



# Sustainability at Sharp

[www.sharp.se/no/dk/fi](http://www.sharp.se/no/dk/fi)

**SHARP**

# Content.

Our sustainability work	04
Our management systems	06
Our goals	07
Customer satisfaction and responsibility	10
Responsible business practices	11
Sustainability risks and opportunities	11
<b>Environment</b>	<b>13</b>
Responsibility	13
Our Climate and Environmental Work	14
European Environmental Policy	15
Net zero emissions in our business	17
<b>Sustainable offering</b>	<b>18</b>
Increased Circularity and Circular Services	19
Environmental Engagements	23



Social Sustainability 24

## Our Sustainability Work

We all share a collective responsibility to contribute to sustainable development. In line with our Nordic strategy, we strive to integrate sustainability – both environmental commitment and social responsibility – throughout our entire organisation.

This includes our employees, partners, customers, and suppliers. By allowing sustainability principles to permeate every part of our business model, we not only strengthen our societal responsibility but also our competitiveness and long-term profitability.

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We strive for sustainability to permeate our entire organisation – from employees and partners to customers and suppliers. This means that, as a company, we actively integrate environmental and social responsibility into both our business model and our daily operations.

By delivering high-quality services where security, customer needs and sustainability are at the forefront, we strengthen our position as a reliable and forward-thinking partner. Our goal is to create long-term value – for our customers, society and the environment.

Henrik Flink,  
General Manager Sharp Nordic



### Sharp Ecovision 2050

As a global corporation, Sharp strives to pursue ESG-focused management in close collaboration with our stakeholders, with the goal of contributing to a sustainable society in line with Agenda 2030. Our long-term strategy, Sharp Eco Vision 2050, is designed to support sustainable development, achieve the Paris Agreement's 1.5°C target, and facilitate the transition to a circular economy.

Two central goals are to be achieved by 2050:



Reduce our dependence on fossil fuels by generating more renewable energy than the total amount of energy consumed across our entire supply chain.



To achieve net-zero carbon emissions.

To achieve these goals, Sharp has defined three strategic action areas:



Climate change – reducing emissions and increasing energy efficiency.



Resource recovery – promoting circular flows and reducing waste.



Safety and security – creating sustainable and safe solutions that protect people and our ecosystems.

Sharp publishes a global sustainability report annually, following established frameworks including the GRI Sustainability Reporting Standards from the Global Reporting Initiative (GRI). By signing the UN Global Compact, Sharp has committed to supporting the Ten Principles on human rights, labour, environment, and anti-corruption.

As a Supporter Member of the Responsible Business Alliance (RBA), Sharp demonstrates its commitment to responsible business practices and sustainable development throughout the value chain.

As a local actor in the Nordic region, we have a clear responsibility to understand our impact and actively pursue sustainable solutions wherever possible. Our goal is to offer services that support a circular economy and circular business models – through reuse, secure recycling, and compliance with national regulatory requirements.

We work both internally and in collaboration with external stakeholders to develop and deliver sustainable solutions that create value for our stakeholders and contribute to a more resource-efficient and responsible operation. As part of our systematic sustainability efforts, our Nordic headquarters is certified according to ISO 9001 for quality, ISO 14001 for environmental management, ISO 45001 for occupational health and safety, and ISO 27001 for information security.

To strengthen internal awareness and engagement, we launched the Sharp Nordic Sustainability Program in spring 2023. Together, we promote initiatives that enhance our knowledge of sustainable development.

# Our Management Systems:

Sharp strives for sustainability to permeate our entire organisation – from employees and partners to customers and suppliers. This means that, as a company, we integrate environmental and social responsibility into both our business model and our day-to-day operations.

As part of our systematic sustainability efforts, Sharp Business Systems Sweden AB, our Nordic headquarters, is certified according to:

- ISO 9001 Quality
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety
- ISO 27001 Information Security

These certifications ensure that we maintain high quality in our services and a safe, secure working environment across our offices.

Our local office in Norway is also certified according to:

- ISO 9001 Quality
- ISO 14001 Environmental Management
- ISO 45001 Occupational Health and Safety

At the global level, several of our offices and facilities are ISO 14001-certified. For further information, see: ISO 14001-Certified Plants and Offices ([global.sharp](http://global.sharp)).



# Our Goals

At the local level, Sharp in the Nordic region actively measures and follows up on our sustainability performance for our local operations. This work forms part of our long-term corporate strategy, Sharp Eco Vision 2050, which aims to achieve net-zero carbon emissions and to generate more renewable energy than the total amount of energy consumed across our supply chain. The vision is built on three central focus areas: climate change, resource recovery, and safety and security – forming the foundation of our local and regional initiatives.

By translating our global ambitions into concrete local actions, we contribute to creating business value, strengthening customer relationships, and taking responsibility for our impact – all of which support sustainable development.

## Transition to a Sustainable Vehicle Fleet

Sharp is carrying out continuous climate efforts with a strong focus on increasing the share of electric vehicles in our vehicle fleet. We share a collective responsibility to help reduce greenhouse gas emissions on roads across Sweden. By developing our strategic targets, we aim to decrease our dependence on fossil fuels while strengthening our position as a sustainable and forward-looking organisation.

Our internal Nordic goals and sub-targets are designed to align with national climate initiatives within the transport sector. The company strives to achieve the lowest possible CO<sub>2</sub> emissions, and employees are encouraged to choose electric vehicles whenever possible.

2025:

68% electric

21% hybrid

15% diesel/petrol

During the current financial year, we have decided to establish a new strategic target: by 2028, 80% of our company vehicle fleet shall be electric. This is an important step in our ambition to combine business value with climate responsibility.

To enable this transition, we plan to install charging infrastructure at Sharp's offices, creating the conditions for efficient and sustainable mobility for our employees.

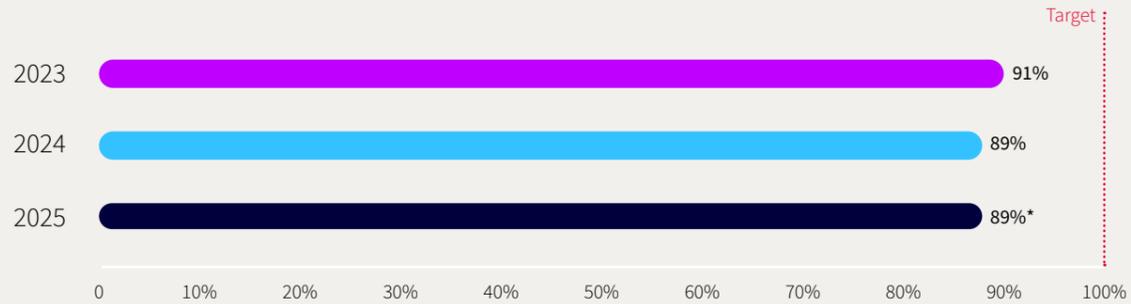


### Energy Efficiency

Sharp Nordic actively monitors and measures the energy consumption at our offices as part of our efforts to reduce our climate footprint. As part of our Nordic strategy, we have established a clear target: by 2030, 100% of the electricity used across all Nordic offices shall come from renewable energy sources.

This initiative is an important component of our overall sustainability strategy and strengthens our ambition to combine business value with environmental responsibility. By investing in green energy, we create long-term value — both for our operations and for society at large.

### Share of Renewable Electricity



\*Preliminary figure based on data from three of the four countries.

### Employee Engagement as a Driver

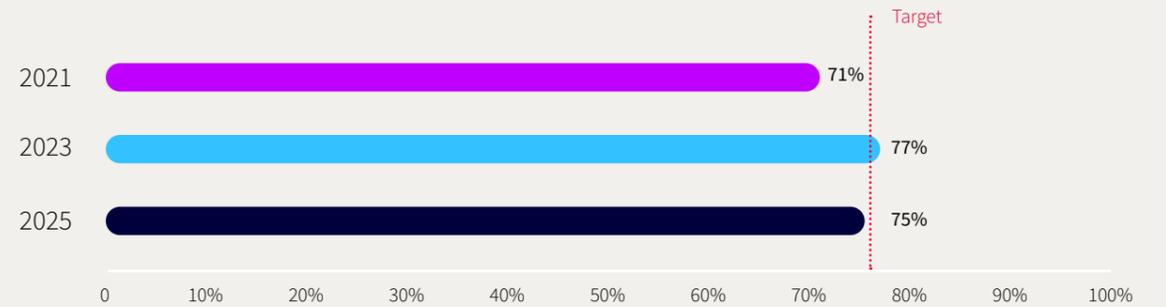
To continuously monitor and improve employees' experience of the organisation, regular surveys are carried out across the Group. This includes ongoing pulse measurements through eNPS and a full employee survey every two years. The focus is on key factors such as motivation, engagement, working environment and sense of belonging.

Within our Nordic organisation, we have set a strategic target to reach an employee engagement score of 76% by 2025. We reached this target already in 2023 with 77% at Nordic level and 76% in Sweden.

In the 2025 employee survey, engagement reached 75% in the Nordic region and 76% in Sweden. The result is close to our ambitious strategic target and shows that our joint efforts are making a difference. We are on the right path and continue to develop in a positive direction.

Looking ahead, our focus is on eNPS with a strategic target of reaching +20 by 2028. By tracking both engagement and leadership in the employee survey, and combining this with regular eNPS measurements, we can see how the willingness to recommend Sharp as an employer increases over time. Together, we are creating a workplace where engagement grows and where everyone thrives and develops.

### Employee Ownership and Engagement



### Examples of Activities:

- Leader Forum, our Nordic leadership program where managers, specialists and key employees are continuously challenged and developed. The purpose is to strengthen leadership and build a shared, successful culture across the Nordic region.
- Promoting a feedback culture where knowledge and people can grow.
- Employee survey and eNPS, which are analysed and generate initiatives within each team as well as for the organisation as a whole.

The follow-up of employee engagement and eNPS (the willingness to recommend Sharp as an employer) is an integrated part of our Strategy Plan 2028, where these elements form an important component in both business development and our overall sustainability agenda.

### Increased gender equality and equity

We know that diversity and inclusion drive engagement, innovation and better decision-making. This is why we work to increase the share of women in leadership and specialist roles, strengthening us as both an employer and a team.

Our focus is on attracting more female candidates and continuing to embed diversity and inclusion in the recruitment process. We set a target of 40% women in leadership roles by 2025 and can see positive progress. The journey itself, and the actions we take along the way, are what truly matter.

#### Women in leadership and specialist roles

2023: 29%  
2024: 35%  
2025: 37%

#### Examples of activities:

- Active work with our gender equality plan to ensure equal rights and opportunities.
- We use our differences as a strength through elements integrated into our Nordic leadership programme Ledarforum.
- We write inclusive job advertisements to reach a broader audience and reduce bias.

## Customer satisfaction & responsibility.

### NPS

To create a sustainable future, it is essential to understand and respond to the needs of our stakeholders. This is why we use Net Promoter Score (NPS) as a central metric for customer loyalty, satisfaction and engagement.

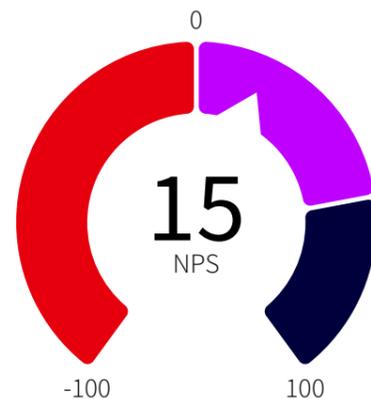
Continuous feedback gives us valuable insights into how our customers experience our products and services and how well we meet their expectations.

By actively working to improve our NPS, we not only drive business value but also support a more sustainable approach.

Customer insights help us identify areas for improvement, strengthen long-term customer relationships and inspire innovation that leads to more sustainable solutions. Integrating NPS into our sustainability reporting reinforces our

transparency and our commitment to continuously improving the customer experience.

NPS Score 2025 (our target value for 2026 is 20):



2024: 6  
2025: 15

## Responsible business conduct

Sharp conducts its business with high ethical standards and clear guidelines for governance, transparency and accountability. We have zero tolerance for corruption and bribery, and follow our Anti-Corruption and Bribery Policy, Business Entertainment Policy and crisis management procedures, which all employees are regularly trained in.

To ensure safety and responsibility within the organisation, Sharp also has a whistleblowing policy that complies with Swedish legislation (2021:890, 2021:949) and the EU

Whistleblower Directive. The policy enables employees to report serious misconduct with protection against retaliation.

We are committed to acting professionally, fairly and with integrity in all business relationships, and have implemented effective systems to prevent misconduct. Governance is a central part of our sustainability work and helps strengthen trust in Sharp as both an employer and a business partner.



## Sustainability risks and opportunities

In our Nordic organisation, Sharp has a clear responsibility to identify, manage and communicate sustainability-related risks and opportunities. This is an important part of ensuring sound business ethics, legal compliance and long-term sustainability.

All new employees are informed about our anti-corruption policy and compliance guidelines, which are reinforced through ISO audits and regular internal communication. We also have established routines for informing customers and suppliers about relevant changes that may affect our operations, in line with internal requirements and national legislation.

Our suppliers are expected to acknowledge and follow our Code of Conduct, which forms part of our commitment to ensuring that the entire value chain operates ethically and transparently.

### Responsible supply chains

Sharp operates according to global standards and legal requirements to ensure that human rights, environmental considerations and business ethics are respected throughout our entire value chain. Our Code of Conduct and Charter of Corporate Behaviour prohibit child labour, forced labour and discrimination, and are anchored in international frameworks such as the UN Global Compact and the ILO Core Conventions.

All suppliers are expected to comply with our Supplier Code of Conduct, and we carry out regular assessments to ensure adherence. An updated supplier review is planned for the upcoming financial year.

Since 2021, Sharp has been a member of the Responsible Business Alliance (RBA) and applies its guidelines in our global supply chain management. We also use the OECD five step framework for responsible mineral sourcing.

Sharp identifies and manages climate related risks in the supply chain through business risk analysis and scenario planning. We work actively to reduce ESG related risks in our factories and among our suppliers, including by promoting the use of low carbon materials.

Sharp Nordic also collaborates with local suppliers to ensure shared alignment with our values and objectives. Our work is guided by policies related to occupational health and safety, equality, ethics and sustainability, with further information available in our global sustainability report.

### Initiatives in our operations and value chain

- Supporting the Responsible Business Alliance (RBA).
- Policy on conflict minerals.
- EcoVadis Sustainability Rating.
- Sharp Supply Chain CSR Deployment Guidebook.
- Supplier assessments and evaluations.

### Information security

Sharp Sweden works systematically with information security to protect business-critical data and ensure confidence among customers, partners and employees. In an increasingly digital world, information security is essential for maintaining trust, ensuring business continuity and meeting legal requirements.

Our security work is based on clear policies, technical controls, structured processes and a strong management system. Employee awareness and competence are central to preventing risks and handling information securely. As proof of our commitment, Sharp Sweden is certified according to ISO 27001, which means we meet international information security standards. The certification supports our ongoing efforts to monitor, evaluate and improve our security routines and ensures that our business and security objectives are achieved.

Information security is not only a technical matter, but a strategic prerequisite for delivering reliable services and building long-term relationships with our customers.

### Internal sustainability training

We strive for all employees to complete our internal sustainability training.

**Our goal is always 100% participation. During 2023 and 2024, sustainability training was carried out across the Nordic region with a participation rate of 93%.**

We continue to train all new employees as part of our onboarding programme.

The objective for the upcoming financial year 25/26 is for everyone in the Nordic region to complete an updated sustainability training.



## Environment.

### Responsibility throughout the organization

We at Sharp take responsibility for the emissions generated by our operations, including the impact from our facilities, transportation, business travel, and the handling of waste and chemicals.

Insufficient routines or low awareness can lead to increased emissions, improper waste management, or chemical leakage that harms ecosystems and hinders recycling.

Climate change also requires us to assess how risks such as transport disruptions, shortages of materials, and potential damage to offices and production facilities may affect our operations.

## Our climate and environmental efforts

To reduce our climate impact, Sharp continuously conducts assessments of our operations. In line with our environmental policy and Sharp Eco Vision 2050, we focus on streamlining our processes and developing a more sustainable business.

- Environmentally certified Nordic headquarters (BREEAM, highest rating Outstanding).
- Target of 100% renewable energy in offices.
- Ongoing electrification of the vehicle fleet and expansion of charging infrastructure.

In 2023, Sharp relocated its Nordic headquarters to a climate-efficient and BREEAM-certified building in Bromma, classified at the highest level, Outstanding. The facility offers green terraces that support biodiversity, environmentally certified district heating and cooling, and convenient access to sustainable transport options including bicycle parking and proximity to public transport. The new office solution is better aligned with our operations and reduces our local environmental impact.

Our office in Helsinki is also certified according to BREEAM Excellent and is powered by certified wind energy. The site has its own solar energy production and charging infrastructure that supports an increasingly sustainable vehicle fleet, an important step toward fossil-free mobility.

Our Västerås office was energy-optimized as early as 2021 as part of our long-term sustainability efforts.

At the local level, Sharp Business Systems Sweden measures energy consumption in our offices and actively works to reduce the environmental impact of our vehicle fleet. We receive regular CO<sub>2</sub> reports from our vehicle provider and work strategically to increase the share of electric vehicles. Our target for 2028 is for 80% of our company cars to be electric.

We see that purpose-designed facilities and an electrified vehicle fleet will significantly reduce our overall climate impact. This is why we continue to install more charging stations at our offices and strengthen the infrastructure for sustainable mobility.

## European Environmental Policy

Together, we strive toward shared goals at the European level to create a more sustainable operation by improving the environmental performance of our offices and increasing awareness and knowledge among employees, partners, customers, and suppliers. Our environmental policy includes Sharp's commitment to:

1. Minimize the environmental impact of our business operations.
2. Promote the development of sustainable products.
3. Maintain, and when possible exceed, compliance with legal requirements.
4. Improve the environmental performance of our Sharp offices.
5. Communicate our environmental initiatives and promote environmental protection among Sharp employees.
6. Ensure and continually improve our environmental work through environmental management systems.
7. Maintain open communication with our customers and suppliers regarding environmental matters.



**Sharp Eco Vision 2050 – our global sustainability strategy**

Sharp launched its long-term sustainability vision, Sharp Eco Vision 2050, in 2019. The vision is built on two ambitious global goals to be achieved by 2050:

- To generate more clean energy than the total energy consumed throughout our entire supply chain.
- To achieve net-zero carbon emissions.

To achieve these goals, Sharp works strategically across three key action areas:



**Climate change**

We are developing increasingly energy-efficient products and reducing carbon emissions from our operations, products, and services.



**Resource recycling**

By promoting a circular economy, we strive to reuse and recycle products, reduce waste, and minimize packaging materials.



**Safety and security**

We limit the use of chemicals that may negatively affect human health, the environment, and ecosystems.

Sharp Eco Vision 2050 is an integrated part of our global strategy to create a more sustainable future.

Read more in our global sustainability report on Sharp's international website.



# Net zero emissions in our business activities

Sharp Corporation calculates greenhouse gas emissions based on the GHG Protocol. We work to reduce the emissions generated when customers use Sharp products and from Sharp's business operations, including emissions in the supply chain. In accordance with SHARP Eco Vision 2050, our long-term

sustainability vision, we aim to achieve net-zero CO2 emissions in our business activities. Across our global operations we participate in the Science Based Targets initiative (SBTi). Sharp has been certified for the SBT 1.5°C target and confirmed that our climate goals are science-based and aligned with the Paris Agreement. In line with the SBTi, we have targets:

By 2030: Net zero emissions for Scope 1 and Scope 2 - Sharp's own operational emissions, such as energy use and direct emissions from operations).

By 2050: Net zero for Scope 3 - emissions associated with the entire value chain, including the manufacturing of products and components purchased by Sharp).



In our global sustainability report you can find information about our global reporting of greenhouse gas emissions (Scope 1, 2 and 3).

**Global initiatives in renewable energy**

As part of Sharp's global sustainability strategy we are working to increase the share of renewable energy in our operations, with a strong focus on expanding solar installations to boost in-house green energy production and reduce our climate impact.

Sharp is also preparing to join the RE100 initiative, reinforcing our commitment to Sharp Eco Vision 2050 and our long-term goals of net-zero emissions and circular energy use.

# Sustainable offering.

We strive to offer sustainable services and products that combine high quality, long lifespan, safety and circularity. Through tailored solutions we help our customers streamline their operations while minimizing resource use and environmental impact.

Our end-to-end offering spans all business areas and is built on local service and support, ensuring high availability and long-term performance. By integrating sustainability into every step – from product design to after-sales – we create solutions that stand the test of time and contribute to a more circular economy.

Examples of key factors that enable truly sustainable solutions include:

- High product quality and energy efficiency.
- Long lifespan and reparability.
- Safety for users and the environment.
- Possibility for reuse and recycling.
- Local presence for fast and efficient service.
- Increasing the share of recycled materials in our products.

Sharp continuously works to develop services and products that meet the demands of the future – for our customers and for the planet.



## Sustainable printer and scanner solutions



Through our New Life refurbished program we promote circular services and extend the lifespan of our products.



Our solutions have low TEC values (Typical Electricity Consumption) and are equipped with energy-saving features, reducing both costs and environmental impact.



We offer printer and scanner solutions that contain up to 50% recycled plastic and are delivered in plastic-free, fully recyclable packaging.



We provide EPD documentation and Eco Declarations that show the environmental impact of our products throughout their entire life cycle.



We provide EPD documentation and Eco Declarations that illustrate the environmental impact of our products throughout their entire life cycle.



## Visual solutions

Sharp offers screens, displays and projectors designed for sustainability, combining high quality, long lifespan and energy-saving features that can be adapted to customer needs.

For our more advanced display solutions we are developing options with lower energy consumption. New LED models demonstrate up to 60% lower energy use compared with previous generations and approximately 25% lower consumption in standby mode.

## Increased circularity and circular services

According to our long-term vision Sharp Eco Vision 2050 we aim to promote a circular economy by reusing and recycling products and reducing waste to help minimize environmental impact. As part of reaching our goals we work to promote circularity wherever possible, prioritizing reuse first and ensuring safe material recycling as a second step.

To meet our producer responsibility obligations we are connected to recycling and reuse services through our Nordic partners: El-Kretsen, El-retur Denmark, Norsirk AS and Elker Oy. Our local collection systems are nationally approved. El-Kretsen is one such system, collaborating with municipalities, transport providers and recycling facilities to ensure control throughout the entire recycling chain. We can therefore direct our end customers to their collection system.



Reuse is naturally the most important step for us, and we continuously seek sustainable solutions that support extended product lifecycles both within Sharp and together with partners offering circular services. We strive to make circular services available across all our business areas. We take responsibility by quality-assuring the products we place on the market and assessing whether they can be reused again. To ensure high quality our technicians and partners manage refurbishment and certified data wiping.

**Efficient point-of-sale solutions**

Sharp offers refurbished solutions for reusing point-of-sale systems, contributing to increased circularity and reduced resource consumption. We also support digital receipts, which reduce paper use and simplify the customer experience.

**New life through New Life**

We at Sharp actively work with circular services, including through our European initiative New Life. Within our printer and scanner solutions, New Life offers a more sustainable alternative, as refurbished laser devices have a lower environmental impact.



**Sustainability:**

Extending the lifespan of a product helps reduce the company's environmental impact.



**Cost-effectiveness:**

Achieve lower costs without compromising on performance, functionality or safety.



**High quality:**

Refurbishment is carried out by professional technicians, ensuring consistent quality.



**Wide range:**

We offer a broad selection of refurbished products with a variety of features.

**Giving IT a new life – a circular collaboration with Inrego**

Sustainability and security go hand in hand, and it is important for us to work with a trusted partner that can provide high-quality circular services. Together with Inrego we support our customers with circular IT services through the take-back of existing equipment. In this way both we and our customers can help reduce climate impact while giving electronics a new life. We can also offer our customers circular solutions through Inrego's range of refurbished IT products.

us to ensure that all data is securely removed with a verified erasure certificate.

We also train our sales teams together with Inrego through our Circular Ambassador Program, which we co-developed. The program increases knowledge and awareness of circular IT and helps us identify opportunities to create sustainable solutions for our customers.

- Circular ambassador program.
- Internal training together with Inrego (sales and the entire organisation).

Security is equally important to us. Our partner Inrego uses Blancco, a world-leading software for certified data erasure, enabling





In 2025 we collected 231 units – from laptops and mobile phones to network equipment. Through our reuse efforts 59% of the units were given a new life, which not only saves resources but truly makes a difference.

**Environmental savings: 19,076 kg CO<sub>2</sub>e – equivalent to:**

- Producing 68 laptops.
- 22 round-trip flights between Stockholm and Barcelona.
- The amount of CO<sub>2</sub> absorbed by 763 fully grown trees in one year.

From 2026 onwards we are strengthening our focus even further, with strategic goals that include expanding circular services and reuse. We believe in smart technology that makes a real difference – for both people and the planet.

Learn more about our circular initiatives and vision:

1. New Life, Sharp's refurbished laser printers
2. Our producer responsibility organisation, El-Kretsen



## Environmental Engagements



Sharp Litter Picking Day.



Mandatory sustainability training for all employees.



Sharp Reuse & Recycle Month.

Since 2023, we have carried out our annual Nordic litter-picking day, Sharp Nordic Litter Picking Day. Together, we collect litter around our offices and reduce the waste that would otherwise end up in nature. Through this initiative, we contribute both to a cleaner ecosystem and to a culture that strengthens our shared commitment to a sustainable society.

We also work continuously with Sharp Reuse & Recycle Month, a recurring initiative that raises awareness of circular IT management. This includes giving employees the opportunity to hand in electronics for reuse and secure recycling.

In addition, mandatory sustainability training is conducted at all our Nordic offices. For us at Sharp, it is important that all employees understand their impact and actively contribute to sustainable development, that we practice what we preach. Sustainability training is therefore also a natural part of the onboarding process for all new employees.





## Social Sustainability

At Sharp, we take responsibility for the entire employee journey, creating a pleasant, engaging, and healthy work environment. Through clear onboarding and offboarding processes, health-promoting activities, employee benefits, and training, we build a workplace that supports engagement and long-term development.

We actively work with equality, diversity, and inclusion, and we have procedures in place to quickly address discrimination while integrating these principles throughout the entire employee journey, from recruitment to offboarding.

Sharp has zero tolerance for discrimination and follows international human rights principles, as outlined in our Code of Conduct, Charter of Corporate Behaviour, Workplace Environment Policy, and our active measures for equality. All employees receive continuous information and training.

We are certified according to ISO 45001, which means that we systematically identify, prevent, and continuously improve our physical, organizational, and social work environment. A safe and supportive workplace is the foundation of our success. It enables us to retain and attract the right competence, deliver quality, and achieve our business goals while creating a positive and developing environment for our employees.

### Our social sustainability work includes, among other things:

- Sharp Group Code of Conduct and Corporate Behaviour.
- Active measures for equality.
- Policy and procedures for inappropriate conduct, discrimination, and harassment.
- Workplace Environment Policy.
- Supplier Code of Conduct.

### Leadership that Drives Engagement

To retain and develop our employees, Sharp actively promotes an inclusive and present leadership culture. Through clear goals, structured onboarding processes, and continuous feedback, we create the conditions for engagement, development, and accountability.

Our Nordic leadership program fosters a culture where both people and knowledge grow. We monitor the employee experience through regular surveys and key indicators such as eNPS and NPS, which help us improve both the working environment and the customer experience.

We can see that our focus on leadership is having a positive impact. In the employee survey, the section on immediate managers' leadership shows results of 83% in 2023 and 84% in 2025. This part of the survey covers support, feedback, development, attentiveness, and inclusion. We see a strong positive development curve compared with previous years, and Sharp's results are far above the market benchmark.



The entire employee journey is central to us, as it shapes the overall experience of Sharp as an employer, from the first contact to development and career progression. When every step works well, we create engagement, security, and motivation. This leads to more satisfied employees, stronger teams, and better results. We believe in the power of engaged employees and consider leadership a key factor for long-term success.

### Equality, diversity, and inclusion - strategic priorities for Sharp.

At Sharp, equality, diversity, and inclusion are fully integrated into our operations. We ensure that all employees, consultants, interns, and job applicants are treated equally regardless of gender, gender identity, ethnic background, religion, disability, age, or sexual orientation.

To promote an inclusive work environment, we provide ongoing training for our managers in health, safety, and current legislation related to discrimination and equality. Our recruitment processes are designed to attract underrepresented groups, with a particular focus on increasing the proportion of women in new hires.

As part of our Nordic strategy, Sharp Sweden has set clear goals:

- 40% women in leadership and specialist roles.

This is an ambitious target that we continue to work toward. In 2023, the share of women in leadership positions within Sharp Nordic was 29%, rising to 37% today. To support this progress, we have clarified our recruitment and onboarding processes, launched new initiatives, and expanded relevant training.

Our work is guided by our active measures for equality and by continuous monitoring of employee turnover. Additional quality-assurance efforts include our three-month follow-up meetings between new employees and their managers, as well as HR, which help us consistently identify new improvement opportunities and ensure progress toward our goals.

**Proud partner to Goodsport - supporting a sustainable future where everyone belongs**

Since 2024, Sharp has been a proud partner of the Goodsport Foundation, where sports serve as a catalyst for social change. Goodsport drives social sustainability initiatives that promote integration, safety, and community through the power of sports. Through collaborations with municipalities and local sports clubs, including the Night Football initiative, they create inclusive meeting places where young people can grow both physically and socially.

At Sharp, we are committed to making a difference. We support Goodsport through:

-  Financial support.
-  Leadership training provided by our internal trainer.
-  Communication initiatives that strengthen their reach and impact.



Goodsport actively works to promote sustainable development through the Global Goals, Agenda 2030:



Through initiatives such as Night Football and spontaneous sports activities, Goodsport creates meaningful meeting places where young people feel seen, safe, and included. The results for 2024 speak for themselves:



Goodsport makes a difference - every evening, every session, every encounter.



“

Together, we contribute to a more equal and inclusive society, where every individual has the opportunity to participate, grow, and feel safe.



Learn more about Goodsport and our collaboration here.

