

Seiko Epson Corporation's Plan for Promoting Gender Equality and Female Empowerment in the Workplace

The following action plan will be implemented to highlight the company's social contributions, maximize employee happiness, and promote diversity, equity, and inclusion, including the empowerment of women in the workplace.

1. Action plan period

April 4, 2023 to March 31, 2026

2. Targets

- Percentage of women in management and leader (equivalent to assistant manager) positions
 - Management: 8%
 - Leader: 10%
- Percentage of women in the new graduate hiring class: 25%
- Days of annual paid leave taken (including accrued annual leave): 20 days
- Percentage of male and female employees who take childcare leave: 100%

3. Actions

- (1) Expand the number of candidate for manager and assistant manager positions by providing career support to women.
Introduce measures to reinforce assistance to mid-career and veteran female employees who wish to advance their careers.
Hold discussions between executive management and women employees.
Profile the diverse careers of female employee role models.
Expand hiring of women from targeted courses of study and junior colleges, and enhance in-house training.
- (2) Foster a new organizational climate, with a new management mind-set.
Provide diversity management training for managers.
Promote a healthy work-life balance by changing how managers work.
- (3) Provide additional work-life balance support.
Expand the program for fertility treatment (first half of FY2023).
Dispel the preconceived notion that childcare and childcare leave are for women only.

We will begin executing all four actions in April 2023.