

Sustainability Report 2025



1. Corporate Profile

Corporate Profile

Corporate Philosophy and Vision • Message from the President

Product Lineup

2. Sustainability Management

Sustainability Management • Promotion System

Identifying and Monitoring Material Issues

Participation in sustainability promotion organizations • Third-party Evaluations

Introduction to Sustainability Management at ISE2025

3. Environmental Initiatives

Message from the Chief Environmental Management Officer

Environmental Policy and Action guidelines

Environmental Management Promotion and ISO Certification Activities

Environmental Activities (Product Activities)

Green Product • Recycling

Green Procurement (for suppliers)

Environmental Management System

Compliance to Global Standards

Environmental Activities (Business site Activities)

Activities to Reduce Environmental Impact (Energy Conservation)

Activities to Reduce Environmental Impact (Industrial Waste Reduction)

4. Social Initiatives

Basic Policy of CSR Management

Supply Chain CSR

Initiatives for Responsible Mineral Procurement

Quality and Customer Satisfaction

Human Rights and Labor

Diversity Management

Personnel System

Human Resource Development

Occupational Health and Safety

Social Initiatives

5. Governance

Corporate Governance

Internal Control

System to Promote Compliance

System to Prevent Bribery

Intellectual Property Protection

Export Control

Information Security Management

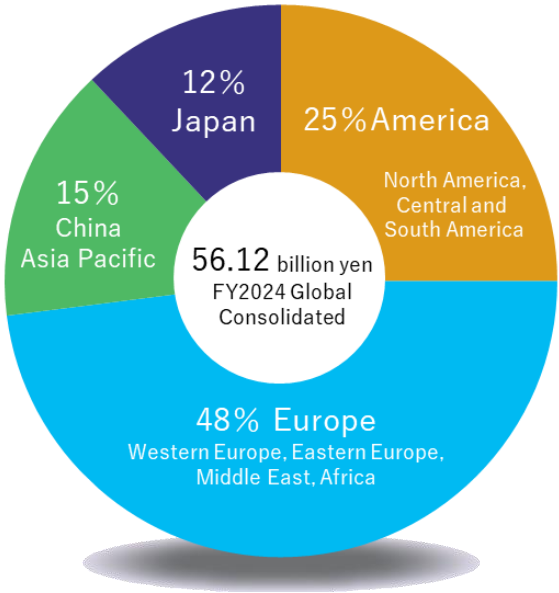
Business Continuity Plan and Disaster Prevention Measures

Hotline for Compliance Issues

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	462 (Global consolidated)
Establishment	January 18, 2000
Commencement (Company Name Change)	November 1, 2020
Net Sales	56.12 Billion yen (Global consolidated sales for the fiscal year 2024)
Percentage of Sales by Global Market	25% America 48% Europe 15% China, Asia Pacific 12% 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)

Executive Staff	
Chairman	Mitsuru Tokuyama
President	Toshiaki Yamamoto
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
Member of the Board and 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



(As of March 31, 2025)

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 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.

We will continue to work to solve social issues and contribute to the realization of a sustainable society.



President
Toshiaki Yamamoto

As we grow together with society through our visual solutions business, and as environmental issues such as climate change and various other social issues become more serious, we feel that it is our social responsibility as a company that is responsible for economic activities to contribute to solving these social issues.

We have been engaged in activities centered on environmental issues, and to solve a wide range of social issues through sustainable management. We launched a Sustainability Working Group in fiscal year 2023 and have been promoting ESG initiatives in cooperation with our sales bases around the world based on Sharp's long-term environmental vision, "SHARP Eco Vision 2050."

In fiscal year 2024, we will continue to shift business engaged in visual-related business within the Sharp Group. The Sustainability Working Group also changed its promotion structure to work in cooperation with Sharp, accelerating our efforts across the entire group. Through its business activities, we continue to address social issues such as environmental conservation, respect for human rights and improving working environments, promoting safety and health, practicing fair trade and fostering a sense of ethics.

Sharp NEC Display Solutions will continue to face social issues head-on and work to solve them together with our stakeholders, thereby contributing to the realization of a sustainable and better world.

SDGs goals that Sharp NEC Display Solutions is focusing on

Contributing to society through rich images



Creation of Environmentally-Friendly Products



Promoting the Recycling of Industrial Waste



Handled products differ by region. Please see [our website](#) for details.



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.



Desktop Monitors

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.



We provide a wide range of visual solutions to meet customer needs for a variety of purposes, from offices, stores, public facilities, transportation, hotels, museums and halls.

■ Detail-rich information displayed with clarity (Heathrow Airport)



■ Highly visible signage that attracts attention (Haneda Airport Duty Free Shop)



■ High bright laser projection delivers immersive experiences (Paris Metro)



■ High-quality, energy-efficient Direct View LED (Oslo Urban Environment Agency)



Sustainability Management



Sustainability Management

We have been actively working to solve the different issues by region. In order to accelerate our efforts to realize a sustainable society and share the significance of our activities and goal with the entire group, we launched a Sustainability Working Group in fiscal 2023, and in fiscal 2024, we deepened our collaboration with the Sharp Group. The Sustainability Working Group, made up of sustainability promoters from each division, holds monthly working group meetings to discuss opinions on specific measures for key issues and exchange opinions on developing action plans. The content is reported and shared with the Chief Sustainability Officer, and activities across the company around the world are promoted with guidance and advice.

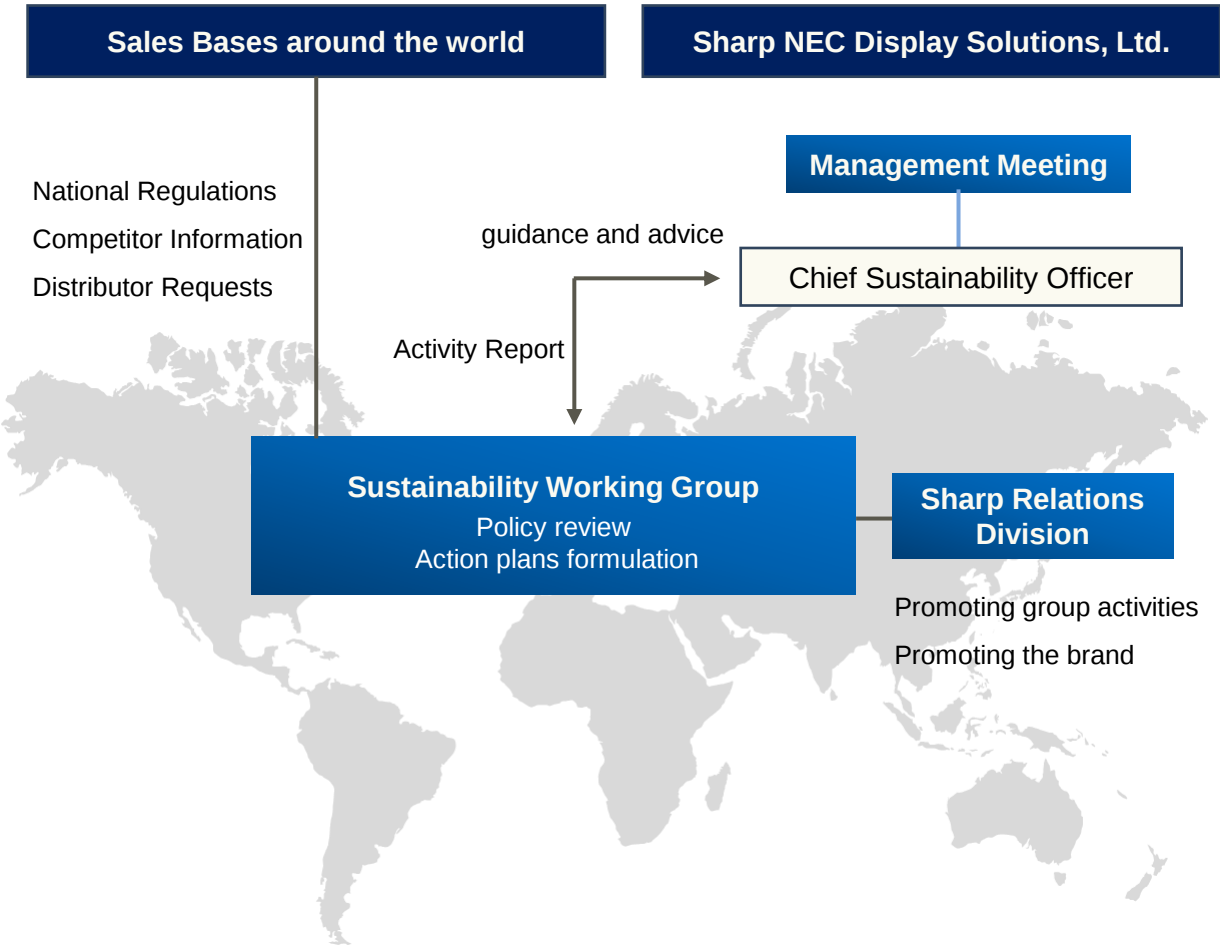
Product Activities

In product activities, we focus on "promotion, quality, and product planning/development" in detail. In these activity, we are taking various measures to achieve sustainable innovation by linking our technology roadmap with our product roadmap, with the review of product specifications and process development as key items.

Business site Activities

While continuing our environmental activities at our business site, we are addressing essential social issues, promoting initiatives aimed at realizing a society where diverse people can thrive, practicing fair trade, fostering a sense of ethics, and continually working to improve the value of local communities.

Sustainability Promotion System



Identifying and Monitoring Material Issues

We have identified material issues that we need to focus on to solve social problems, positioned their resolution as one of our key management priorities, while promoting efforts together with our sales bases around the world.

Goals of SDGs to focus on Material Issues	Activities	Fiscal 2024 Targets	Results
Contributing to society through rich images 	Contributing to society through rich images	• Connecting 'people' and 'information' to provide customers with inspiration and satisfaction	• Creating new social value and providing our video solutions that meet customer needs
	Contributing to the local community	• Continued sustainability activities at the Shonan Technical Center (Oi-machi, Kanagawa Prefecture), a development base	• Carried out social contribution activities in collaboration with the local community Community cleanups, blood donations, fundraising activities, etc.
	Realizing a diverse society	• Activities to promote diverse thinking • Providing environment that enriches both work and family life	• Providing information about DE&I • Exchanging opinions through participation in related organizations • Activities in line with the General Employer Action Plan
Creation of Environmentally-Friendly Products 	Promoting environmentally friendly design to achieve sustainable innovation	• Product design and evaluation for sustainability-related specifications • GP points based on GP guidelines 60pt or more	• Incorporating sustainability specifications into product specifications and establishing a check process • Achieve more than 60pt for all target products (8 models)
Promoting the Recycling of Industrial Waste 	Promoting resource recycling and resource conservation	• Reduction of waste emissions • Achieved a 5 years average of valuable ratio of 30% or more of total industrial waste • Improving the resource reuse rate of our products (Reduce virgin plastic usage, Use recycled materials in products and packaging)	• Establishing rules for the collection, dismantling, and sorting of waste • Achieved a 5 years average of valuable ratio of 34.8% • Eliminated foam plastic and began switching to recyclable materials

Participation in sustainability promotion organizations

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.



D&I Kanagawa Members Registration

As we promote diversity and inclusion efforts centered on gender equality to make the workplace a more comfortable place for everyone, we are active as a member of the D&I Kanagawa Members.



Third-party Evaluations

EcoVadis

We have received the 'Silver Medal' awarded to the top 15% of targeted companies in EcoVadis sustainability assessment for three consecutive years. EcoVadis is a global rating organization that conducts CSR and sustainability assessments of more than 150,000 companies in 185 countries around the world. It assesses companies' CSR policies and initiatives in four areas: 'Environment, Labor and Human Rights, Ethics, and Sustainable Procurement'.



Green Signage Award

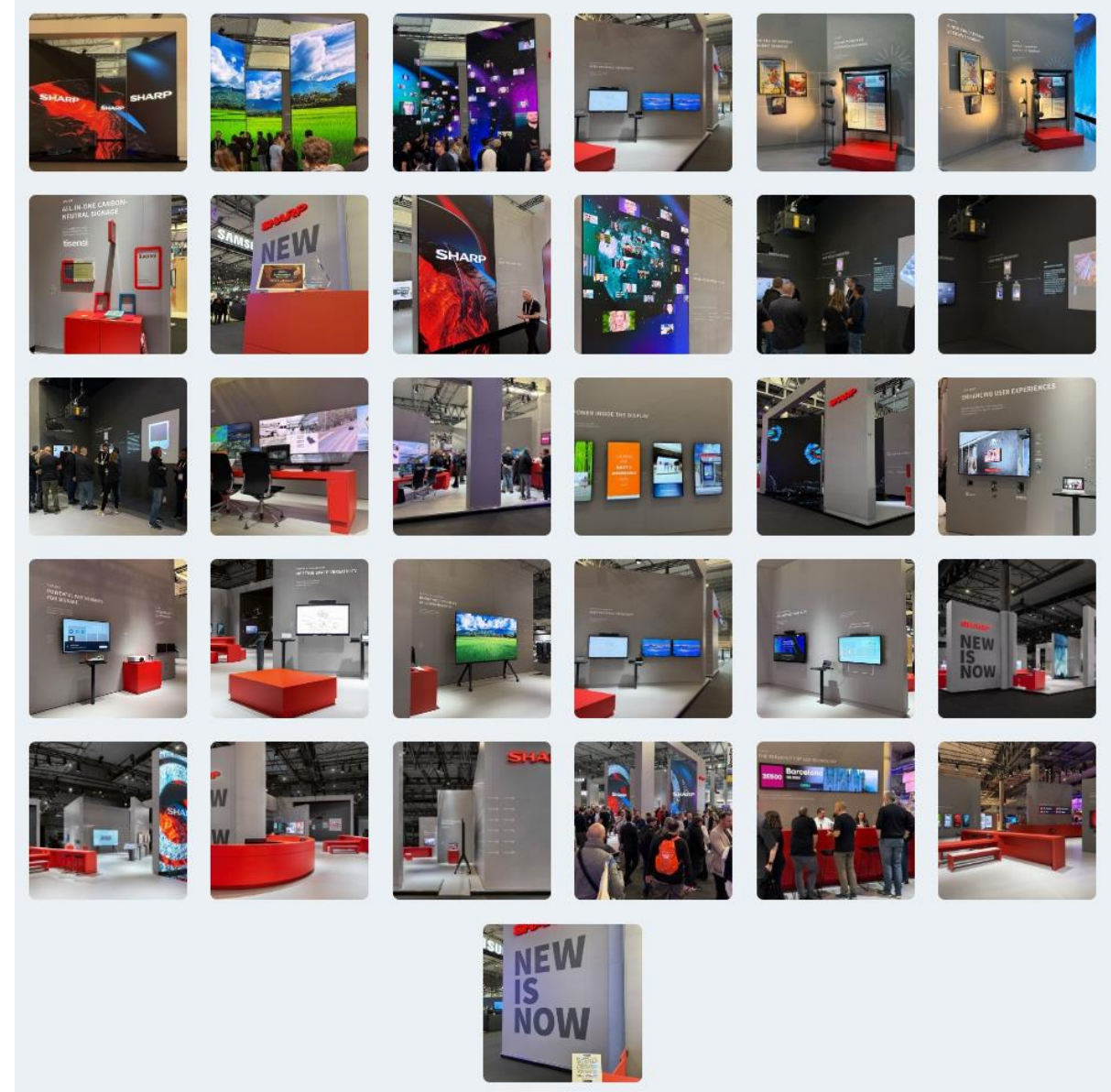
In recognition of our efforts to extend the product lifecycle and continually instigate sustainability management initiatives, we received the Green Signage Award at the Digital Signage Summit in Munich in 2022.



Introduction to Sustainability Management at ISE2025

We exhibited at ISE2025 (Integrated Systems Europe), a world-leading technology exhibition centered in Europe. Under the theme "NEW IS NOW," Sharp unveiled its next-generation product lineup.

The 3-segment 440-inch LED wall displayed at the front of our booth attracted visitors' attention with its vivid colors and dynamic images, showcasing our commitment to sustainable innovation through display technology. Aimed at reducing environmental impact, the product demonstrates the capabilities of flip chip SMD technology to reduce power consumption and heat emission by up to 60% compared to traditional LED technology, resulting in an energy-efficient product with a power-saving design. By emitting less heat, not only is the display cool to the touch, but it reduces costs associated with air conditioning. At the venue booth, we invited customers to experience our visual technology and introduced environmentally friendly products and solutions that consider the entire lifecycle, offering customers more choice, improved performance, and greater value.



Environmental Initiatives



We position environmental issues as a key management priority and will work together as one to contribute to the realization of a sustainable and better society.

Chief Environmental Management Officer
Yasunori Minagawa

As various environmental issues such as global warming and resource depletion become apparent, we recognize that environmental initiatives are a corporate responsibility. We engage in the design and development of "products that coexist with nature" in our manufacturing process, and provide environmentally friendly products that take into consideration everything from parts procurement to production equipment, production methods, and even recycling, thereby contributing to a sustainable society.

Furthermore, as we promote our "business site activities", which guide us to operate our business sites in an environmentally friendly manner, we believe that everyone's environmental awareness is also very important for sustainable management.

Every year, during Environmental Month, we send a message to employees to “think about environmental issues and consider what they should do as individuals.”

Based on our environmental philosophy and six specific action guide us to lines, Sharp NEC Display Solutions positions global environmental protection as a key management priority. By having each employee think about and act on environmental issues, all employees will work together to create a carbon-free society, a recycling-oriented society, and environmental conservation.

Message for Environment Month (issued in June 2024)



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

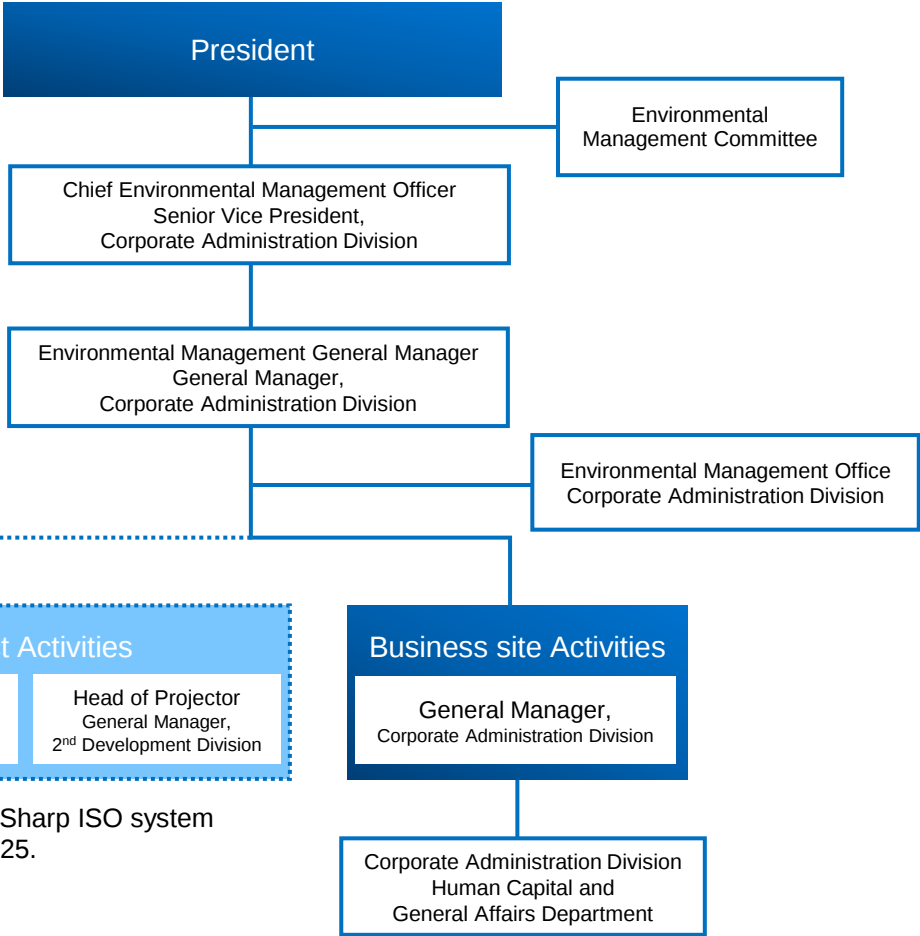
We set a voluntary target to reduce final waste and continue reduction efforts.

■ 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.



※Integrate into the Sharp ISO system from February 2025.

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 2024, we set a goal of environmentally friendly design based on the Green Product (GP) Guidelines, and we were able to achieve the target value of 60pt or more.

Index	Activities	Fiscal 2024 Targets	Results																																															
Reducing environmental impact of products	Promoting environmentally friendly design	Targets : To promote environmentally friendly design, we will work on design and evaluation based on the Green Product Guidelines. GP points for Fiscal Year 2024 development models based on GP guidelines : 60pt or more	Results : ○ Achieve more than 60pt for all target products (8 models) Projector model A : 74.0pt model B : 68.3pt model C : 78.0pt model D : 84.6pt Display model a : 77.8pt model b : 79.6pt model c : 65.8pt model d : 65.8pt																																															
	Responding to significant environmental aspects	Targets : 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) ③Reduce virgin plastic usage, Use recycled materials in products and packaging	Results : ○ Achieve two or more items for all target products (total 10 models) <table><tr><th>Type</th><th>Model</th><th>Energy saving</th><th>Lightweight</th><th>Recycled Materials</th><th>Target Achievement</th></tr><tr><td rowspan="4">Projector</td><td>Model A</td><td>○</td><td>○</td><td>○</td><td>Achievement</td></tr><tr><td>Model B</td><td>○</td><td>×</td><td>○</td><td>Achievement</td></tr><tr><td>Model C</td><td>○</td><td>○</td><td>○</td><td>Achievement</td></tr><tr><td>Model D</td><td>○</td><td>○</td><td>○</td><td>Achievement</td></tr><tr><td rowspan="4">Display</td><td>Model a/b</td><td>○</td><td>×</td><td>○</td><td>Achievement</td></tr><tr><td>Model c</td><td>○</td><td>○</td><td>○</td><td>Achievement</td></tr><tr><td>Model d</td><td>○</td><td>○</td><td>○</td><td>Achievement</td></tr><tr><td>Model e/f</td><td>○</td><td>○</td><td>○</td><td>Achievement</td></tr></table>	Type	Model	Energy saving	Lightweight	Recycled Materials	Target Achievement	Projector	Model A	○	○	○	Achievement	Model B	○	×	○	Achievement	Model C	○	○	○	Achievement	Model D	○	○	○	Achievement	Display	Model a/b	○	×	○	Achievement	Model c	○	○	○	Achievement	Model d	○	○	○	Achievement	Model e/f	○	○	○
Type	Model	Energy saving	Lightweight	Recycled Materials	Target Achievement																																													
Projector	Model A	○	○	○	Achievement																																													
	Model B	○	×	○	Achievement																																													
	Model C	○	○	○	Achievement																																													
	Model D	○	○	○	Achievement																																													
Display	Model a/b	○	×	○	Achievement																																													
	Model c	○	○	○	Achievement																																													
	Model d	○	○	○	Achievement																																													
	Model e/f	○	○	○	Achievement																																													

With the goal of reducing environmental impact, we provide green products and solutions that consider 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.



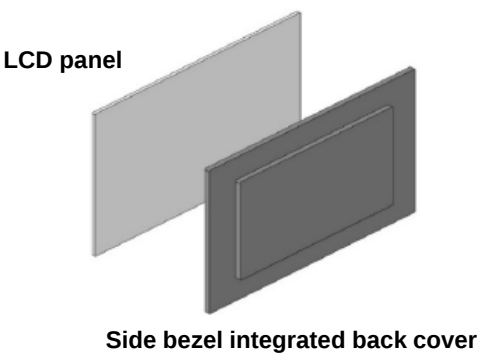
Effective use of Scrap Plastic

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.

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

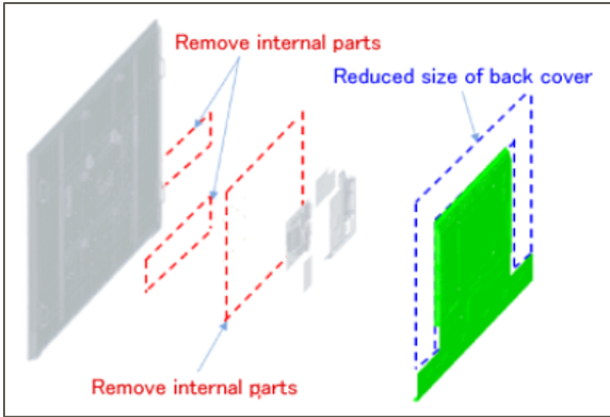


Eco Packaging

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.

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	

Power saving Direct View LED Display

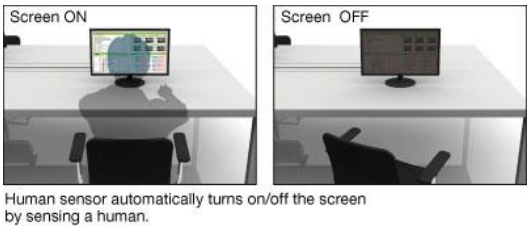
The 2023 model Direct View LED display reduces energy consumption by 70% compared to previous models by improving the energy efficiency of LED components. This contributes to a reduction in annual CO₂ emissions.

Reduction of power consumption approx. 70 %	Current model LED-FE012i2-110	Power saving model LED-FE012i3-110
	2000W Max. power consumption	610W Max. power consumption

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.



■ Ambient light sensor

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

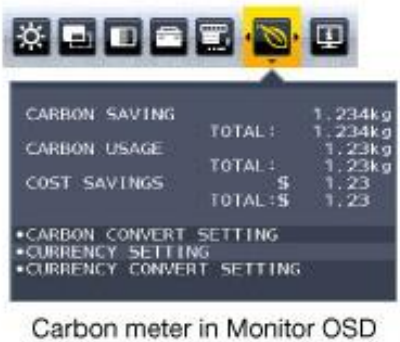


■ Auto Eco Mode

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.



Power saving Projector

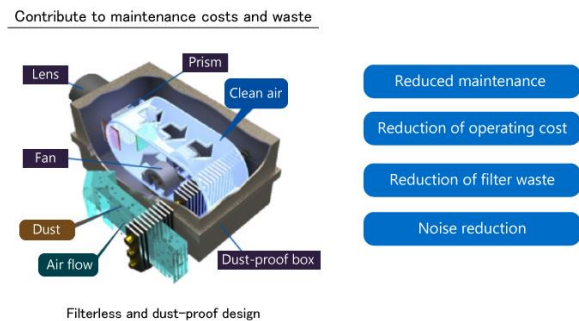
Long-life laser as a light source reduces energy consumption and contributes to the reduction of CO₂ emissions. In addition, power consumption can be reduced by selecting the light mode and adjusting the brightness according to the standby mode.

Reduction of power consumption	Current model PA Series line	Successor model PA Series line
approx. 30 %	739W (8000lm)	513W (8000lm)

Reduction of power consumption	NC1700L	NC1503L
approx. 52 %	3,807W	1,837W

Filter-free design Projector

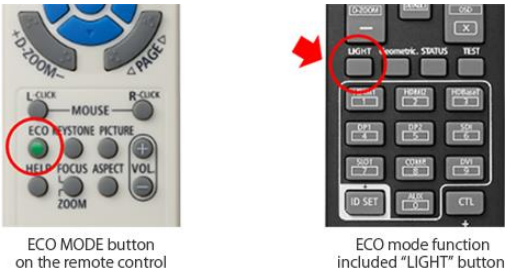
The filter-free design projector reduces maintenance labor and costs and also contributes to the reduction of resin waste. A cooling fan is built into the sealed optical unit, reducing fan noise and making it more comfortable to use.



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.



■ CO₂ reduction display

The amount of power consumption reduced by the Eco mode setting is converted into CO₂ emissions (kg) and displayed as a cumulative total.



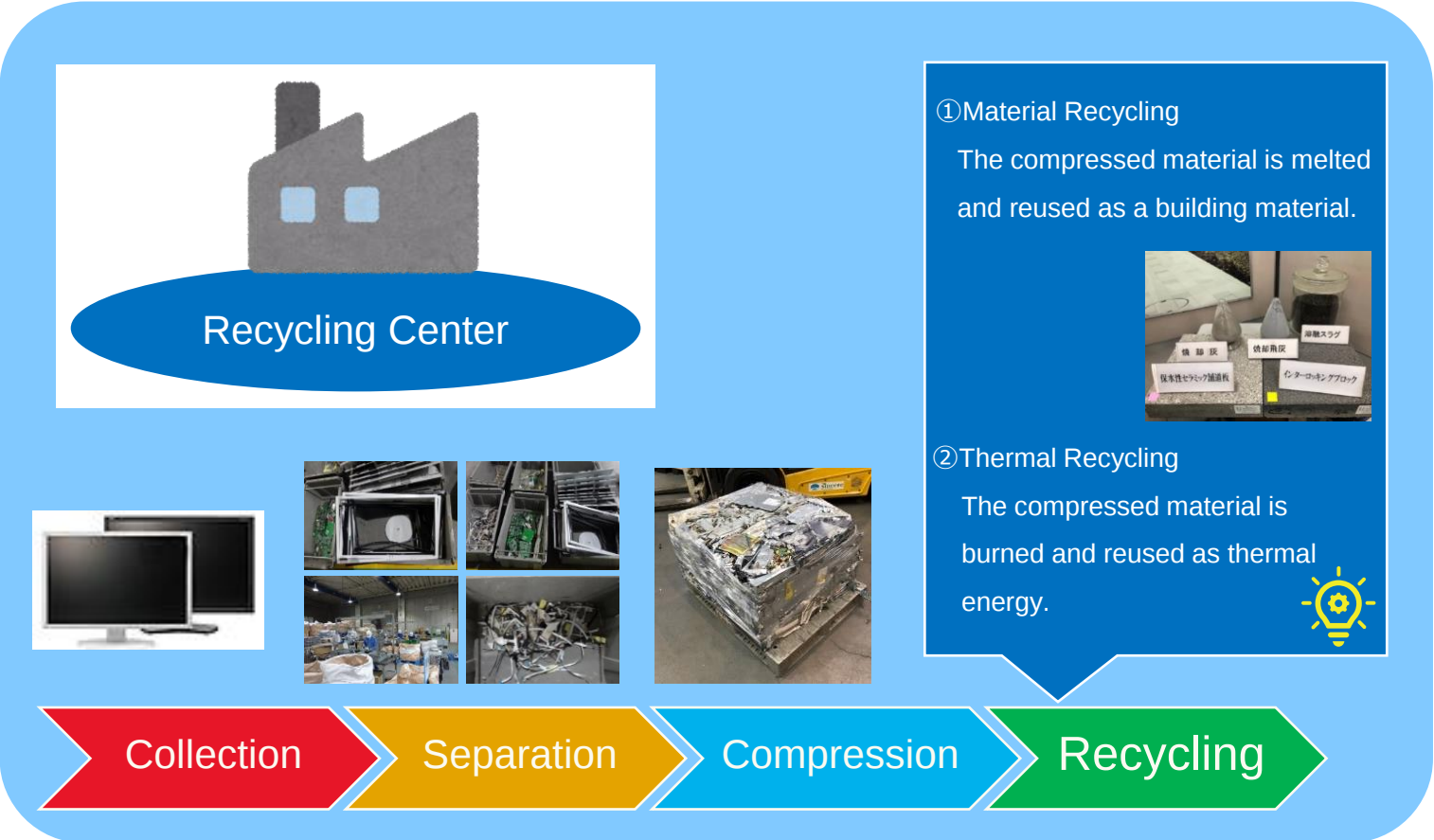
Carbon meter in Projector OSD

■ Standby Mode

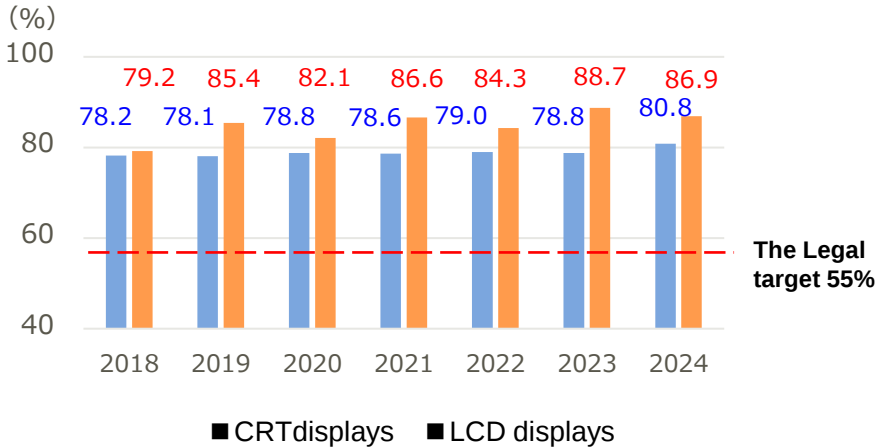
Power consumption during standby can be reduced.
This is useful in the case of ceiling installations where the mains power cannot be switched off.

To protect the global environment and make effective use of resources, we have established a collection and recycling system for used displays and projectors from corporate users and are promoting recycling. In accordance with the Act on Promotion of Effective Utilization of Resources, we also collect and recycle used displays from households.

Used products collected as waste items are disassembled and recycled to ensure 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.

⇒ [Green Procurement Guidelines](#)

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: _____

御中

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 Agent	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 が取引先宛に届出する「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)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・認証種類・認証番号を記入)

認証機関	認証種類	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遵守します。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、関連する法規制を遵守するとともに、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)

ISO45001 認証(ある)は安全衛生マネジメントシステムに関して ISO45001 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・認証種類・認証番号を記入)

認証機関	認証種類	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遵守し、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遵守します。また、S NDS から製品含有化学物質情報の提出が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」(サプライザー向け C S R ガイドライン)を遵守します。
- ・資材調達では、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)

(宣言者の署名)

(署名は捺印でも可)

Copyright All rights reserved, SHARP NEC DISPLAY SOLUTIONS, LTD.

23

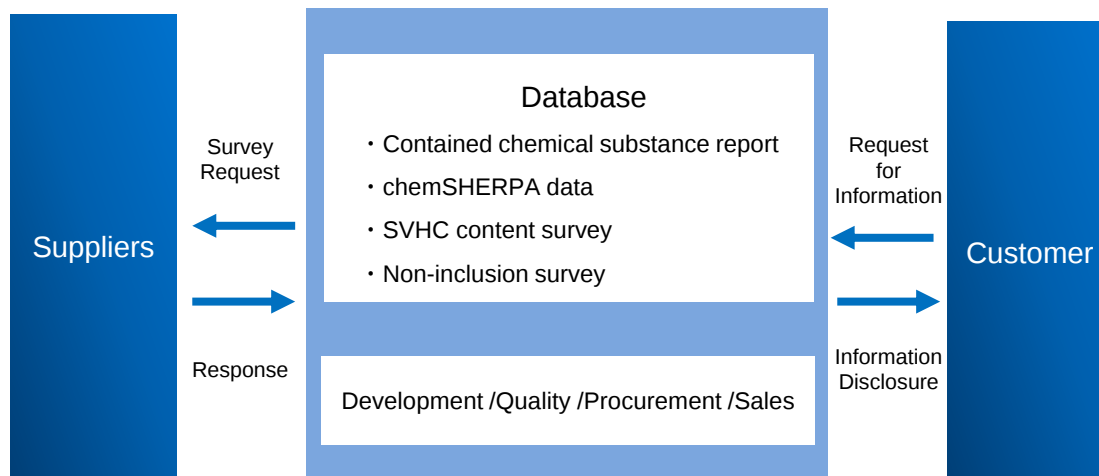
Management of chemical substances contained in products

To ensure that our customers can use our products safely and with peace of mind, we aim to minimize risks to health and the environment by managing the chemical substances contained in our products.

In order to manage chemical substances specified by laws and regulations such as EU REACH, we collect and manage information on the chemical substances contained in our products. We ask our suppliers to input data on the number of chemical substances contained in parts and materials, as well as the parts where they are used, through our 'Content Survey System' and other systems.

Management system for chemical substances

Using data from systems such as the 'Content Survey System', we manage prohibited substances and controlled substances specified by various laws and regulations.



Initiatives to reduce the environmental impact of product use

We are working on making our products energy-efficient, while also reducing the environmental impact of their use, and extending their lifespan by including information on efficient use, storage, and maintenance in the instruction manuals.

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.

■ Major Environmental Regulations/Standards

Environment・Energy Conservation			
EU	USA	China	Japan
EU ERP	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 Triman Decree		Packaging recycling marking GB/T18455-2022	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.

■ Major Environmental labels

Display	
Energy Star	
	

Display・Projector・Direct View LED		
Packaging recycling marking (Japan)	Packaging recycling marking	EU WEEE
		
Triman Decree	China Energy Label	Packaging recycling marking (China)
		

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.

The achievements of the 2024 fiscal year contributed to the reduction of environmental impact by achieving our targets for reducing CO₂ emissions and improving the recycling rate of industrial waste.

Index	Activities	Fiscal 2024 Targets	Results
Promotion of climate change measures	Reduction of CO ₂ emissions	Targets : CO ₂ emissions 847.3t-CO ₂ or less ※4.2% reduction from the average of the past 3 years (884.5t-CO ₂)	Results : ○ CO ₂ emissions 761.1t-CO ₂ Factors behind the success : Review of usage areas following office relocation Reduction in electricity usage due to closure
Resource recycling Promotion of Resource Conservation	Reduction of waste emissions	Targets : Achieved a 5 years average of valuable ratio of 30% or more of total industrial waste	Results : ○ Achieved a 5 years average of valuable ratio of 34.8% (45.6% in FY2024) Factors behind the success : Establishing rules for the collection, dismantling, and sorting of waste Review of confidential document disposal routes
Initiatives to Promote Environmental Management	Top management leads Implementation of Environmental Management	Targets : • Sending a message from top management • Conducting management reviews and publishing the results • Implementing environmental month etc. to raise environmental awareness • Implementation of Environmental education • Update/review environmental standards • Community cleanup activities • Short SDG content posted internally • ISO certification continued	Results : △ (91.7%) • Sending a message from top management • Conducting management reviews and publishing the results • Implementing environmental month etc. to raise environmental awareness • Implementation of Environmental education • Update/review environmental standards as appropriate • Community cleanup activities • Short SDG content posted internally • ISO certification continued

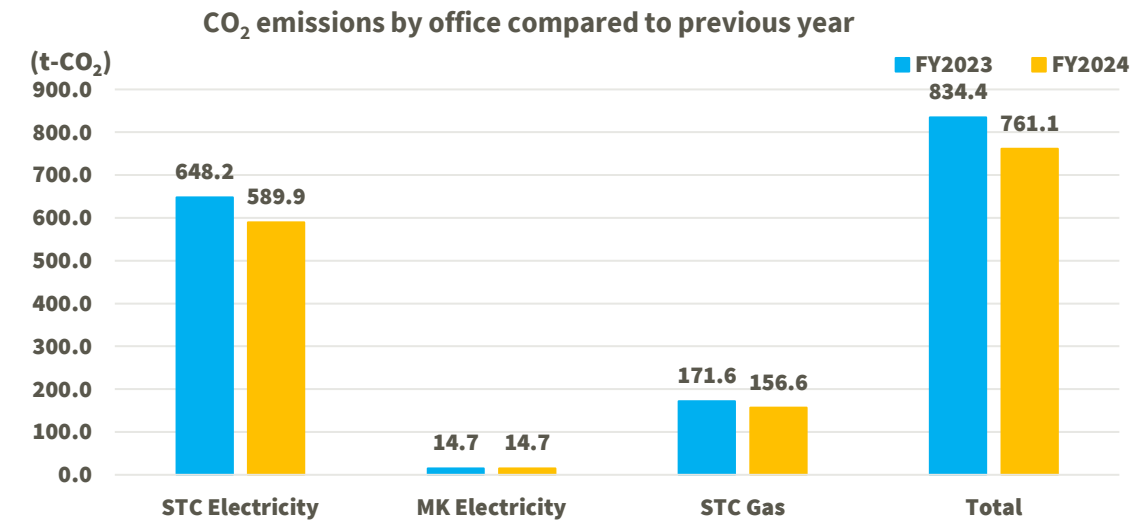
※) ○ : Achievement level of 100% , △ : Achievement level of 80% or more, ×: Achievement rate less than 80% (Non-conformance in ISO14001 (Achievement rate:×))

Energy consumption reduction activities

The main factors contributing to CO₂ emissions at our company are the use of electricity and gas. CO₂ emissions for fiscal year 2024 are 761.1t-CO₂, a reduction of approximately 73.3t-CO₂ (-8.8%) from the previous fiscal year.

In the electricity sector, due to the relocation of the facility and the consolidation of office floors, we aimed to reduce the areas for power and lighting usage, and we also implemented a campaign to turn off all ceiling lights at the same time, resulting in a reduction of 58.3 t-CO₂ compared to the previous fiscal year.

In the gas sector, we optimized the efficiency of air conditioning operation by fully closing indoor blinds in summer and adjusting air conditioning operating hours in winter, resulting in a reduction of 15.1t- CO₂ compared to the previous year.



※1 : STC=Shonan Technical Center / MK=Mita Kokusai Building showroom
※2 : No gas is used at Mita Kokusai Building showroom.

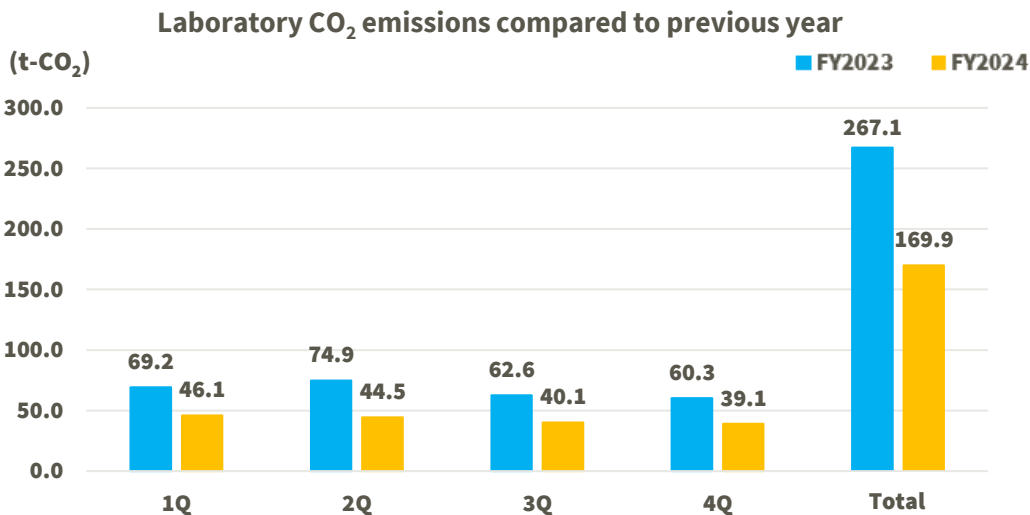
Initiatives to visualize electricity usage

By analyzing daily electricity usage and displaying visual information internally, we strive to encourage everyone feel closer to environmental activities and to work on saving electricity.



Reducing energy consumption in laboratories

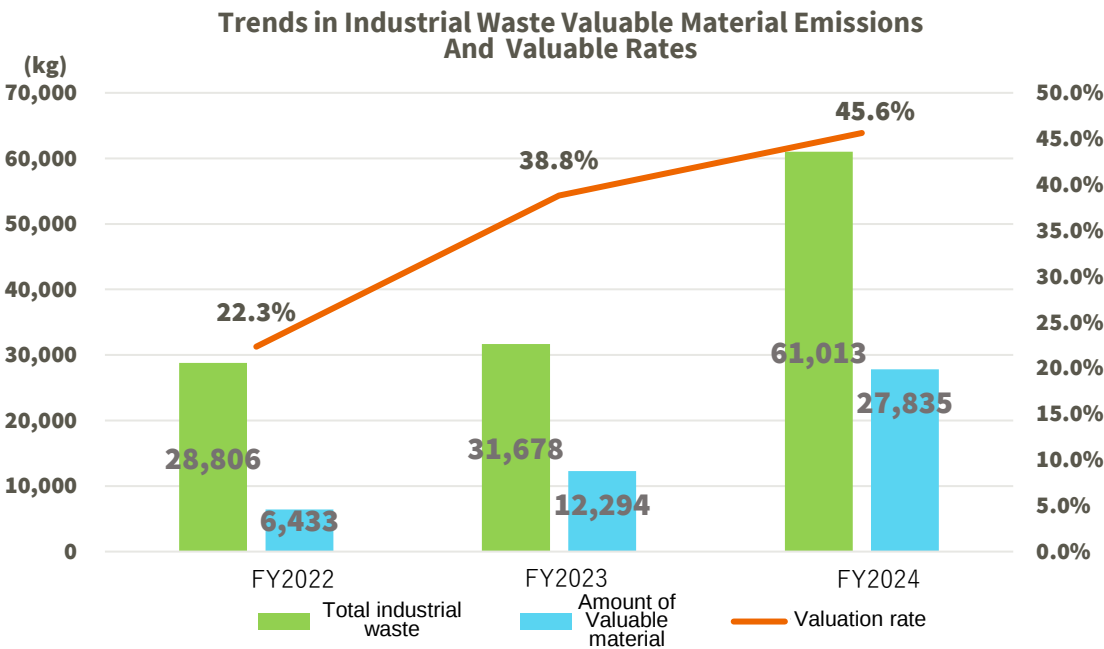
Approximately 30% of our company's electricity consumption comes from laboratories, but by closing part of the laboratories, we were able to reduce CO₂ emissions by 97.2 t-CO₂ compared to the previous fiscal year.



Industrial Waste Reduction Result

In fiscal 2024, we achieved a valuable ratio of 45.6% of total industrial waste. Due to the relocation of the division’s office and the closure of some laboratories, there was an increase in the disposal of fixtures and experimental equipment, resulting in total emissions to 193% compared to the previous year. In response, the following efforts were implemented as measures to improve the recyclability of waste.

- Establishing rules for the collection, dismantling, and sorting of waste within the facility.
- Reviewing the fixed asset disposal flow and reducing man-hours
- Review of confidential document disposal routes



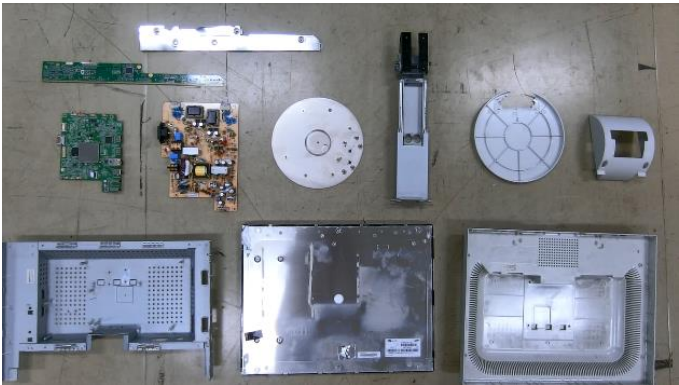
Promoting resource circulation and resource conservation

As the amount of waste increased, we established rules for the collection, dismantling and sorting of waste and implemented workload management, with the goal of improving the rate of valuable waste relative to the total amount of industrial waste. By dismantling and separating recyclable items by material, we have contributed to the effective use of resources and the reduction of environmental impact.

<An example of recycling separation>



Disassembly and separation



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 our 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 our 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 our 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 our 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 trade 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, to steadily promote social responsibility in procurement, we communicate our CSR procurement policy to our business partners and confirm whether each supplier is properly fulfilling it. For details of our various procurement guidelines, please visit [our website](#).

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

Supply-Chain Management

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

CSR Promotion Guidebook

To help our business partners understand and put into practice the Sharp Group's approach to CSR procurement, we have published a guidebook and ask them to agree with and put into practice our policies.

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.

Consultation desk for business partners

We have set up a consultation desk for business partners on our website.

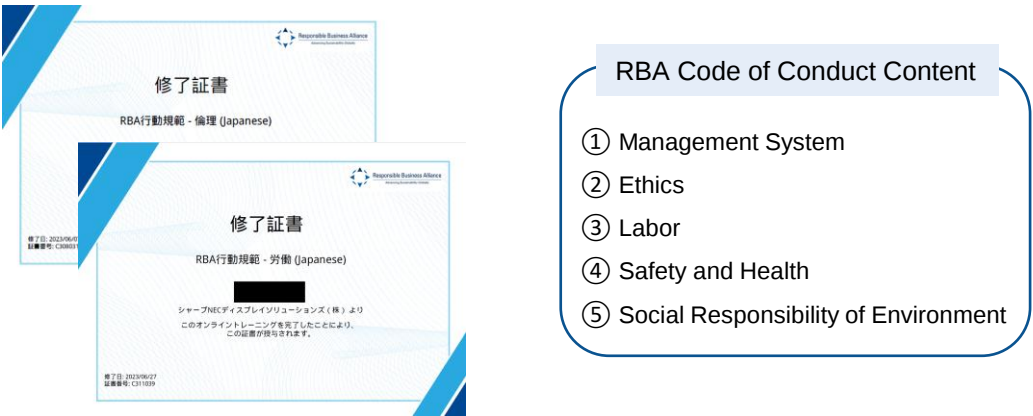
This desk is for handling complaints related to compliance issues that may arise in relation to transactions such as procurement.

We handle reports from business partners with due consideration for privacy and will use this information to investigate and take corrective measures.

⇒ [Inquiry Contact](#)

Training of internal procurement department employees

We provide legal compliance training to our internal procurement department employees regarding the “Subcontract Act” and “Proper Import Procedures,” and we also participate in JEITA ※sponsored online lectures on conflict minerals and subcontractor training sessions. In addition, to deepen our understanding of social and environmental issues in the supply chain, we participate in training at the RBA ※e-Learning Academy and promote supply chain CSR in accordance with the RBA Code of Conduct. By fiscal year 2024, the percentage of procurement staff who had training to enhance their specialized knowledge and skills is 100%.



※JEITA (Japan Electronics and Information Technology Industries Association)
Responsible Minerals Trade Working Group
※RBA (Responsible Business Alliance) Organization promoting the RBA Code of Conduct for
Global Supply Chains

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 have formulated internal guidelines for compliance checks, and to ensure that subcontracting transactions are conducted appropriately in accordance with these guidelines, we conduct self-check surveys related to subcontracting transactions and raise awareness of compliance with the Subcontract Act.

In terms of education, from February to March 2025, we are conducting e-learning for all employees on the subcontracting laws of the Sharp Group. To deepen understanding of subcontracting transactions, Procurement Department staff are participating in Sharp Group education and external seminars to instill knowledge and are working on procurement activities aimed at ensuring fair subcontracting transactions.

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 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.

Mineral Sourcing Surveys in accordance with International Standards

We ask our suppliers to cooperate with our responsible mineral policy, and we conduct annual surveys on 3TG+C (Tin, Tantalum, Tungsten, Gold + Cobalt) using the international reporting templates (CMRT/EMRT) issued by RMI (Responsible Minerals Initiative).

In the fiscal year 2024, we conducted a survey of 11 business partners and obtained reporting templates from all of them. If the survey results indicate that a smelter is not compliant with the standards for responsible Minerals Assurance Process Standards, we will conduct a more detailed investigation with the supplier and discuss possible responses.

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 responsibility 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

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

This document may be changed, or revised at any time without notice and at Sharp NEC Display Solutions' sole discretion. The latest version of this document may be disclosed on sole discretion's website.
Copyright 2020 Sharp NEC Display Solutions

2

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 Vision

Toward quality recognized by customers worldwide

- Industry-leading quality [Global **Q**uality Innovation]
- Industry-leading customer service [Global **S**ervice Innovation]

Quality Strategy

- Achieving quality that meets/exceeds customer expectations
 - Reducing failure rates
 - Enhancing Quality Image
- Quality response worthy of a global brand
 - Optimizing the balance between defense 1) and offense 2) quality
 - 1) Continue efforts to reduce negative factors such as breakdowns
 - 2) Strengthen initiatives to increase positive factors such as ease of use and quality

※2025 Sharp Corporation Smart Business Solutions Division Quality Policy

Quality Management System

We have been committed to improving the quality and safety of our products, and in 1997 we received ISO 9001 certification, an international standard for quality management systems.

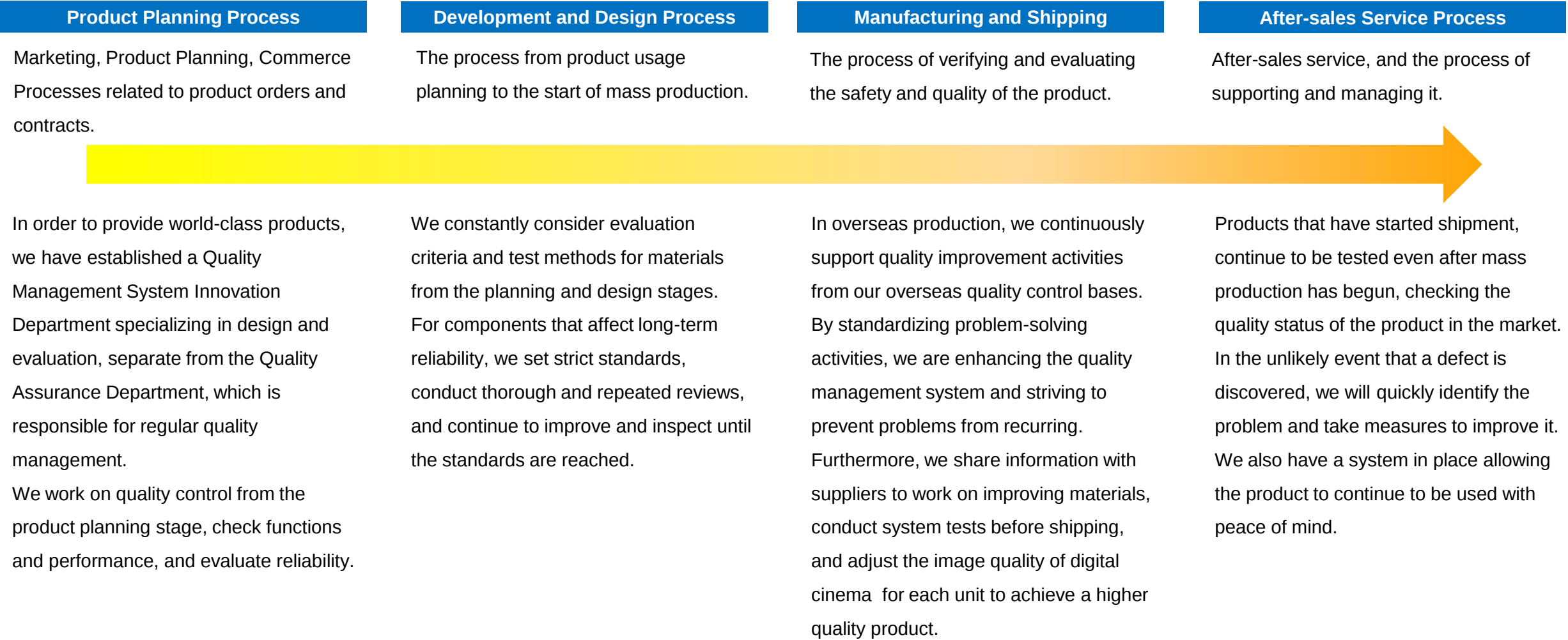
In fiscal year 2024, we promoted integration with the Sharp Group and changed from being certified independently to being certified as an affiliated business of the Smart Business Solutions Division of Sharp Corporation.

In order to promote quality assurance activities, we will build and operate a quality assurance system based on this standard, and strive to provide product quality and services that further satisfy our customers.



Key Process in QMS

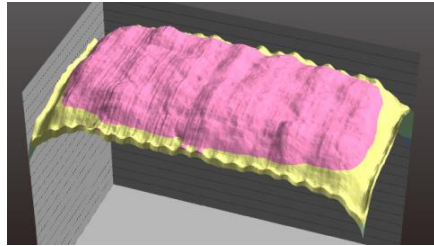
We consistently implement a high-level quality management from product planning to design, manufacturing, shipping, and continue to strive to improve quality.



Commitment to display quality

Our display products come in a diverse lineup, from business to professional to public use. As the use of displays expand, the needs are becoming more diverse and stricter, including the need for long-term continuous operation and stable display even in harsh environmental conditions with high or low temperatures. We conduct various evaluation tests to ensure higher levels of image quality, durability, and safety.

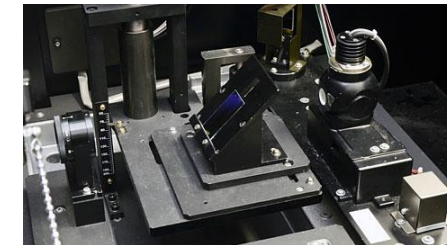
- Uniformity evaluation
- Optical property test
- Life Test
- Compatibility Test
- System Test
- Thermostatic chamber test
- Dust Environment Test
- Vibration and drop testing
- Pallet overturn test
- Screen steel ball test
- Wall-mounted load test
- Electrostatic surge test
- Lightning surge test
- Instantaneous power outage test



Commitment to projector quality

In order to establish effective communication in business settings, projectors are required to have high expressive power, and since there are a wide variety of installation methods and environments, we conduct thorough evaluation tests at each stage, anticipating various situations. To improve the performance of our products and to ensure comfortable usage for a long time, we are working to improve quality, reliability and safety.

- Image quality check test
- Color variation assessment
- Screen brightness measurement
- Spectral characterization
- Optical Simulation
- Thermostatic chamber test
- Dust Environment Test
- Vibration and drop testing
- Continuous impact test
- Cooling performance evaluation
- Lamp Burst Test
- Electrostatic surge test
- Lightning surge test
- Suspended load test



To ensure safe use of our products

We have established procedures to respond to defects in materials or products that occur during incoming inspections, manufacturing processes, shipping inspections, and in the market, and we also have procedures for responding to emergency situations, which include recall procedures, if a non-conforming product is found in a product that has already been shipped to the market.

We also provide our customers with information on safe and efficient usage and maintenance to ensure that our customers can use the products safely.

After-sales Service Process

Products that have started shipment, continue to be tested even after mass production has begun, checking their quality status in the market. If any defects are discovered, we will quickly identify the problem and take measures to improve it.

Maintenance Services

To ensure that the equipment is used in good condition after installation, we have established a system that allows you to use it with peace of mind, including support packages.

Special Maintenance Services

For breakdowns or damage caused by natural disasters, regardless of the existence of a warranty, we will repair the product at a special price for products that are repairable if the repair request is from areas covered by the Disaster Relief Act.

Download Services

From our web page you can download catalogs and user manuals, firmware updates, the latest version utility software, three-dimensional diagrams of our displays, and much more.

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.

Operation and Installation Support services

We have a wide lineup of projector and display products, as well as a showroom where you can experience several 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.



To meet a wide range of customer needs, we offer customization services, assembly services at the time of delivery, color calibration services, and implementation services of medical display network quality management software.

Improve customer satisfaction

To respond to customer inquiries about product implementation and repairs, not only is careful and polite courteous service required, but also the provision of high added value that meets customer expectations.

Therefore, we are working to improve our support and service website and call center response.

Our customer support department receives various opinions and requests, as well as inquiries about repairs and other matters.

We listen sincerely to our customers' voice and share this information within the company.

We are working to create value by considering what technologies and services we can provide to meet their needs.

Efforts for stable operation

In the customer service center, it is required to continue operations even in the event of a large-scale disaster. We have established a recovery procedure manual and are working on BCP measures so that we can continue our service operations even during an emergency situation.

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.

Human rights education

We believe that education on human rights is an important means for solving problems, and toward raising awareness. We provide education on "human rights" to all employees and aim to improve awareness of the importance of respect for basic human rights.

In fiscal 2024, we conducted learning about "① What is DE&I? ② Our company's initiatives ③ Promoting understanding of LGBTQ+."

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.

Respect for the Human Rights of Business Partners

To promote social responsibility, we communicate our CSR procurement policy not only within 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.

Management of working hours

We recommend a well-balanced work style and are working to enhance our vacation system and work styles that increase productivity and efficiency.

In our vacation system, we have a multipurpose leave system that can be taken for childcare, nursing care, health care, volunteering, self-development, etc., as well as a refreshment leave system based on years of service. We also ensure that employees take their vacations by thoroughly implementing planned annual leave applications.

In terms of work hour management, we are working to reduce overtime work in each workplace to correct long working hours. As we promote a shift towards a working style that does not assume overtime, the average monthly overtime hours for employees (union members) in fiscal 2024 was 13 hours and 42 minutes.

Good Labor Management Relationship that emphasize respect for dialogue

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.

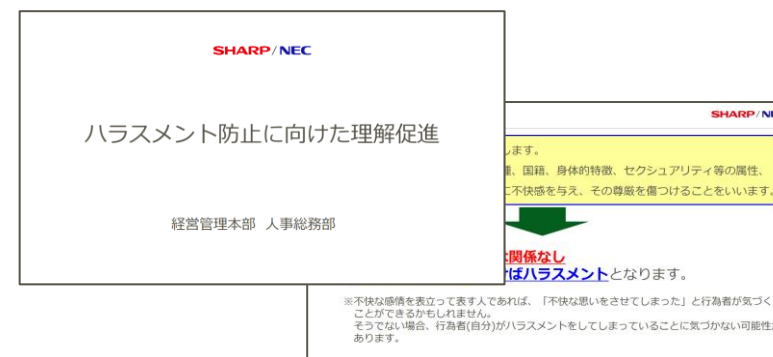
In addition to setting up regular opportunities for labor management meetings, labor and management regularly exchange opinions on issues related to the business situation and the workplace environment. When there are issues that will have an impact on the working conditions of union members, both sides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

Pay Appropriate Wages

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.

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 2024 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.

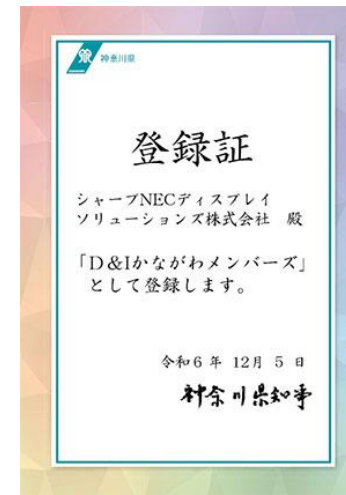
DE&I Initiatives

DE&I is a combination of three terms : Diversity, Equity and Inclusion. D&I refers to building an environment where diverse talents respect each other and can fully utilize their abilities. This is a concept that adds "Equity" to the traditional idea of D&I and aims to create an environment in which people can thrive while respecting each other by providing "fair" opportunities that focus on differences.

As part of our efforts to promote DE&I, in fiscal 2024 we launched a DE&I website and engaged in employee enlightenment through the provision of information such as "Tips for identifying unconscious bias," "Basic skills for achieving results as a team," and "Leadership in a diverse society."

Participation in related organizations

Our company registered as a member of D&I Kanagawa in fiscal year 2024. By sharing information with each other, enhancing one another, and highlighting their achievements, members as a whole are promoting D&I initiatives, including gender equality, in addition to promoting women's empowerment.



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.

By evaluating performance regardless of gender, the proportion of female employees at the section manager level increased from 10.1% in fiscal 2022, 12.8% in fiscal 2023, and 17.0% in fiscal 2024. We recognize that the currently low ratio of female managers is a challenge, and we support female employees who aim to join top management by providing educational content and giving access to external training programs, so that they can think about their own career paths and realize their potential.

We were interviewed about our diversity management initiatives.

[Click here](#) to read the interview article.



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.

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.

The ratio of mid-career hiring for the fiscal year 2024 was 27%. As a global business, we are working to utilize global human resources that meet local needs, and we are promoting the expansion of recruitment of international students and foreign nationals in Japan.

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 have also 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 2024, 1 male and 2 female employees were transferred through internal recruitment, and the number of employees who changed employment status from general employee to career track employee was 0 males and 1 female.

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. For instance, we understand that men play an important role in raising children and support them in having more time at home during the early years.

Childcare	Childcare leave system, Childcare short-time work system, Spouse maternity leave, Childcare 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.

Skills Development Training

Through Sharp Group-wide study sessions and external training programs, we provide opportunities for employees to enhance the specialized knowledge and skills they need for their jobs, ranging from human resources knowledge to technical knowledge.

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.

In 2024, we accepted students primarily interested in technical careers and implemented internships to provide work experience in areas such as software design and development.

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.

Occupational Health and Safety Promotion System

In order to ensure the safety and health of all employees working at the workplace and to promote the creation of a comfortable working environment, we have established a health and safety management responsibility system for preventing workplace accidents and improving safety and health standards.

"The Health and Safety 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.

By providing employees with information such as the company's annual health and safety activity policy and goals, the results of initiatives, and policy reviews, we strive to prevent accidents and disasters, create a comfortable workplace, and promote mental and physical health.



Health and Safety patrols

At the Shonan technical Center (Oi-machi, Kanagawa Prefecture) which is equipped with a laboratory, we conduct health and safety patrols every six months to ensure the safety of equipment and maintain a comfortable and safe working environment.

In fiscal 2024, we implemented electrical outlet tracking measures as a fire prevention.

Fiscal 2024 Health and Safety Targets and Results

Fiscal 2024 Health and Safety Target		Targets	Results
Prevention of Accidents and Disasters	Zero industrial accidents	0 / year	0
	Zero leave-from-work 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%
	Workplace improvements based on stress check results	Repots results Improvements	Implementation
	Support for long working hours	Planned Support	Implementation

Health and Safety Committee Subcommittee

The Safety and Health Committee subcommittee meets twice a year, mainly targeting employees engaged in on-site attendance. In fiscal year 2024, we shared issues and near-miss cases regarding on-site attendance, work, and construction, and confirmed and improved safety and health aspects.



Smoking cessation promotion activities

In fiscal year 2024, we closed some of the smoking rooms in the workplace to promote smoking cessation. We are also working to provide support for smoking cessation to smokers through the health insurance association's "Smoking Cessation Support Activities."

Health Management for Employees assigned overseas

In addition to the legally required health checkups when employees are assigned overseas and when they return, we provide the same health management support during their overseas assignment as employees working in Japan.

Laboratory Management

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.

A management officer is appointed for each laboratory, who inspects the laboratory and ensures proper management is being carried out.

Making Employees Healthier

We have established an appropriate health management system for all employees and are working to promote their health in a variety of 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, information dissemination through an on-line portal and company-wide team walking events.

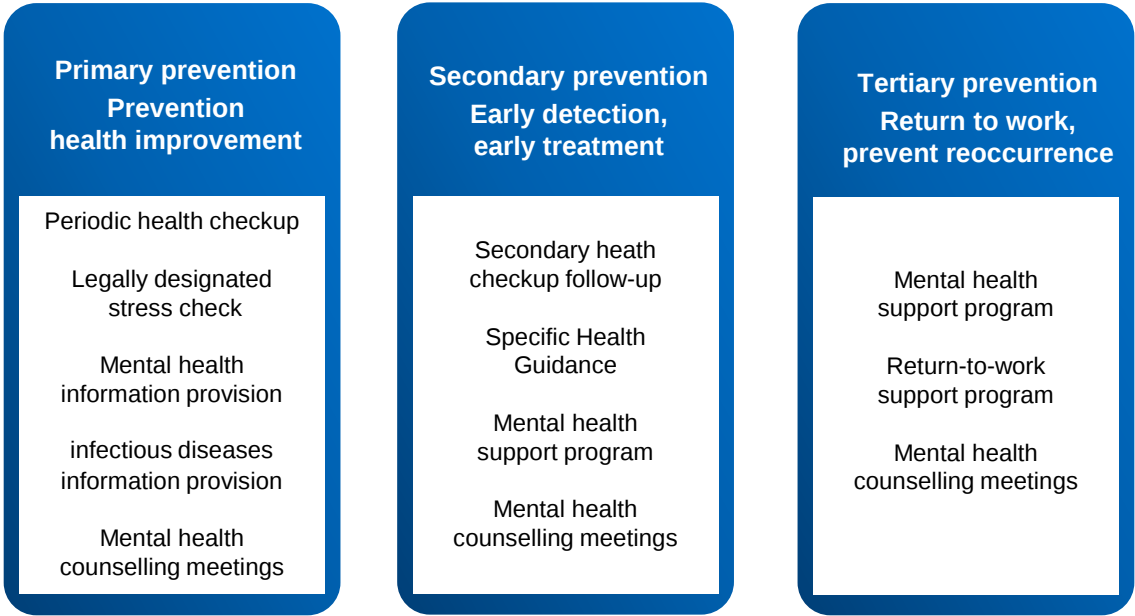
We have set up a health management office in the workplace where health consultations are provided by resident nurses.

Enhancing Mental Health Care

We use an employee stress check system to help employees understand their level of exposure to stress as well as to detect and treat them early.

All employees whose stress check scores exceed the set standard are interviewed and given advice on how to deal with stress. The results of stress checks are analyzed for each group and used to improve the work environment, as necessary.

In addition, we are working to strengthen mental health care by establishing systems for interview counseling, mental support programs, and workplace reintegration support programs.



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.

In May 2024, we participated in the "Sakawa River Clean-up Campaign," and a total of 249 people from Oi-machi SDG's partner companies and organizations cleaned up the area around the Sakawa River. In November, we participated in a litter pick up walking event in the town in conjunction with the "13th Oi-machi Environmental Expo."

As a member of the local community, we will continue to work on sustainability activities in cooperation with the local community to protect local nature.

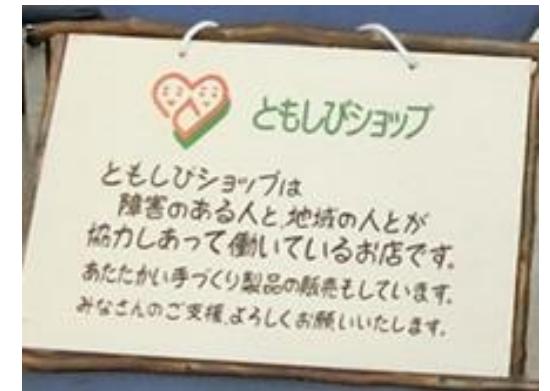


Sales event with Tomoshibi Cafe

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.

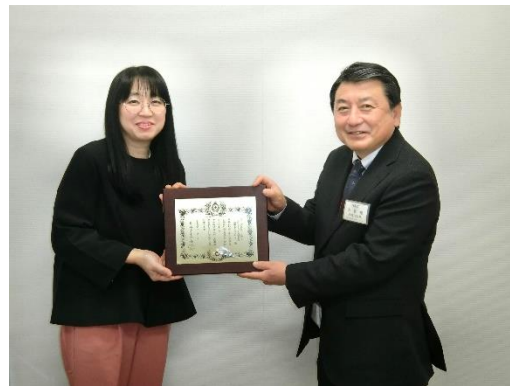


Blood Donation Activities

At the Shonan Technical Center (Oi-machi, Kanagawa Prefecture), we have been conducting blood donation activities for over 30 years, since 1994. In fiscal 2024, a total of 38 people participated in blood donation activities in June and December.

We have been awarded the Gold 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.



Fundraising Activities

As a member of the local community, our company participates in the Red Feather Community Chest every October. The Red Feather Community Fundraising is held in each community, and the collected donations are used to solve a variety of social and local issues in the donating area.

Our company will continue to actively support activities through joint fundraising that enable everyone to live in peace.



Environmental Conservation Initiatives

We have a wetland plant protection area for the purpose of protecting wetland plants “Mizo kouju” and “Hosoi” in 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.



Disposable Heating Pack collection campaign

In support of the “disposable Heating Pack” recycling activity of the general incorporated association Go Green Japan (an activity in which the contents of disposable heating packs are removed and the main components, iron and charcoal, are used to process and produce water purifiers and soil conditioners). By collecting disposable heating packs that would otherwise be thrown away as waste and donating them, we are indirectly working on recycling.

This initiative is also increasing the awareness of each employee towards volunteering.



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 800,000 caps have been collected and vaccines have been donated to approximately 930 children.



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.

Under the direction of the Directors, the Corporate Administration Division oversees the development and operation of internal controls for all executive departments, and by conducting self-inspections using checklists each fiscal year, the Company continually evaluates the development and operation of the internal control system and takes necessary improvement measures. In addition, we constantly review its basic policies regarding internal control and internal audits in response to changes in the business environment, striving to develop and operate an even more effective internal control system.

In fiscal 2024, we confirmed that our internal controls were functioning effectively.

Term	Internal Control Initiative (Secretariat : Corporate Administration Division, Human Capital and General Affairs Department)
Apr.	Conduct operational status check for the second half of the previous fiscal year ⇒ Submit the check results to the Sharp department.
May.～Jun.	- 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.)
Jul.～Aug.	Implementation of initiatives based on the check sheet.
Oct.	Confirmed the operational status of the first half of the fiscal year.
Nov.～Jan.	Implementation of Initiatives Based on the Check Sheet.
Feb.～Mar.	Implementation of Initiatives and follow-up to completion by the end of March.

[illegible]

At Sharp NEC Display Solutions, we define compliance as “observing laws, regulations, and company rules, and acting in line with corporate ethics.” Based on our Basic Compliance Regulations, the President is responsible, and the Corporate Administration Division works with relevant departments to establish and operate a compliance promotion system, ensuring strict compliance throughout our company and its subsidiaries.

We work in cooperation with the Sharp Group to ensure the optimization and compliance of each business operation through cross-organizational business management and our own unique business management.

Various types of Training Related to Compliance

To promote compliance, Sharp Group has made available within the company the “Sharp Group Compliance Guidebook”, which outlines the standards that officers and employees must comply with and the specific standards of behavior that they should follow. In addition, with the aim of raising compliance awareness among all employees, the company regularly disseminates information and provides training such as e learning to all employees.

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.

In the event that a compliance-related risk occurs, the Sharp Group will respond appropriately in accordance with its Basic Compliance Regulations and Business Risk Management Regulations and will thoroughly implement corrective measures to prevent recurrence. Furthermore, business risks are regularly reevaluated in response to changes in the corporate environment, etc. If a risk becomes significant, corrective measures will be implemented to thoroughly prevent recurrence.

Committee Chairman	President
Committee Member	Executive Officers and Heads of Each Division
Organizer	Corporate Administration Division
Summary	Consideration and promotion of important company-wide CSR issues • Deliberations of important CSR policies • Deliberations of solving CSR issues (matters related to quality and safety, the environment, information security, fair trade, health and safety, human rights, personal information protection, accounting, intellectual property)
Event Schedule	Meets monthly

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 company and all its subsidiaries are working to prevent bribery and corruption in accordance with the "Rules for Preventing Bribery and Corruption" established by the Sharp Group based on the basic compliance regulations. By clarifying our internal check system, we strive to maintain healthy and proper relationships with politics and government, and to prevent bribery and illegal political donations.

Establishing a System for Bribery

We have established a pre-approval process for the use of third parties such as agents and consultants, which require particular attention, providing entertainment or gifts to public officials. We also strive to prevent bribery by clarifying points to check when joining various organizations, changes in membership fees, the occurrence of extraordinary membership fees, and cases of withdrawal from the organization by following specific approval procedures.

Related Party Transaction Procedures

Related party transactions can bring benefits to the company if conducted properly. However, they are not always conducted on equal terms, and transactions involving management may not be adequately checked for appropriateness. This can result in unfair transactions.

In light of this background, the Sharp Group has tightened its management of related party transactions, conducting risk assessments, pre-checks, and post-checks at the end of each fiscal year for each transaction.

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).

Anti-Bribery law violations

In fiscal year 2024, there were no cases of corruption within our company, and we have not paid any fines or penalties as a result.

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 building patent portfolios and intellectual property risk management. In fiscal year 2024, we conducted intellectual property training on invention creation to our development division.

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.

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 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

- We have appointed an information security officer and person in charge.
 - Chief Information Security Officer : President
 - Information Security Manager : Head of the IT Department
 - Information security administrator: Members of the IT department
- If an information security incident occurs, we ensure that it is escalated to the person in charge at our company and the Sharp Group Information Security Promotion Office.

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 Education

- Before new employees and temporary staff start work, we provide information security training to inform them of important points and rules regarding information security.
- We provide information security training to all employees once a year, where they learn about the latest information and important points to note.

Information Security Self-Check

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

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, it will be cut off from the network so that it cannot connect to the company intranet or VPN.
- We have introduced measures to prevent information leaks and IT asset management tools and manage the usage of each PC with functions such as PC operation logs, web access monitoring, and external device monitoring to reduce the risk of information leaks.

Access Rights Control

- Access control is strictly implemented at both the user and department levels, and each user is granted the minimum level of privileges necessary to reduce the risk of information leaks and unauthorized data entry.

Check the Status of Information Security

- We regularly conduct inventory checks of each department's status and management of external storage media and confidential information to ensure they are being managed appropriately.

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.

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. Every year, our company gathers BCP headquarter members to conduct BCP training in order to verify the implementation and operation in accordance with the business continuity plan. The results of the training are verified and evaluated, and we are continuously improving to become a company that is strong in business continuity.

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 employees in the event of an earthquake with seismic intensity of lower 6 or higher, and employees who receive the email can report their safety, allowing the system to confirm the safety of their employees. In preparation for emergencies, we conduct system operation drills 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 the fiscal year 2024, evacuation drills were conducted at each base. The results of the drills were verified and evaluated and are used to reflect and revise fire prevention plans and business continuity plans.



Disaster prevention equipment exhibition



Disaster Emergency Evacuation Drill

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.

Disclosure of Hotline Information



ホットライン

① SNDSホットライン (当社独自)
② クリスタルホットライン (シャープグループ)

相談  

経営管理本部 人事総務部



① SNDSホットライン

○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.