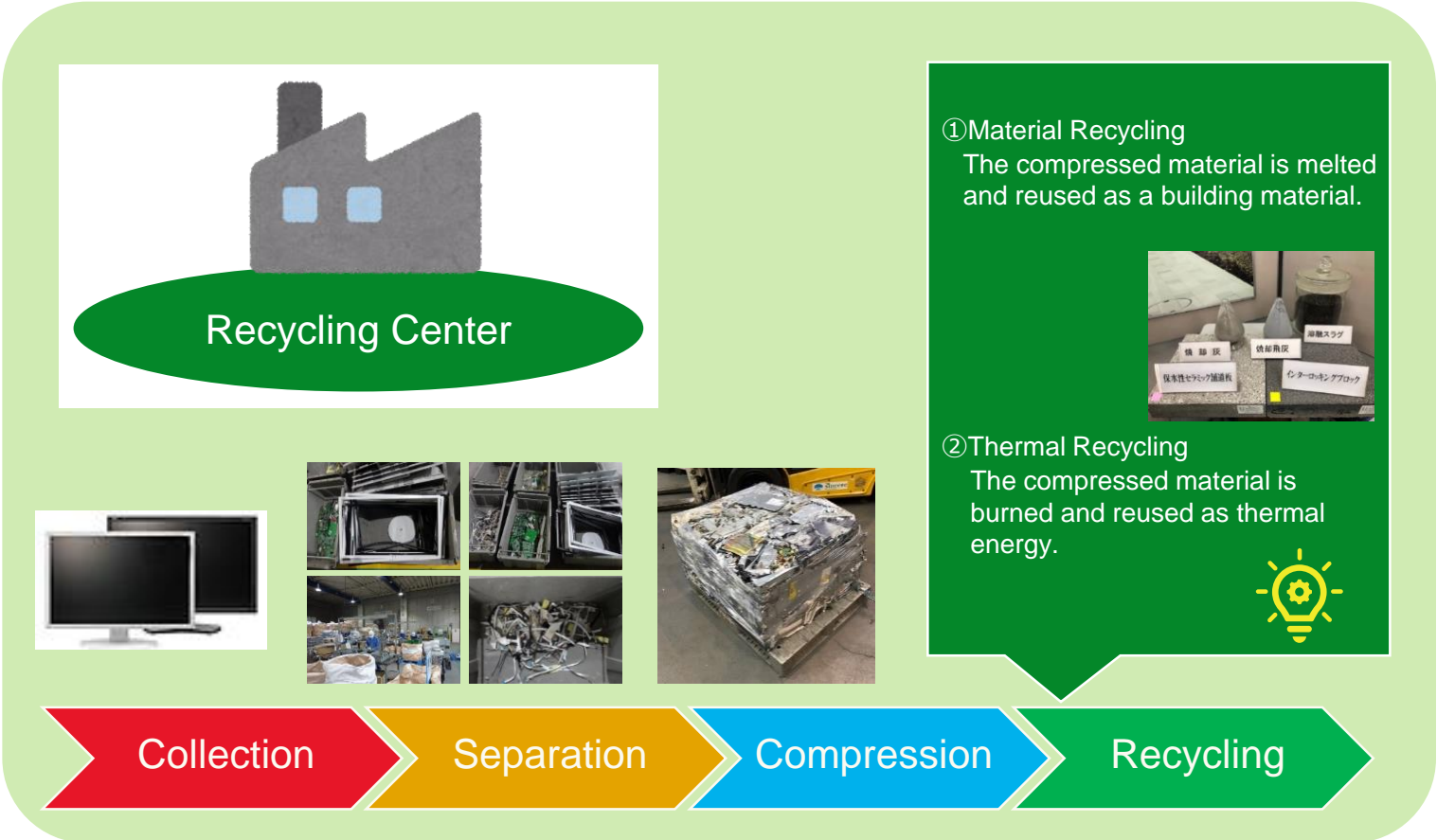


The Reduction of Printed User Manuals

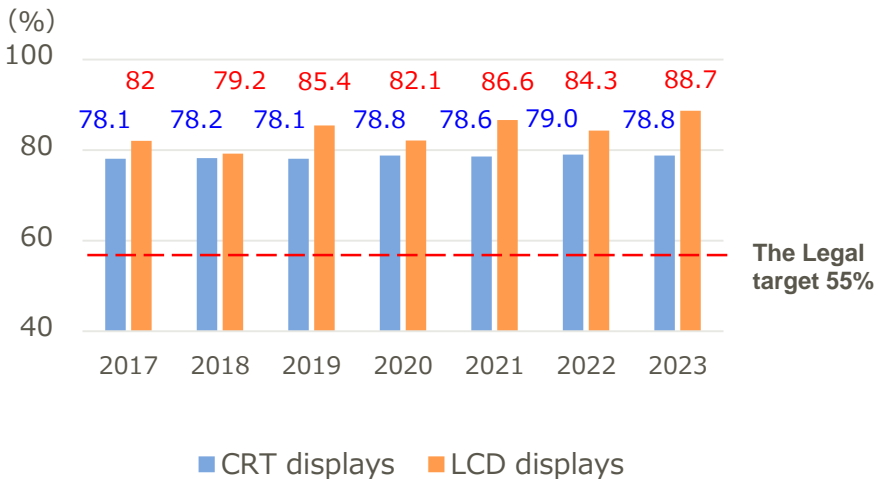
We are promoting paperless and plastic-free initiatives by not including a printed user manual or CD-ROM in the carton. This information is instead available to download online free of charge. The web coverage rate for LCD will be 100% as of September 2023.



In Japan, we have established a recycling system for our used products and are promoting recycling based on the Act on Promotion of Effective Utilization of Resources. Products collected as discarded items are disassembled and recycled by material to make effective use of resources.



Trends in the resource reuse rate of our products



CRT and LCD displays, The legal target for resource reuse rate is 55% or more.

Promotion of Green Procurement

In order to aim for a sustainable society and provide environmentally friendly products, we are working on "green procurement," to prioritize the procurement and purchase of materials, parts, products, etc. with low environmental impact.

We conform to the Green Procurement Standards of Sharp Group and NEC Group. Please check our website for details.

<https://www.sharp-nec-displays.com/global/environment/supply/guideline.html>

Declaration on Environmental Management

When entering into a business contract with a new supplier, we require them to implement our green procurement policy and to sign a declaration regarding their environmental management.

To: _____

Declaration of Environmental Management

I, on behalf of the company below, hereby declare the following three clauses and agree on Sharp NEC Display Solutions, Ltd. Green Procurement Guideline.

1. We understand the importance of environmental management, so that we establish the environmental management system and promote environmental activities.
(Optional)
If your company is certified ISO14001, please fill in the following boxes.

Standard	Certification Agency	Certification Number
ISO14001		

2. We observe the domestic laws and regulations regarding to the environment, the occupational health and safety, and the hazardous chemicals.

3. In the case that Sharp NEC Display Solutions, Ltd. provides the product specification which banned chemical substances are specified in documents, we will take appropriate control so as to observe the specification, and guarantee not to contain such banned substances in the product.
(This clause is only applicable for tangible products.)
(Appropriate Controls)

- In procurement process, we notify such banned substances to suppliers.
- In production process, we verify the process not to contain such banned substances.
- If we find the product contains such banned substances, we promptly notify it to Sharp NEC Display Solutions, Ltd.

(Date) _____

(Company Name) _____

(Responsible Person and Signature) _____

_____ 御中

環境と安全衛生管理に関する宣言書

弊社は、シャープNECディスプレイソリューションズ株式会社(以下S NDS)に対して、物品やソフトウェアならびにサービス等を販売・提供するにあたり、S NDSが取引先宛に展開する「グリーン調達ガイドライン」、および「製品含有化学物質の調達制限に関する基準」、「C S R調達ガイドライン」を理解し、下記の通り宣言いたします。

1. 弊社は、環境管理体制を整備し、環境保全ならびに地球温暖化防止に努めます。
(任意記入欄)
ISO14001 認証(あるいは環境マネジメントシステムに関して ISO14001 に準ずる第三者認証)を受けている場合、下記に記入ください。(認証機関・認証種別・認証番号を記入)

認証機関	認証種別	認証番号

2. 弊社は、環境および化学物質に関する法規制を順守します。また、工事や生産活動において、労働者の健康および安全衛生を適切に確保することの重要性を認識しており、安全衛生管理体制を整備し、関連する法規制を順守するとともに、安全を最優先し事故が生じないよう徹底します。
(任意記入欄)
OHSAS18001 認証(あるいは安全衛生マネジメントシステムに関して OHSAS18001 に準ずる第三者認証)を受けている場合、下記に記入ください。(認証機関・認証種別・認証番号を記入)

認証機関	認証種別	認証番号

3. 弊社は、廃棄物の処理において、対象となる法規制を順守し、環境汚染や有害性を考慮して、適切な処理を行います。

4. 弊社は、S NDS から購入品目面・購入仕様書等で含有してはならない化学物質が指定されている場合には、当該製品に含まれる化学物質を適切に管理するとともに、S NDS へ供給する製品や包装材には S NDS が指定する「含有禁止物質」ならびに「条件付き含有禁止物質」が含有しないことを適切な管理のもとに順守します。また、S NDS から製品含有化学物質情報の提出を求められた場合には、指定された手段で提出します。

【適切な管理】

- 最新版の「グリーン調達ガイドライン」、および「製品含有化学物質の調達制限に関する基準」、サプライズチェックで既ガイドライン」を順守します。
- 資料調達では、当該含有禁止物質を調達先に周知徹底します。
- 生産工程では、製品中に当該含有禁止物質が含有しないように確認します。
- 製品中に、当該含有禁止物質が含まれていると判明した場合は、すみやかに連絡します。

(日付) _____

(社名) _____

(役職) _____

(宣言書の署名) _____

(署名は捺印でも可)

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Energy Label and Compliance to Environmental Directives

As a global company, we have set forth in our environmental action guideline that we will respond to environmental demands and requests. We consider compliance with environmental laws and regulations to be an important part of our business development, and we promptly respond to global environmental regulations and directives in all of our product development.

■ Laws and regulations on the use of chemical substances in various countries in the world.

Environment ・ Energy Conservation			
EU	USA	China	Japan
EU ErP TCO	ENERGY STAR	China Environmental Label China ECO Label China Energy Label	ENERGY STAR Green purchase regulation ECO Mark PC Green Label



Regulations on chemical substances			
EU	USA	China	Japan
POPs REACH EU RoHS Battery Regulations Waste Packaging Directives	TSCA Green Chemistry Programs PFAS Regulations Organic Halogen Flame Retardant Regulations	New pollutant management action plan Chinese POPs Chinese RoHS	Chemical Substances Control Law J-MOSS Green mark









Recycle			
EU	USA	China	Japan
EU WEEE Der Grüne Punkt Triman Decree	Green Dot	Packaging recycling marking GB/T 18455-2022	PC-Recycling Law The Containers and Packaging Recycling Law

Showing Eco Information of Products

Through the use of environmental labels, we display our environmental performance and information so that customers can use our products with peace of mind.

■ Environmental labels in various countries in the world.

Display	
TCO	Energy Star
	

Display ・ Projector ・ Direct View LED			
Packaging recycling marking (Japan)	Packaging recycling marking	EU WEEE	Der Grüne Punkt
			
Packaging recycling marking (EAEU)	Triman Decree *1	China Energy Label *2	Packaging recycling marking (China)
			

*1 Direct View LED : Not covered the standard
*2 Direct View LED : Not supported

In our business site activities, we set annual environmental management targets and work on items that are evaluated to have a high impact on the environment.

In fiscal 2023, we have significantly achieved our CO₂ emissions and industrial waste reduction targets, contributing to reducing the environmental impact.

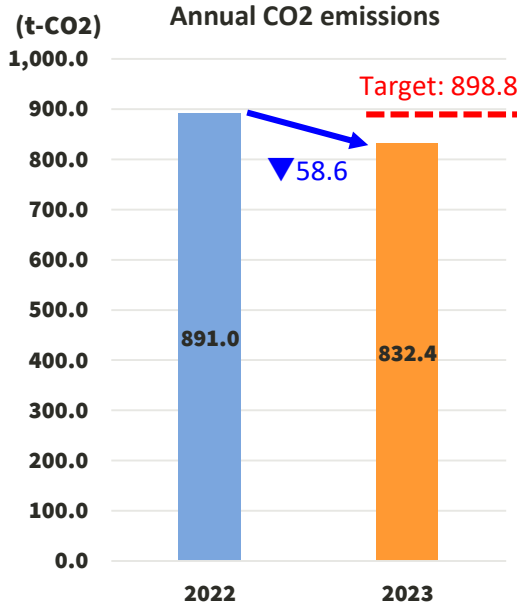
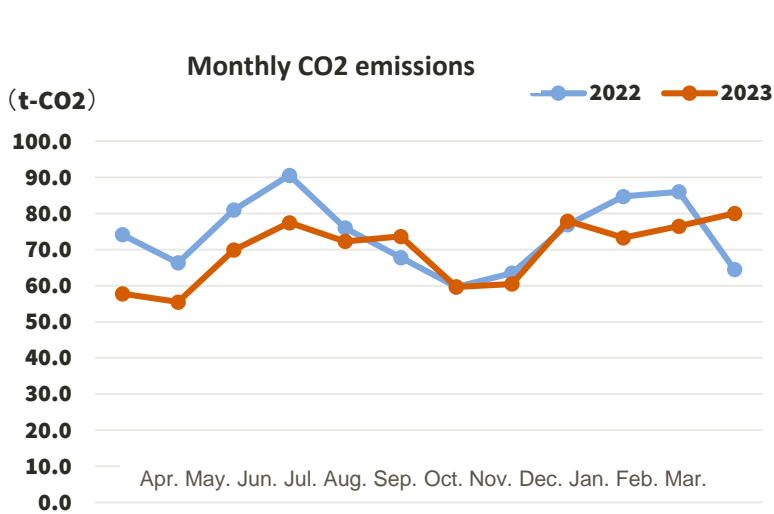
Our goals for fiscal 2024 are to continue reducing our environmental impact and to strengthen our environmental management by implementing various measures.

Index	Activities	Fiscal 2023 Targets and Results	Fiscal 2024 Targets
Promotion of climate change measures	Reduction of CO ₂ emissions	Reduce CO ₂ emissions by 4.2% compared to fiscal 2021 results Targets : 898.8t-CO ₂ ⇒ Results : ○ 832.4t-CO ₂	Reduce CO ₂ emissions by 4.2% compared to the average performance over the past three years Targets : 847.3t-CO ₂
Resource recycling, Promotion of Resource Conservation	Reduction of waste emissions	Achieve an annual industrial waste value rate of 24.2% or more ※In order to achieve a valuable rate of 30% by fiscal 2026, Incrementally increase the valuation rate in each year ⇒ Results : ○ 38.8%	Achieve an average valuation rate of 30.0% over the last five years ※Average valuation rate in fiscal2020~2023 :31.9%
	PCB waste disposal	Prevention of environmental pollution and health hazards Proper disposal of high-concentration PCB waste	None (all PCB waste disposal will be completed in FY2023)
Initiatives to Promote Environmental Management	Top management leads Implementation of Environmental Management	Sending a message from top management Implementation and dissemination of management reviews Implementing environmental month etc. to raise environmental awareness (Topics and Events) Implementation of Environmental education Update/review environmental standards ⇒ Results : △ Implementation of all activities (Participation in environmental education: Not achieved 100%)	Sending a message from top management Implementation and dissemination of management reviews Implementation of Environment Month, environmental awareness (Topics and Events) Continuous updating/review of environmental standards Implementation of Environmental education Environmental Awareness Short Contents

※) ○ : Achievement level of 100% , △ : Achievement level of 80% or more , ×: Achievement rate less than 80% (Non-conformance in ISO14001 (Achievement rate:×))

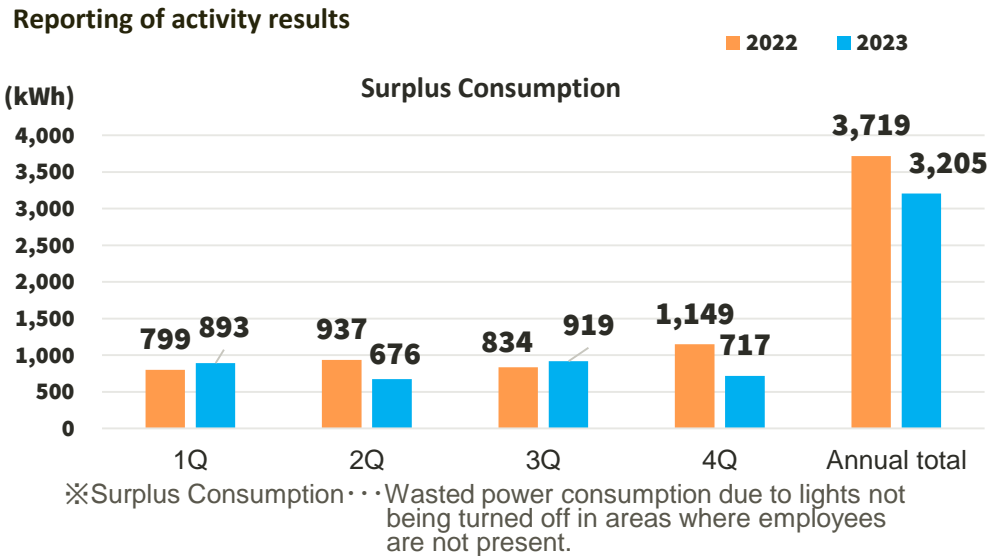
Energy Conservation Result
(Reduce CO₂ Emissions)

CO₂ emissions in fiscal 2023 were 832.4 t-CO₂ . This is about -6.6% compared to last year. First of all, electricity consumption has been reduced compared to the previous fiscal year. Power consumption was reduced by approximately 9.5% due to improvement of air conditioning efficiency by fully closing indoor blinds in the summer, as well as annual changes in product development progress. In addition, gas which is the main energy used for air conditioning in winter, decreased by about 13.3%.



~Activity example~
Turn off ceiling lights

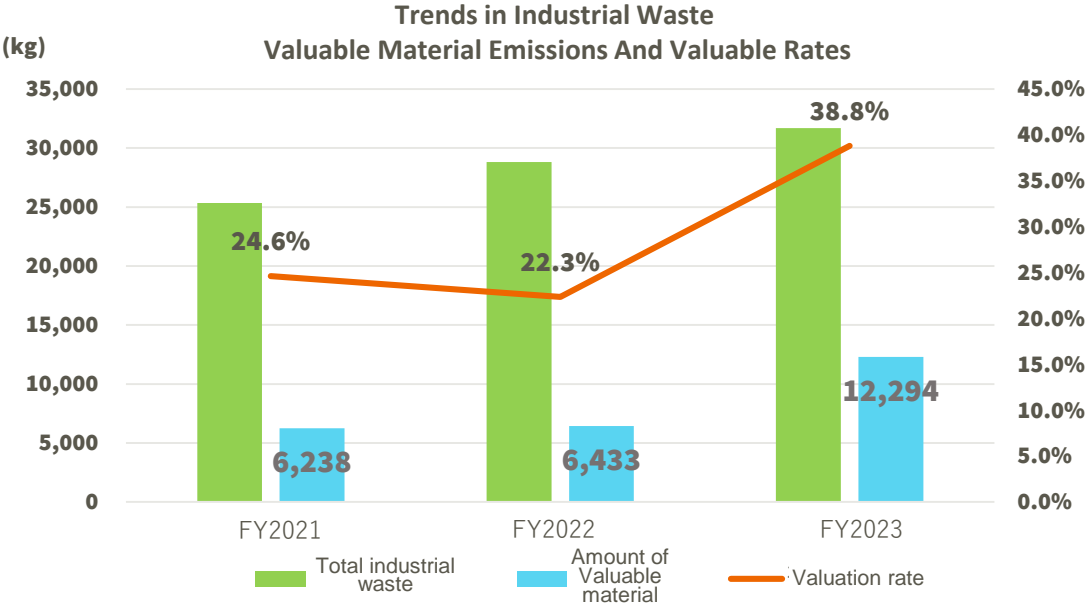
The activity is to turn off all ceiling lights on the office floor, except for the hallway, on a regular day of the week every month. This is intended to reduce forgetting to turn off the lights and raise awareness of the issues. In fiscal 2023, we increased the frequency of these activities to every Wednesday, Friday and pay day. In addition, we worked to improve our activities by disseminating an internal map that visualized floors where lights had been forgotten to be turned off throughout the entire workplace.



Industrial Waste Reduction Result

In fiscal 2023, we achieved a valuable ratio of 38.8% of total industrial waste, significantly exceeding our target.

The valuation rate is increased by disassembling and separating waste. Through close exchange of information with waste disposal companies, it became clear that more work space needed to be secured in order to make dismantling and separating more efficient, so we set up a temporary waste storage site. Additionally, by having the business division adjust the disposal time, we were able to secure a longer work time.



※ Special coefficients, such as organizational revisions, are excluded from the calculation.
※ The total amount of industrial waste emission is about 1.1 times that of the previous fiscal year, but the amount of valuable material is more than doubled.

～Activity example～

Improving the valuable rate of Industrial Waste

Our company has an area dedicated to waste disassembly in our Shonan Technical Center (Oi-machi, Kanagawa Prefecture). A resident disposal company disassembles and separates the industrial waste which is brought there, allowing valuable materials to be extracted leading to waste reduction.

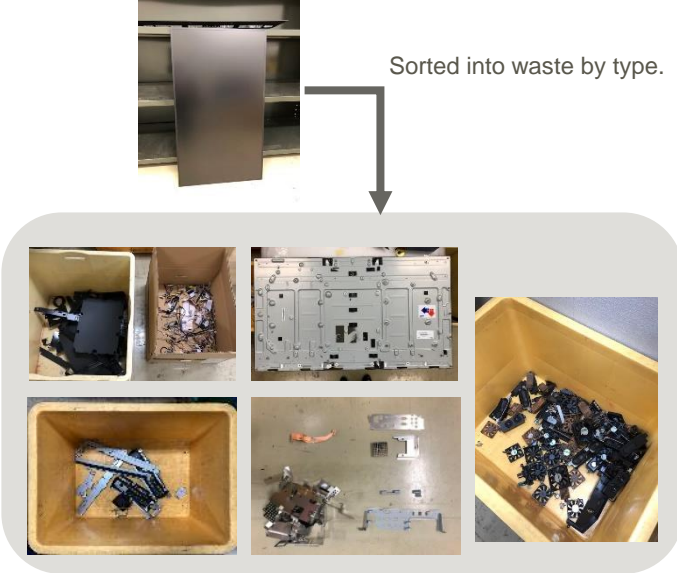
The waste brought into this area is mainly developed products that have been evaluated and tested and are no longer needed. Some companies collect circuit boards, metal parts, copper wires etc that are valuable materials.

<Dedicated disassembly area>



In this area, a resident disposal company disassemble and separate the developed products.

<An example of separation of development parts>



Social Initiatives



We wish to be the entity that customers and society trust, not only through compliance with all appropriate laws and regulations, but also by seeking to realize a sustainable society through initiatives that focus on ESG: Environment, Social and Governance.

We understand the importance of transparency and actively disclose the results and issues of these efforts to our stakeholders, and also use dialogue and communication to improve our own corporate activities.

We believe that sustainable management requires actively listening to customer feedback and understanding broader social issues, while pursuing innovation through the launch of new businesses and further development of existing business. To this end, we promote CSR (Corporate Social Responsibility) management based on the following basic policy.

Basic Policy of CSR Management

- Strengthen risk management and enforce compliance
- Contribute to solving social issues through business activities
- Promote communications with stakeholders

Strengthen risk management and enforce compliance

We implement thorough risk management within all of our Group companies and business partners, in order to continually respond to the expectations and demands of its stakeholders and to secure its place in society. To this end, we are committed to avoiding and/or mitigating any negative impact or risk of negative impact on its stakeholders, society and the environment, such as the potential occurrences of violations of human rights and environmental damage. In addition, we practice compliance with a constant awareness of the need to prioritize it.

Contribute to solving social issues through Business Activities

As a Social Value Innovator, we confirm the social issues that we should address in promoting our business and foster a culture of considering the impacts of our products and services on society. We make use of the SDGs when considering these social issues and impacts. We promote and deliver solutions for society according to these themes in order to contribute to the realization of an abundant society and bright future, while exploring fundamental issues faced by society and collaborating with various stakeholders to create new values. We are also contributing to the solution of social issues through its activities for contributing to society in collaboration with local communities and NPOs and NGOs.

Promote communications with Stakeholders

We identify the fundamental issues of customers and society and the values they seek by engaging in communication and dialogue with a wide range of stakeholders. We disclose the corporate initiatives taken to solve those issues, the results of these initiatives, and new challenges in CSR reports and other publications. Furthermore, by continuously implementing improvement measures through PDCA cycles that take into account the feedback from society, we will continue to build relationships of trust with its stakeholders and society, enhancing corporate value.

Promoting CSR across the Entire Supply Chain

In order to achieve sustainable growth together with our business partners, we are required to fulfill our corporate social responsibilities in various fields such as “fair trading and ethics” “environment” “human rights and labor” and “health and safety” throughout the supply-chain, as well as initiatives related to the quality, price, and delivery of parts and materials. Therefore, we have declared our “Basic Policy of CSR Management” and “Code of Conduct for CSR Management” for internal compliance activities, and monitoring of suppliers’ compliance to these guidelines.

Sharp NEC Display Solutions has established the following “Supply-Chain Management” standards of conduct in its CSR Code of Conduct.

Supply-Chain Management

We communicate our “Supply-Chain CSR Guidelines” to mainly suppliers. We monitor suppliers’ compliance to this Guideline.

We communicate our “Green Procurement Guidelines” “Supply-Chain CSR Guidelines” and “Responsibility of Minerals Policy” to our new supply-chain partners, and request agreement with these policies and to carry out the appropriate management to ensure compliance.

Audits and Education to ensure full compliance with the Subcontract Act

To comply with the Subcontract Act (Act Against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors) in Japan, we implement compliance checks and in-house education on an ongoing basis.

We thoroughly conduct appropriate compliance checks in accordance with internal guidelines, and hold internal training sessions to raise awareness among employees of the importance of complying with the Subcontract Act.

This fiscal year, from February to March 2024, the Sharp Group conducted e-learning on the Subcontract Act. In conjunction with the improvement of knowledge through education, we also continuously call attention to the “thorough prohibition of informal acts” before going on a long vacation.


Mineral Procurement Initiatives

There are concerns that the mineral resources used in IT products are mined in a way that causes serious health problems for workers or causes damage to the environment of the community. We clarified our policy of neither using nor procuring mineral products mined improperly in conflict areas and seek the understanding and cooperation of our supply chain partners.

Responsible Sourcing of Minerals

We have a policy governing conflict minerals issue which states that Sharp NEC Display Solutions Group will never use conflict minerals unjustly sourced in our products and will never purchase goods that contain conflict minerals unjustly sourced. Supply chain partners are requested to agree with this policy and to carry out the appropriate management to ensure compliance.

Responsible Minerals Policy



Responsible Minerals Policy at Sharp NEC Display Solutions

2020/11/1

There are concerns that mineral resources used in IT products are mined by means that cause severe health problems for workers or environmental damage in the communities.

Certain mineral resources, such as Tin, Tantalum, Tungsten, Gold and Cobalt, mined in Conflict-Affected and High-Risk Areas (CAHRAs) including the Democratic Republic of Congo (DRC) and adjoining countries, have been used to help finance of armed groups, and/or caused the violation of human rights including forced labor and child labor.

Therefore, the use of these mineral resources could promote the activities of such armed groups.

Considering the responsible sourcing of these minerals to be our social responsibility, Sharp NEC Display Solutions has the following Responsible Minerals Policy:

1) Sharp NEC Display Solutions shall not use Minerals unjustly sourced for products

2) Sharp NEC Display Solutions shall not purchase products containing minerals unjustly sourced

[Definition] unjustly sourced,
Which finance or benefit directly or indirectly armed groups in CAHRAs including DRC and adjoining countries, contribute to human rights abuses and environmental degradation

Sharp NEC Display Solutions takes the actions below according to our Responsible Minerals Policy.

(1) Sharp NEC Display Solutions requests our suppliers to come into line with the following items:

a) Agree with the responsible minerals policy of Sharp NEC Display Solutions

b) Establish a responsible minerals policy

c) Establish a system/mechanism to ensure the responsible sourcing of minerals for products sold for 3TG+C (Tin, Tantalum, Tungsten, Gold + Cobalt)

d) Confirm are responsibly sourced in products sold

e) Cooperate and respond to inquiries or questionnaires on responsible sourcing of minerals from Sharp NEC Display Solutions

Sharp NEC Display Solutions may request a responsibly sourced minerals declaration of purchased goods, a Responsible Minerals Report, and/or a site audit from companies within the supply-chain in order to verify purchased goods are responsible sourced.

1

(2) Sharp NEC Display Solutions also identify smelters on the supply chain, and assess the status of supplier initiatives related to conflict minerals, annually by using the Conflict Minerals Reporting Template (CMRT) provided by the Responsible Minerals Initiative (RMI).

From 2019, as for display products with many shipments, Sharp NEC Display Solutions expands the scope of the survey to include Cobalt, by using the Cobalt Reporting Template (CRT) provided by RMI.

(3) When the responses from our suppliers include smelters that are NOT conformant with the Responsible Minerals Assurance Process (RMAP) standards, we demand that the concerned supplier conducts a further detailed survey and/or an RMAP audit or consider procurement from other conformant smelters.

(4) As for the list of smelters surveyed, Sharp NEC Display Solutions discloses CMRT and CRT to the customers who will deliver Sharp NEC Display Solutions' products when requesting.

[Definition]
Responsibly sourced minerals is defined to mean products, parts, or components that do not contain minerals that directly or indirectly finance or benefit armed groups in CAHRAs including DRC and adjoining countries. That suppliers neither directly nor indirectly finance armed groups in conflict-affected regions, contribute to human rights abuses that include forced labor, child labor and environmental degradation in which specific mining operations may present risk.

Sharp NEC Display Solutions, Ltd.
Mita Kokusai Building, 4-28, Mita 1-chome, Minato-ku, Tokyo 108-0073 Japan

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Ensuring Quality and Safety

Sharp NEC Display Solutions believes that product quality and safety are one of the most important management themes and social responsibilities, and is working to provide better products and services that take into account safety, quality, and reliability in accordance with the Quality Policy. In order to provide high-quality images and peace of mind, our products are repeatedly subjected to various quality tests from the planning and design stages to shipment. In addition, we have established a variety of support and feedback systems, which allows us to provide world-class products.

Quality Policy

Top priority is quality and safety, and through the provision of visual solutions, we will satisfy and impress our customers !

Strategy

- 1.Creating visual solutions that put quality, safety, and customer satisfaction first.
- 2.Provision of Better Products and Better Services.
- 3.Development of new technologies and creation of new fields.
- 4.Contribute to society by maximizing profits and corporate value.
- 5.Compliance with laws and regulations related to quality and safety.
- 6.We will become the world's No.1 in terms of market share in visual solutions.



Quality ISO Certification Activities

We strive to improve the quality and safety of our products. We have been audited by the Japan Quality Assurance Organization (JQA), and in 1997 we received ISO9001 certification, an international standard for quality management systems.

Through the achievement of ISO9001 certification, we build and operate a quality assurance system based on this standard, and strive to provide product quality and services that further satisfy our customers.

ISO9001 Management System Certificate



Key Process in QMS

Product Planning Process

Marketing, Product Planning, Commerce Processes related to product orders and contracts.

Development and Design Process

The process from product usage planning to the start of mass production.

Manufacturing and Shipping

After- sales Service Process

After-sales service, and the process of supporting and managing it.

In order to provide world-class products, we have established a Quality Management System Innovation Department specializing in design and evaluation, separate from the Quality Assurance Department, which is responsible for regular quality management. We work on quality control from the product planning stage, check functions and performance, and evaluate reliability.

We constantly consider evaluation criteria and test methods for materials from the planning and design stages. For components that affect long-term reliability, we set strict standards, conduct thorough and repeated reviews, and continue to improve and inspect until the standards are reached.

In overseas production, we continuously support quality improvement activities from our overseas quality control bases. By standardizing problem-solving activities, we are enhancing the quality management system and striving to prevent problems from recurring. Furthermore, we share information with suppliers to work on improving materials, conduct system tests before shipping, and adjust the image quality of digital cinema for each unit to achieve a higher quality product.

Products that have started shipment, continue to be tested even after mass production has begun, checking the quality status of the product in the market. In the unlikely event that a defect is discovered, we will quickly identify the problem and take measures to improve it. We also have a system in place allowing the product to continue to be used with peace of mind though.

Material Selection

In order to use a product stably for a long time, each component part must be of high quality. For this reason, we use only materials from reliable suppliers that have cleared our standards. We pay close attention to even the smallest parts when selecting them.

High-Quality Electrolytic Capacitors

To ensure the reliability of the power supply circuit, we have set the temperature resistance standard to be approximately 20°C higher than that of ordinary consumer products. By using electrolytic capacitors that have passed the standards, stable image reproduction is achieved even in high-temperature environments.



Repair center establishment at the Development Base

We have set up a repair center within the Shonan Technical Center (Oi-machi, Kanagawa Prefecture), where we conduct product research and development. Any information brought in is immediately shared with the Development Division and Quality Assurance Division and used to create high-quality products.



Enhancing Customer Satisfaction

In order to meet the needs of our customers, we provide a wide range of support services, from operation and installation support to maintenance, repair, and recycling systems.

Installation Support

We provide a wide range of operation and implementation support services to meet the various needs of our customers.

Customization Service	Assembly Service	Color Calibration Service	Medical Display Network Quality Control Service
Display Projector	Display	Display	Display

Maintenance Services

We provide free maintenance service and paid maintenance service to ensure that the equipment is in good condition after installation. There are also display products that are eligible for free on-site pick-up repair service.

Repair Services

We have a contact point for inquiries about repairs on our web site.

Recycling Systems

In order to protect the global environment and make effective use of resources, we collect and recycle used display and projector devices for our business, and recycle displays for home use.

Experience, Proposal, and Inspirational show-room

We have a wide lineup of projector and display devices, as well as a showroom where you can experience a number of digital signage solutions.

Our consultancy approach means we can recommend the best fit technology for the customer's unique usage scenario and offer a hands-on experience of our proposed solutions.

For customers who find it difficult to visit the showroom, we also offer online LIVE demonstrations.



Sharp NEC Display Solutions respects basic human rights and has established the following code of conduct for “Human Rights and Labor” for CSR Management.

Human Rights and Labor

- Prohibit forced labor and any enabler of coercive labor
We employ all employees on a voluntary basis, and don't commit forced labor.
- Prohibit inhumane treatment and infringements of human rights
We respect human rights of employees and prohibit harsh and inhumane treatment such as maltreatments and/or various harassments.
- Prohibit child labor
We don't employ children who are under the lowest labor age and don't assign such jobs that impair children's development.
- Prohibit discrimination
We prohibit discrimination during the process of job offering and hiring, and endeavor the equal opportunity and fairness of treatment.
- Pay appropriate wages
We pay legal minimum wage or more, and don't practice unfair wage deduction as means of a disciplinary action.
- Regulate working hours
We regulate employee's working hours/holidays/vacations not to exceed the legal ceiling.
- Respect the rights to freedom of association
We respect the rights to freedom of association of employees, as means of employer-employee consultation, in order to settle working conditions and/or wage issues, etc.
- Consider minorities
We not only prohibit the discrimination on minorities but also consider protection of their human rights.
- Protect foreign employees
We consider special care for foreign employees and foreign trainees who are in a weak position, in the view of human rights.

Prohibit child labor and Discrimination

We do not employ children who are under the lowest labor age. At the recruitment stage, we verify the age of candidates. In addition, recruitment information and the recruitment process will be made available to the public, to ensure equal employment opportunities without discrimination. We provide guidance to interviewers during recruitment interviews, such as not asking questions to find out matters for which the individual is not responsible or matters that should be left to the individual's discretion.

Pay Appropriate Wages

By disclosing the gender pay gap, we understand the challenges of the uncorrected gender pay gap and work to improve it. There are no disparities in the wage system based on gender attributes or other factors.

Regulate Working Hours

We have introduced a flextime system without core time and leave system that can be used in hourly units. In fiscal 2023, the average overtime hours worked by employees (union members) per month was 8 hours and 6 minutes.

Respect for the Human Rights of Business Partners

To promote social responsibility, we communicate our CSR procurement policy not only to our own company but also to our business partners, and promote CSR initiatives throughout the supply chain.

Additionally, we have set up an inquiry contact on our website for business partners to gather opinions from external stakeholders.

Good Labor-Management Relationship That Prioritizes Dialogue and Respect for Employee Rights

We respect our employees’ right to organize and the right of collective bargaining based on the laws of Japan, and we work to strengthen a trusting relationship with labor unions. At Sharp NEC Display Solutions, the union has the right to organize, bargain collectively, and the right to take collective action.

In addition to setting up regular opportunities for labor management meetings, labor and management regularly exchange opinions on issues related to the business situation and the workplace environment. When there are issues that will have an impact on the working conditions of union members, both sides meet for discussion before action is taken.

Human Rights Education Initiatives

To raise awareness, we provided education on "human rights" to all employees as part of their ESG studies, aiming to improve their awareness of respecting basic human rights.

Fiscal2023	
Course period	August-September 2023
Target audience	Employees (excluding temporary staff, those on maternity leave, childcare leave, or other long-term absences)
Theme	Chapter 1: What is ESG? Chapter 2: Environmental Initiatives Chapter 3: Business and Human Rights Chapter 4: Social Contribution Activities

Harassment Prevention Measures

In order to help prevent harassment and to deal with it should it occur, we have in-house education for all employees. This fiscal year, the Sharp Group e-learning training “Toward Preventing Harassment” was held in December 2023 to promote awareness of the prevention of various types of harassment. In addition, we have posted educational content on harassment prevention on our internal portal site.



Training materials on harassment prevention

As a company that operates globally, we respect basic human rights, accept differences in gender and nationality, and diverse values, and promote initiatives that enable each individual to respect each other's individuality to create new value and contribute to society.

We believe in diversity management as a strategy for making the most of diverse human resources and as a management strategy itself. We foster a vibrant corporate culture from various angles, from recruitment to human resource utilization.

Recruitment and Utilization of Human Resources

To attract employees who can help expand new business and to foster a corporate culture that is youthful and highly motivated, we are strengthening our mid-career hiring in addition to hiring new graduates. In fiscal 2023, the ratio of mid-career hiring was 27%, and the percentage of female employees among all new hires was 47%. As a global business, we are working to utilize human resources that meet the needs of the field, and we are promoting the expansion of recruitment of international students and foreign nationals in Japan.

Active participation in Global Human Resources

We have customers in more than 120 countries and regions around the world, and it is essential to maintain and develop relationships of trust with our overseas sales bases and distributors. Our global human resources help in the sharing of information with local communities and support local sales promotion activities through smooth business communication with overseas business partners across borders.

Promoting Activities of Female Employees

Based on the Act on Promotion of Women's Participation and Advancement in the Workplace, which came into effect in April 2016 in Japan, we have formulated an action plan up to fiscal 2027 and are actively working to promote the active participation of female employees.

As we fairly evaluate performance regardless of gender attributes, the proportion of female employees at the section manager level will increase from 10.1% in fiscal 2022 to 12.8% in fiscal 2023. In addition, we are aiming to hire more than 30% female employees and we are actively promoting the recruitment of women who will play an active role in the next generation.

(<https://positive-ryouritsu.mhlw.go.jp/positivedb/detail?id=3949>)

Information Disclosure Based on the Act on the Promotion of Women's Active Engagement in workplace in fiscal2023	
Percentage of female employees across the organization	18%
Difference in average length of service between men and women	men : 24.4year women : 20.2year
Percentage of female workers at the section manager level	12.8%
Gender pay gap ※Basic salary only	All employee : 74.1% Staff : 74.1% Part-time : 0%

By improving our personnel systems, we are working to create a work environment where diverse human resources can thrive.

Reemploy System

We have a 'reemploy' system for employees who have reached the mandatory retirement age, enabling employees to give back to society through the skills and knowledge they have accumulated over many years.

Job Type Change System

We have established a job type change system to enable each employee to work in a way that suits their career and life plans. We also have introduced an internal job transfer system to ensure flexibility in transfers and enable employees to work in the job type and place of their choice. In fiscal 2023, the number of employees who changed their employment status from general to managerial positions was 0 men and 5 women.

Second Career Support System

For employees who plan and implement their own second careers, the company has established a system to support each employee's proactive efforts in life planning.

Improving the work environment for people with disabilities

We have created a safe work environment where members with disabilities can make use of their individual skills and play an active role.

Welfare Systems

In Japan, we have introduced a variety of employee benefits and welfare systems, which contribute to a stable and secure working environment for employees.

Wealth Systems	Property accumulation savings, defined benefit corporate pension
Company Housing System	Rented company housing system for new employees for transferees, Rent subsidy system
Facilities	Cafeteria, health care center, grounds, tennis courts (depending on the office)
Other employee benefits and welfare systems	Corporate pension funds, Retirement plans, Congratulatory or condolence payments, Group health insurance plan, medical examination subsidy (e.g., for comprehensive medical screenings), Refreshment leave

Promoting Work-life Management

We provide a comfortable working environment that enriches both work and family life while responding to various life events. In fiscal 2023, employees taking childcare leave will be 0%. There were 0 female employees who gave birth, and 1 male employee whose spouse gave birth.

Childcare	Childcare leave system, Childcare short-time work system, Spouse maternity leave, Child care vacation, childcare leave at birth, multipurpose vacation system, teleworking system, flextime system
Nursing care	Nursing care leave system, Nursing care short-time work system, Nursing care vacation, multipurpose vacation system, teleworking system, flextime system

We consider every employee to be an indispensable "human resource" for the company, and we have created an environment where we can develop human resource, maximize their capabilities, and grow together with the company.

Human Resource Development

We conduct "business manor" and "new employee training" for young employees to deepen their understanding of internal operations.

In order to develop the next generation of leaders who will carry the company into the future, we conduct "training for mid-career employees" and "training for managers" to acquire the knowledge, skills, and mindset necessary for each milestone.

In addition, we regularly conduct education based on Sharp's management philosophy, and code of conduct throughout the Group to disseminate information detailing matters that employees must comply with.

Learning for Self-Development

We provide opportunities for anyone wishing to learn for self-development, such as various correspondence courses and online language training. We have also introduced TOEIC test and public qualification acquisition subsidies.

Skill Development Training

We conduct skill development training to enhance the specialized knowledge and skills required for work. The Quality Assurance Division conducted training on ISO9001. The Intellectual Property Department also held a training session on the theme of "Intellectual property considerations in co-creation with other companies."

Employee Evaluations and Compensation

We use a bonus/pay rise system that is tied to company performance and employee evaluation in order to reward those employees who have produced good results. Goal-setting interviews are held every half year to share the progress of the goals, the degree of contribution, and the results.

Providing work experience opportunities for young people

We are working to provide internships and other work experience opportunities for young people.

We contribute to supporting students' career development through industry and company information sessions, as well as work experience such as discovering issues and proposing solutions in the course of their work.

Employee Opinion Survey

We conducted an opinion survey to understand the degree of empathy for the company. We analyze responses from employees and use them to improve the work environment. In addition, we ensured anonymity during the opinion survey and informed participants that it had no relation to personnel evaluations.

Sharp NEC Display Solutions has established the following code of conduct for “Occupational Health and Safety” for CSR Management.

Occupational Health and Safety

- Apply safety measures for equipment and instruments
We apply appropriate safety measures for equipment and instruments used in our company.
- Promote safe activities in the workplace
We evaluate their own safety risks and ensure safety in the workplace with appropriate design, technique, and control method.
- Promote hygiene in the workplace
We assess the situation of employees’ coming in contact with harmful biological or chemical substances as well as noise and foul smell in the workplace and take proper countermeasures.
- Apply appropriate measures for occupational injuries and illnesses
We grasp the situation of occupational injuries and illnesses in the workplace, and provide appropriate measures.
- Properly manage disasters and accidents
We prepare the emergency response measures for possible disasters and accidents in order to protect human lives, and inform all-out to people in the workplace.
- Be careful about physically demanding work
We define the physically demanding works, and control appropriately to prevent injury and illness.
- Promote safety and hygiene in all company facilities
We keep safety and hygiene appropriately in all company facilities provided for employee’s living (ex. Dormitory, canteen, restroom.)
- Promote health maintenance programs for employees
We provide appropriate health maintenance programs for all employees.

Organization Promoting Health and Safety

In Japan, we work to maintain the safety and improve the health of all employees, as well as further the creation of pleasant working conditions.

At Shonan Technical Center (Oi-machi, Kanagawa Prefecture), “The Safety and Health Committee ” meets monthly together with the company’s elected committee, union elected members, and industrial physicians to action activities that maintain and promote health and safety. Furthermore, safety and health patrols are held every six months to improve the quality of operations.

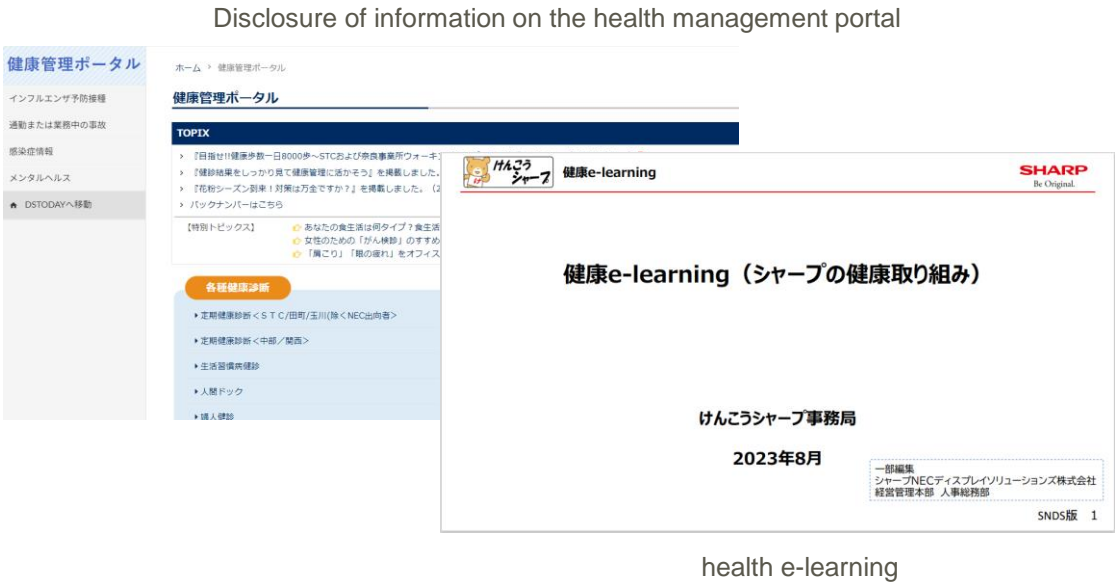
In laboratory management, we have established guidelines for cleanup protocols and strive to maintain an accident-free, safe and comfortable work environment for all employees.

Fiscal 2023 Health and Safety Targets and Results

Fiscal2022 Health and Safety Target		Targets	Results
Prevention of Accidents and Disasters	Zero industrial accidents	0／year	0
	Zero work-related accidents	0／year	0
	Zero accidents on the way to work	0／year	2
Creating a Comfortable Workplace	Occupational Health and Safety	Twice a year	June December
Health Management System	Health checkups and special health checkups	100%	100%
	Legally designated stress check	90% or more	87.4%
	Support for long working hours	Planned Support	Gradually supported

Making Employees Healthier

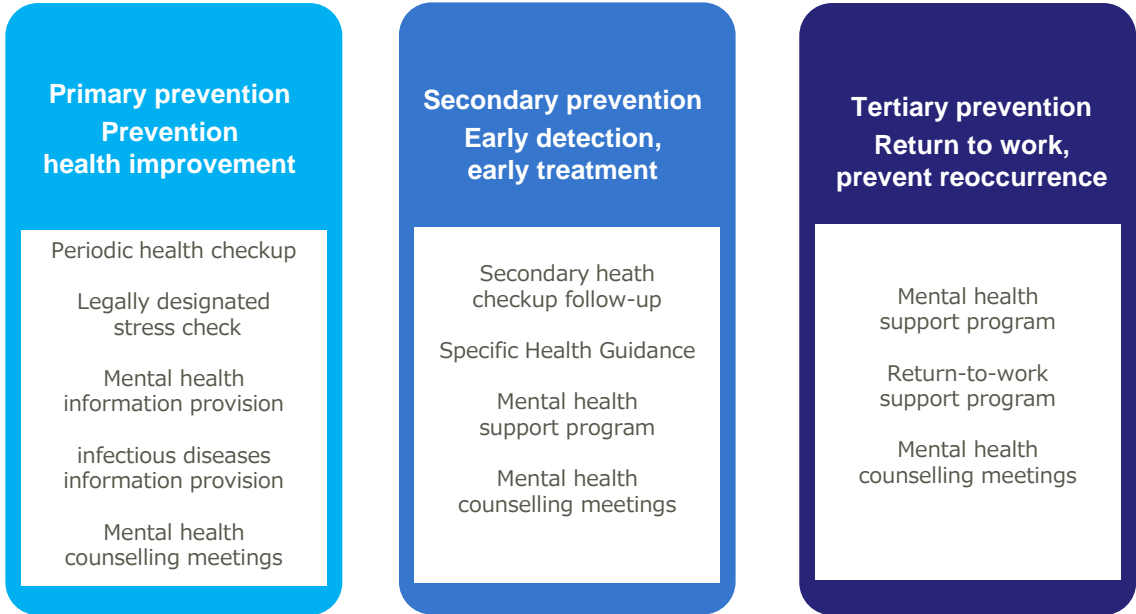
We have established an appropriate health management system for all employees and strive for better employee health in numerous ways. For example, based on the results of periodic health checkups, employees are offered workplace mental health counselling and are provided with health guidance to prevent lifestyle diseases, lose weight, and stop smoking. In addition, we offer various health promotion measures, such as health e-learning, on-line portal and company-wide team walking event. A health management office has been set up in the workplace that allows resident nurses to provide health consultations.



Enhancing Mental Health Care

We use an employee stress check system, which is required under Japanese law, to help employees understand their level of exposure to stress. The system is expected to lead to the prevention, early detection, and early treatment of mental health issues. Stress check results are analyzed for each organization so that we can improve the workplace environment. We offer comprehensive mental health services to employees, including counselling, Mental health support programs and Return-to-work support programs.

Initiatives to Improve Employees' Mental Health



Oi-machi SDGs Partner Activities

Through our sustainability activities at the Shonan Technical Center (Oi-machi, Kanagawa Prefecture), our development base, we have been certified as an "Oi-machi SDGs Partner" to work together with the town.

When the 12th Oi-machi Environmental Exhibition was held in November 2023, we participated in the "Oi-machi Clean Campaign 2023," picking up litter in the town in conjunction with the Oi-machi Environmental Exhibition. At the Exhibition, there were displays of environmental initiatives and hands-on environmental classes, where participants enjoyed learning about the SDGs. We will work together with the local community on sustainability activities.



Donation Activities for disaster area

The Noto 2024 Peninsula Earthquake, which occurred in January 2024, caused enormous damage due to the collapse of houses, fires, and tsunamis.

Our company and the Sharp NEC Display Solutions Labor Union, conducted a donation campaign to support those affected by the disaster. In addition, with the cooperation of the Oi-machi Social Welfare Council, we held an exhibition of Hokuriku regional products within the company, and donated all sales proceeds to the disaster-stricken areas.

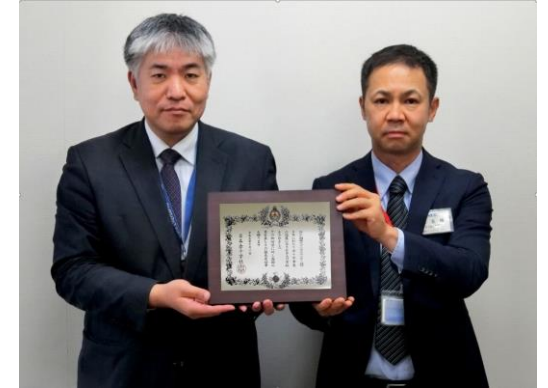


Blood Donation Activities

At the Shonan Technical Center (Oi-machi, Kanagawa Prefecture), since 1994, we have set up a blood donation site. In fiscal 2022, a total of 36 people participated in blood donation activities in June and December.

We have been awarded the Silver Medal of Merit from the Japan Red Cross Society in recognition of our long-standing contributions to Red Cross activities.

Blood donation is a volunteer program in which healthy people donate their own blood free of charge. We will continue to contribute to society by providing a place for regular blood donation activities.



Collect PET bottle caps and Donate

Since 2017, we have been working on an eco-cap campaign in partnership with Oi-machi Social Welfare Council.

We collect PET bottle caps and donate a portion of the purchase price. The purchased PET bottle caps are reused as a recycled plastic resource.

So far, a total of 772,000 caps have been collected and vaccines have been donated to approximately 900 children.



Clean-up Activities

With the aim of contributing to the local community and raising employees' environmental awareness, we participate in community campaigns and hold clean-up campaigns in collaboration with local high schools on a regular basis every year.

On October 2023, we carried out clean up campaigns on the same days as students from a nearby high school, cleaning up routes to work and school, collecting litter such as empty cans, plastic bottles, paper waste, vinyl plastic, batteries, and cigarette butts.

As a member of the local community, we will continue to engage in clean-up activities to protect the local environment.

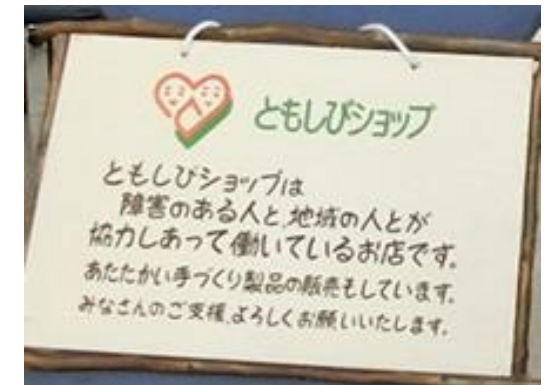


Sales event with Tomoshibi Cafe

In support of the activities of the Kanagawa Prefecture Social Welfare Council, we are holding a sales event with the Tomoshibi Cafe (Oi-machi, Kanagawa Prefecture) at our office.

Located in the Oi-machi Health and Welfare Center, the Tomoshibi Cafe is a shop where people with disabilities and local people work together.

Through sales events at the Shonan Technical Center, we create opportunities for interaction with local communities and contribute to a society where everyone works equally.



Environmental Conservation Initiatives

We have a wetland plant protection area for the purpose of protecting wetland plants “Mizo kouju” and “Hosoi” on the grounds of the Shonan Technical Center (Oi-machi, Kanagawa Prefecture) to protect the nature and ecosystem of the region as an SDGs partner company at Oi-machi.

“Mizo Kouju” is a valuable species in the region, and “Hosoi” is a plant selected as a valuable species in Kanagawa Prefecture.

The sanctuary is also a feeding and resting place for aquatic birds such as herons.



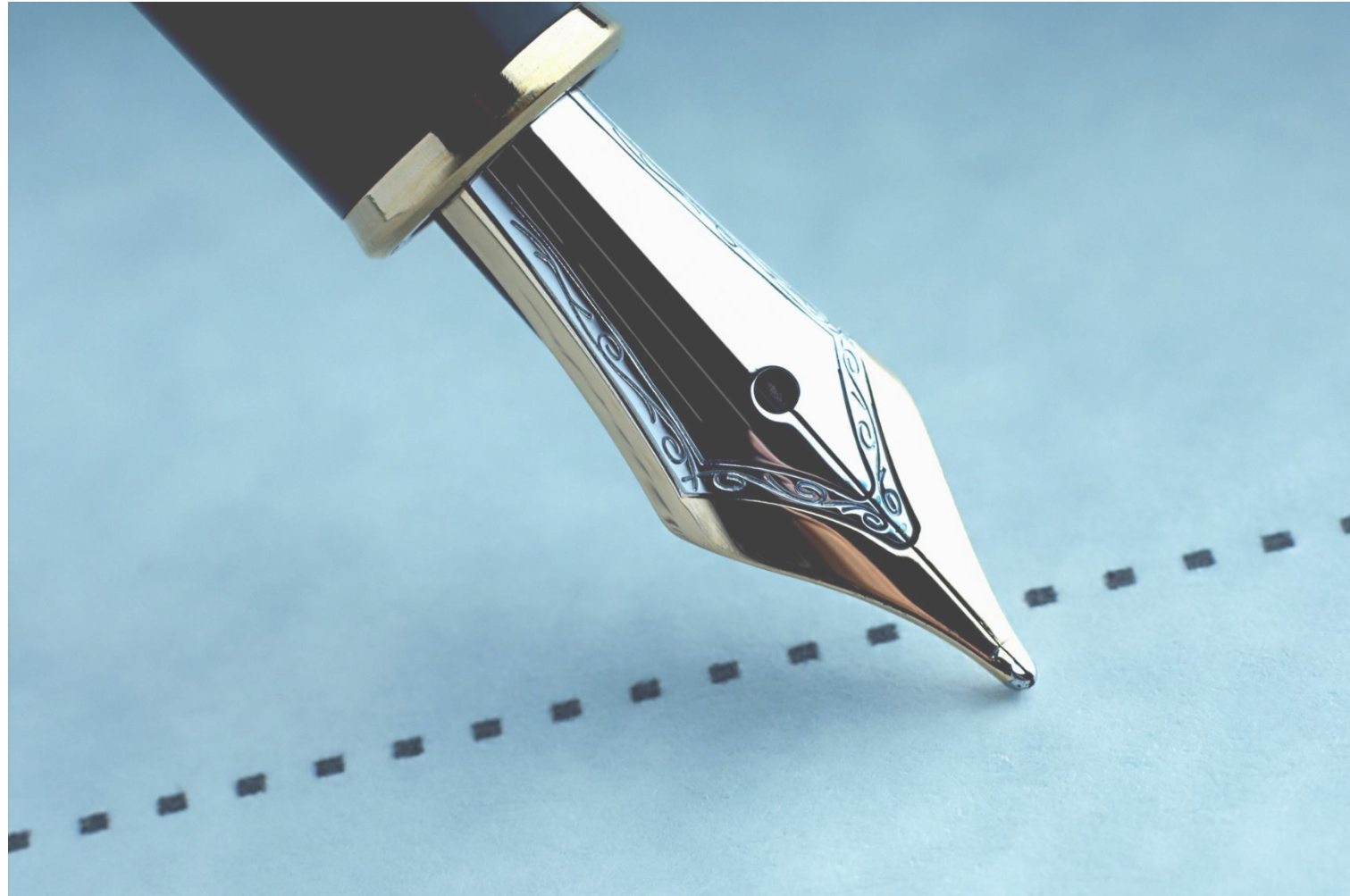
Activities at each site around the world

Based on its business philosophy of “contributing to the culture, benefits, and welfare of people throughout the world,” Sharp Group is working to address local social issues as a member of the communities where it does business.

At Sharp Nordic, one of our sales bases in Europe, we regularly pick up litter around the office with the aim of contributing to the local community and raising the environmental awareness of employees.



Governance



In order to continue to be a company that is trusted by all stakeholders, we are committed to compliance, to maximize corporate value through timely and appropriate management while ensuring transparency, objectivity, and integrity.

Corporate Governance System

We have introduced an executive officer system, clearly separating the Board of Directors supervisory and business execution functions, thereby creating a structure that steadily facilitates agile and efficient business execution. On top of that, we have established a system to ensure the legality of business operations by monitoring business execution from audit and supervisory board members, corporate auditors, and accounting auditors.

Corporate Governance System



Board of Directors

Board of Directors meetings are held on a monthly basis in principle to make decisions on matters stipulated by law and on management-related matters of importance, and to supervise the state of business execution.

Extraordinary meetings of the Board of Directors shall be held as necessary.

Audit and Supervisory Board Members

The Auditors are composed of outside directors with a high level of expertise, elected by a General Meeting of Shareholders.

They audit the propriety of business execution and the appropriateness and efficiency of management.

Accounting Auditors

We undergo audits by accounting auditor, Azusa LLC, in order to ensure the reliability of financial documents and other finance-related information.

Executive Committee

The Management Committee is composed of general managers and above, and is chaired by the president.

They discuss and decide on important matters related to management strategy, and also exercise general control over business execution.

We constantly evaluate the operational status of the internal control system based on this basic policy and take necessary improvement measures, and also constantly review this basic policy in response to changes in the business environment.

In compliance with the Companies Act and the Financial Instruments and Exchange Act, the Corporate Administration Division is responsible for overseeing the company's internal controls as a whole Group. It also conducts self-inspections each fiscal year using a Check Sheet to set up and operate a specific system and promote the risk control activities as a part of daily operations.

FY	Internal Control Initiative (Secretariat : Corporate Administration Division, Human Capital and General Affairs Department)	Achievement status
Apr.	<ul style="list-style-type: none"> Conduct operational status check for the second half of the previous fiscal year ⇒ Submit the check results to the Sharp department. 	※Second half of fiscal year 2022 and annual initiatives results The check results were submitted on April 8 th .
May.~Jun.	<ul style="list-style-type: none"> Considering the need to revise the "system to ensure appropriate business operations" Reviewed the "Operational status Check Sheet for the system to ensure appropriate business operations". (Reflecting changes in organizational structure, etc.) 	No need for review The Check sheet is operated with the same content as last year.
Jul.~Aug.	<ul style="list-style-type: none"> Implementation of initiatives based on the check sheet. 	
Oct.	<ul style="list-style-type: none"> Confirmed the operational status of the first half of the fiscal year. 	※Check out of the results for the first half of 2023. Preparation of check sheet result report.
Nov.~Jan.	<ul style="list-style-type: none"> Implementation of Initiatives Based on the Check Sheet. 	※Submitted the check results to the Sharp department.
Feb.~Mar.	<ul style="list-style-type: none"> Implementation of Initiatives and follow-up to completion by the end of March. 	※End of March: Annual results for fiscal 2023 reported at the Executive Committee and submitted the check results to the Sharp department.

HARP NEC DISPLAY SOLUTIONS LTD

Sharp NEC Display Solutions defines compliance as “observing laws, regulations, and company rules, and acting in line with corporate ethics” and pursuing management practices that give priority to compliance.

Risk Management & Compliance Committee

The Risk Management & Compliance Committee meets monthly, deliberating on important policies related to CSR promotion and resolution of specific issues related to CSR promotion.

If a compliance-related risk occurs, we will respond appropriately in accordance with the Basic Rules for Compliance and the Rules for Business Risk Management, and take comprehensive corrective measures to prevent recurrence.

Various types of Training Related to Compliance

In order to promote compliance and raise awareness among officers and employees, Sharp has published an in-house guidebook and regularly disseminate information and provide training such as e-learning to all employees.

Fiscal2023	
Course period	November 2023
Target audience	Employees (excluding temporary staff, those on maternity leave, childcare leave, or other long-term absences)
Theme	<p>Chapter1 : Sharp Code of Conduct Sharp Code of Conduct／Correcting violations of the Code of Conduct</p> <p>Chapter2 : Human Rights and Labor Business and Human Rights／Major Themes of Human Rights</p> <p>Chapter3 : Compliance Competition Law / Bribery Regulations / Unjustifiable Premiums and Misleading Representations Act / Insider Trading Regulations / Related Party Transactions / Accounting Fraud Prevention / Compliance Guidebook</p> <p>Chapter4 : Information Management Information Security / Personal Information Protection / Confidential Information Management</p> <p>Chapter5 : Customer satisfaction Quality philosophy and Quality policy / Sharp Corporation Standard / Prevention of quality fraud / Ensuring the safety, Quality of Products and Services / Instruction manuals for correct and safe use / Usability improvements and Accessibility</p>

Sharp NEC Display Solutions has established the following code of conduct for "Fair Trading and Ethics" in its CSR Management.

Fair Trading and Ethics

■ Prohibit corruption and bribery

We maintain a sound and normal relationship with politics and government administration without committing bribery and/or making illegal political donations.

■ Prohibit abuse of a superior position

We don't create disadvantage for their suppliers by abuse of a superior position.

■ Prohibit the offering and receiving of inappropriate profit and advantage

We don't offer and/or receive inappropriate benefits to/from stakeholders.

■ Prohibit impediment to free competition

We don't impede fair, transparent, and free competition.

■ Provide accurate information on products and services

We provide accurate information on products and services to consumers and customers.

■ Respect intellectual property

We don't infringe upon intellectual property rights.

■ Use appropriate export procedures

We streamline the clear-cut control system and execute proper export procedures, regarding exports of technologies and goods defined by laws and regulations.

■ Information disclosure

Regardless of whether such disclosure is required by law, we readily supply and disclose information to stakeholders.

■ Prevention of wrongdoings and early detection

We make efforts to prevent wrongdoings and develop a system that allows early detection and swift implementation of measures.

■ Secure computer networks against threats

We take protection against threats on the computer network, and prevent damages to their company and others.

■ Prevent the leakage of personal information

We appropriately control and protect personal information of employees, customers, and third parties.

■ Prevent the leakage of customer and third-party confidential information

We control and protect confidential information from customers and third parties.

Preventing Bribery Initiatives

Our CSR Code of Conduct stipulates that we maintain healthy and proper relationships with political and government officials and that we will not engage in bribery and illegal political donations. We have also established the Prevention of Bribery Guidelines based on the Sharp Group Charter of Corporate Behavior and the Sharp Code of Conduct. With the use of third parties such as agents and consultants, entertainment and gifts given to public officials, and membership to organizations, we strive to prevent bribery by clarifying points and following specific approval procedures.

Establishing a System for Bribery

We are working to prevent bribery by establishing a system for prior confirmation and approval in accordance with the “Business Approval Guidelines.”

When entertaining or gifting, we require the submission of a “Requests for Entertainment or Gift” in advance, and when obtaining memberships to various organizations, the proposal and approval is made based on approval criteria in accordance with the “Business Approval Guidelines.” We have established a system for prior confirmation and approval not only for joining, but also for the increase or decrease in membership fees, extraordinary membership fees, canceling membership, etc.

Bribery Risk Audits

As part of the audits of the Sharp Audit Committee, we conduct audits on bribery risk management (including reviewing rules and procedures, conducting hearings on compliance status, and examining actual transactions and evidence).

Awareness Training to Prevent Bribery

In fiscal 2023, we conducted awareness-raising learning on the key points of bribery regulations, as part of compliance training for all employees.

Intellectual Property Strategy and Management System

Sharp NEC Display Solutions regards its intellectual property strategy as one of its critically important management strategies, we are actively working to create and protect it.

While promoting intellectual property activities within the company, we work closely with SHARP IP Infinity Co., Ltd. (SIPI) . By collaborating with SIPI, we are promoting intellectual property activities that are integrated with Sharp Corporation's intellectual property strategy.

Building a Patent Portfolio

In order to contribute to strengthening our business competitiveness, we have begun to actively utilize intellectual property.

We are committed to building a patent portfolio that will stand out against our competitors. When building our patent portfolio, it is important to increase the ratio of high-quality patents and hold an appropriate amount of patents in the appropriate country according to our business policy and business environment.

Along with acquiring new patents, we also conduct regular inventories. In this way, we aim to increase the value of our entire patent portfolio and actively utilize intellectual property.

Risk management of Intellectual Property

We strive to reduce various intellectual property risks that may arise in our business activities by maintaining a stance of respecting the intellectual property rights of third parties and considering risks from an intellectual property perspective when concluding various contracts.

Intellectual Property In-house Training

We provide intellectual property in-house training with the aim of raising awareness of intellectual property within the company and improving the quality of intellectual property operations, including the building of patent portfolios and intellectual property risk management. In fiscal year 2023, we conducted intellectual property training on the following themes.

- Points to note about intellectual property when co-creating with other companies
- The importance of intellectual property rights, learned from examples from other companies' cases

Security Export Control

In order to maintain international peace and security, major countries including Japan are working with the international community to restrict exports of goods and technologies that could be diverted for military use, including weapons, to prevent them from falling into the hands of states and terrorists who threaten the security of the international community.

In Japan, with the aim of export control for national security, the Foreign Exchange and Foreign Trade Act (“FEFTA”) has been enacted and strict procedures have been established. We have established the “Export Transaction Control Regulations” and are developing an export control system and operating export control.

Our export control system has the representative director as the chief executive officer for security export control, and we have assigned export control managers to each department to ensure reliable implementation.

When exporting products overseas, we conduct internal inspections to ensure that cargo and technology are appropriate, confirm destinations, business partners, and end customers, and review the terms of the transaction to ensure that there are no security concerns, and strictly manage them in accordance with laws and regulations. We strive to review internal rules in a timely manner whenever export control laws are revised and we also manage re-export restrictions under the U.S. Export Administration Regulations (EAR).

As a result of these export control efforts, we have received a license from the Ministry of Economy, Security Export Control System in Japan. We will maintain and further improve these systems to secure comprehensive export control.

Export Control in-house training

Security export control cannot be managed properly without the correct understanding of each employee.

In order to maintain and continue our export control system, we regularly provide export control training for each level using e-learning for all employees and practitioners.

[Training for executives]

- Report on the results of export control activities for the year

[General training for all employees]

- Basics of Export Control / Export Control basic education

[Professional training for practitioners]

- Basic education for export control personnel
- Education about whether controls apply to goods and technologies
- Practical education on Export Procedures

As we strive to provide better products and service, and to contribute to the development of society, information assets are entrusted to us by our customers and business partners. We believe it is our responsibility to protect our company's information assets and are working to ensure information security by setting forth a Global Basic Policy on Information Security. This Basic Policy is posted on our external website and is widely available to the public.

Basic Policy on Information Security

Established : November 1, 2004
Revised : September 29, 2022
Sharp NEC Display Solutions, Ltd.
President Toshiaki Yamamoto

As we strive to provide better products and service, and to contribute to the development of society, information assets are entrusted to us by our customers and business partners. We believe it is our responsibility to protect our company's information assets, and have established a Basic Policy on Information Security and will put it into practice.

- We will establish an information security management system and strive to appropriately manage information assets.
- We will develop and implement internal regulations in accordance with this basic policy.
- We will continue to provide education to ensure information security.
- We will take appropriate human, organizational, and technical measures to prevent unauthorized intrusion into information assets. We will strive to prevent leakage, falsification, loss, theft, destruction, and interference with use.
- We will strive to minimize the damage and prevent recurrence, even if a security problem occurs with information assets, we can quickly investigate the cause.
- We will comply with laws and regulations related to information security, guidelines established by the government, and other social norms.
- We will continuously review and improve the above activities.

Information Security Operation System

In relation to the Company's information security, we have appointed the following persons in charge.

- Chief Information Security Officer : President
- Information Security Manager : Head of the IT Department
- Information security administrator: Members of the IT department

Conduct IT Audits

To ensure that our information security measures are being operated correctly, we regularly conduct the following audits.

- Internal audit (once a year)
- External audit (once a year)

Information Security Self-Check

Once a year, the security status of each PC is surveyed and a report is made to the Chief Information Security Officer.

Check the Status of Information Security

We regularly check each department's status and management of External Storage Media and Confidential Information to ensure that they are managed appropriately.

Information Security Education

- We conduct information security education to new employees, mid-career hires, temporary employees, etc. before they start working, and ensure that they are aware of internal rules related to information security.

Targeted Email Attack Drills

- In response to the recent surge in email-based attacks, we regularly conduct "targeted email attack" drills to deepen understanding of methods and how to distinguish them, and to confirm our internal escalation procedures.

PC Security Measures

- The status of each PC is automatically checked every morning to determine whether the OS and virus software definitions of each PC are up to date.
- If there is a PC that has not been updated, IT department staff can detect it and take measures to address the problem on the same day.
- If there is a PC for which security measures have not been implemented for a certain period of time, it will be cut off from the network so that it cannot connect to the company intranet or VPN.

Information Security Portal

- We have opened an Information Security Portal to provide information to employees to raise their awareness of information security.

Promoting Business Continuity Management

Even in the event of a large-scale disaster, we have formulated a Business Continuity Plan so that we can quickly restore our business while maintaining a chain of command.

In fiscal 2023, we revised the Business Continuity Plan and confirmed the latest damage assumptions and escalation within the Sharp Group. We also reviewed the recovery priority operations and action checklist of each department in the event of an emergency to improve their effectiveness.

Basic Policy

- (1) Ensuring the safety of human life
- (2) Fulfillment of social responsibilities required of the company
- (3) Maintenance and early recovery of business
- (4) Minimization of management damage caused by business interruption
- (5) Minimization and early recovery from damage caused by network failures

Introduction of Safety System

Considering the safety of our employees as our top priority, the Sharp Group has introduced safety systems. Safety confirmation emails are automatically sent to the target person in the event of an earthquake with seismic intensity of 5 or higher, and employees who receive the email can report their safety.

In preparation for emergencies, we check the registration information of the system and conduct operation training every year.

Disaster Prevention and Business Continuity Management Measures

We have established a “Disaster Prevention System in the Workplace” and conduct “Disaster Emergency Prevention Drills” in which all employees participate every year in preparation for the occurrence of disasters.

In fiscal 2023, an evacuation drill was conducted in November, simulating a fire caused by an earthquake of intensity of 5 or higher, and the next day, members of the BCP headquarters were convened to conduct a BCP drill. The results of the drills are verified, reflected and reviewed in the fire plan and the business continuity plan.



Disaster Emergency Evacuation Drill

Preparation of Emergency Supplies

We store emergency supplies in our workplaces based on the disaster prevention stockpile standards. In fiscal 2023, we are reviewing our stockpiles and introducing one-day kits that are easy to distribute to individuals, among other measures, to maintain our business continuity system.

We have established the SNDS Hotline for the purpose of improving the soundness of organizational management.

The consultation desk clearly states that it will protect the privacy of the consulter and respond in accordance with the operational rules so that the consulter and the collaborator will not be disadvantaged or treated unfairly.

We also use the Crystal Hotline which is Sharp Group’s reporting centre.

The Crystal Hotline can be used anonymously and serves as a point of contact for reporting violations of laws and regulations, ethical violations, and various issues related to human relations in the workplace.

The hotlines and consultation service receive reports and conduct fact-finding investigations in line with strict operating rules. Those who have requested a consultation are informed of the details of the response. If the investigation reveals any violation of laws, regulations, or company rules, or any other compliance issues, we will put into effect measures for remediation and recurrence prevention.

Six months after any corrective action is taken, we check that the whistleblower contacting the Crystal Hotline has not been disadvantaged. After a further period, we also check whether the corrective actions and recurrence prevention measures are working effectively.

Fiscal2023 Number of reports to the SNDS hotline	Result
	0

Disclosure of Hotline Information



① SNDS Hotline

SHARP/NEC

○コンプライアンス・CSR問題

◇法令に違反する行為

◇シャープグループ企業行動憲章および行動規範を逸脱した行動

◇財務諸表に影響を及ぼす処理

◇取引先や社外関係者との不適切な関係

◇社内における不適切な処理

等、「不正では？」と感じた場合は、速やかに次頁連絡先までご連絡下さい。

○人権問題

◇ハラスメント(セクハラ、パワハラ、マタハラ等)

◇人権侵害

◇職場での人間関係

等でお悩みの場合は、遠慮なく次頁連絡先までご連絡下さい。

SHARP / NEC

Sharp NEC Display Solutions, Ltd.