

# Seiko Epson Corporation Plan for Promoting Female Empowerment in the Workplace

## 1. Action plan period / Implementation period

April 1, 2026 to March 31, 2029

## 2. Targets

- Percentage of female in management: 8%
- Percentage of male and female employees who take childcare leave:  
100%

## 3. Actions

### ① Expansion of the pool of candidates for management positions

- Implementation of career training primarily for junior management level and younger employees.
- Interaction with experienced managers both inside and outside the company.

### ② Supporting success and challenges through support for managers.

- Reducing barriers, including support for balancing work and life.