

# ESG Data/Appendices

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## ESG Data

## Environment

## Global Environmental Data

## Energy

## Use of energy

		Unit	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Gas/oil	MWh	330,257	332,795	331,509	350,307	306,884	336,189
	Electricity/steam	MWh	467,629	357,552	360,543	361,612	181,696	0
Overseas	Gas/oil	MWh	19,592	14,450	15,804	16,869	16,957	13,121
	Electricity/steam	MWh	341,322	341,566	343,183	309,855	263,240	182,815
Total		MWh	1,158,800	1,046,364	1,051,039	1,038,644	768,778	532,126
Per unit of business profit (include renewable energy)		GWh/100 million yen	1.6	1.7	2.9	1.9	1.3	1.2

\* Totals do not add up in some cases due to rounding off of fractions.

## Use of renewable electricity

		Unit	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Japan		MWh	257	118,504	119,302	118,974	335,408	515,804
	Purchased electricity	MWh	0	118,248	119,070	118,879	317,532	446,019
	Generated onsite	MWh	257	256	232	95	150	813
	Renewable Energy Certificate <sup>1</sup>	MWh	-	-	-	-	17,727	68,971
Overseas		MWh	9,215	18,901	18,695	37,466	94,201	179,861
	Purchased electricity	MWh	7,063	15,190	13,757	32,117	88,015	111,455
	Generated onsite	MWh	2,152	3,711	4,938	5,349	6,186	9,746
	Renewable Energy Certificate	MWh	-	-	-	-	-	58,660
Total		MWh	9,473	137,405	137,997	156,440	429,610	695,665

\* Totals do not add up in some cases due to rounding off of fractions.

<sup>1</sup> Includes electricity generated by cogeneration system.

## Status of electricity sources

	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Renewable electricity	MWh	9,473	137,405	137,997	156,440	429,610	695,665
Non-renewable electricity	MWh	850,359	738,868	741,546	707,408	442,530	180,221
Total	MWh	859,831	876,273	879,543	863,849	872,140	875,886
Ratio of renewable electricity	%	1.1	16	16	18	49	79

\* Totals do not add up in some cases due to rounding off of fractions.

\* Includes electricity generated by cogeneration system.

## Greenhouse gas (GHG)

### Greenhouse gas emission (Scopes 1, 2, and 3)

	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 1	thousand t-CO <sub>2</sub> e	137	128	122	125	118	142
Scope 2	thousand t-CO <sub>2</sub> e	455	374	363	345	230	93
Scope 3	thousand t-CO <sub>2</sub> e	3,261	3,263	3,024	2,516	2,392	2,327
Total	thousand t-CO <sub>2</sub> e	3,853	3,765	3,510	2,987	2,740	2,562

Scope 1: Direct GHG emissions (LPG, LNG, natural gas, kerosene, heavy fuel oil, gasoline, PFCs, etc.)

Scope 2: Indirect GHG emissions (electricity and steam, etc.)

Scope 3: Indirect GHG emissions of the entire value chain

\* Totals do not add up in some cases due to rounding off of fractions.

### Greenhouse gas emission (scopes 1, 2)

	Unit	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 1	t-CO <sub>2</sub> e	136,734	127,737	122,263	124,929	117,788	141,883
	Japan	122,479	108,210	104,470	109,613	102,250	123,030
	Overseas	14,255	19,527	17,793	15,316	15,537	18,853
Scope 2	t-CO <sub>2</sub> e	455,110	374,347	363,490	345,151	229,883	92,855
	Japan	246,022	185,520	184,748	179,890	72,881	0
	Overseas	209,088	188,827	178,743	165,261	157,002	92,855
Total	t-CO <sub>2</sub> e	591,844	502,084	485,753	470,079	347,670	234,738
Per unit of business profit	thousand t/100 million yen	0.79	0.71	1.19	0.76	0.38	0.24
FY2025 target (science-based): reduce 34% total emissions from FY2017							-60%

\* Totals do not add up in some cases due to rounding off of fractions

\* CO<sub>2</sub> conversion factor of greenhouse gas emissions

- Electric power: Disclose emissions at Market-base. In Japan, we use the adjusted emissions factors for the load serving entities (i.e., utilities) from which our sites purchase electricity, pursuant to Load Serving Entity Emission Factors announced by the Ministry of Environment and the Ministry of Economy, Trade and Industry.
- Overseas, we use the country emission factors listed in IEA (International Energy Agency) or from the load serving entities from which our sites purchase electricity. The emission factor is set to zero for the amount of renewable energy certificates and J-Credits utilized.
- Fuel: The factors announced by the IPCC in 2006 were used for both domestic and overseas data.
- GHGs other than CO<sub>2</sub>: Equivalents were calculated based on 100-year GWP values in the Fifth Assessment Report of the IPCC.

### Greenhouse gas emission (scope 3)

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 3		thousand t-CO <sub>2</sub> e	3,263	3,024	2,516	2,392	2,327
Category 1	Purchased goods and services <sup>1</sup>	thousand t-CO <sub>2</sub> e	1,141	1,064	928	932	980
Category 2	Capital goods	thousand t-CO <sub>2</sub> e	248	217	125	128	176
Category 3	Fuel- and energy-related activities not included in scope 1 or scope 2	thousand t-CO <sub>2</sub> e	36	36	36	36	20

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Category 4	Upstream transportation and distribution	thousand t-CO <sub>2</sub> e	201	181	167	182	176
Category 5	Waste generated in operations	thousand t-CO <sub>2</sub> e	5	4	3	4	5
Category 6	Business travel	thousand t-CO <sub>2</sub> e	19	32	6	9	15
Category 7	Employee commuting	thousand t-CO <sub>2</sub> e	35	45	45	43	35
Category 8	Upstream leased assets	thousand t-CO <sub>2</sub> e	5	5	3	4	4
Category 9	Downstream transportation and distribution	thousand t-CO <sub>2</sub> e	7	7	6	5	5
Category 10	Processing of sold products	thousand t-CO <sub>2</sub> e	68	61	29	44	30
Category 11	Use of sold products <sup>1</sup>	thousand t-CO <sub>2</sub> e	1,413	1,297	1,106	947	787
Category 12	End-of-life treatment of sold products	thousand t-CO <sub>2</sub> e	85	75	61	58	94
Category 13	Downstream leased assets	thousand t-CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 14	Franchises	thousand t-CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
Category 15	Investments	thousand t-CO <sub>2</sub> e	N/A	N/A	N/A	N/A	N/A
FY2025 target (science-based): reduce 44% per unit of business profit from FY2017 (categories 1 and 11)							-45%

\* Category 1: The National Institute of Advanced Industrial Science and Technology IDEA Ver.3.2 is used for calculations in FY2022.

<sup>1</sup> Data verified by a third party

## Calculation method

Category 1	Multiplied the mass of materials that comprise sold products by their emission factors
Category 2	Multiplied the capital expenditure in each investment account by emission factors
Category 3	Multiplied the amount of each type of energy used at each site by their emission factors
Category 4	Emissions from transportation to Epson of products and services purchased from suppliers, and emissions from the transport of goods by Epson, were calculated by multiplying the mass of transported goods and the distance transported by emissions factors
Category 5	Multiplied the amount of each type of waste generated at each site by their emission factors
Category 6	Multiplied the transportation expenses for each transportation mode and lodging expenses by their emission factors
Category 7	Multiplied the transportation expenses for each transportation mode by their emission factors
Category 8	For emissions from the operation of leased assets (excluding those not already included in scope 1 or scope 2 inventories), the floor area of leased buildings was multiplied by emission factors
Category 9	Multiplied the sold product not shipped by Epson and the average distances of transported volumes by their emission factors per unit
Category 10	Multiplied the electricity consumed in the processing of intermediate products into finished products by emission factors
Category 11	Multiplied the estimated electricity consumption over the lifetime of sold products by an emission factor

Category 12	Multiplied the mass of each type of waste treated by the emission factor for each type of waste treatment
Category 13	Not applicable (We have no assets leased to customers)
Category 14	Not applicable (We have no franchise business)
Category 15	Not applicable (We do not engage in investment management)

### Third-party verification of greenhouse gas (GHG) emissions

We have a third party verify our calculations to ensure reliability. Our FY2022 GHG emissions (scopes 1, 2 and 3), energy use and retired reductions data were verified as having been measured and calculated accurately, and a independent verification report was obtained.

 [Third-party verification report  
https://corporate.epson/en/sustainability/esg-data/pdf/verification\\_report.pdf](https://corporate.epson/en/sustainability/esg-data/pdf/verification_report.pdf)

### Industrial waste

#### Industrial waste emissions

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Waste generated	thousand t	14.7	14.3	13.7	14.6	13.6
	Recycled	thousand t	14.1	13.7	13.1	13.9	13.0
	Waste (disposed of)	thousand t	0.6	0.6	0.6	0.6	0.6
	Landfilled	thousand t	0.6	0.6	0.6	0.6	0.5
Overseas	Waste generated	thousand t	18.6	18.3	19.8	18.6	19.9
	Recycled	thousand t	15.6	15.3	17.8	16.5	18.1
	Waste (disposed of)	thousand t	3.0	3.0	2.0	2.1	1.8
	Landfilled	thousand t	2.3	2.1	1.5	1.3	1.1
Total waste generated		thousand t	33.3	32.6	33.5	33.2	33.5
Per unit of business profit		t/100 million yen	47	79	54	37	35
Target: amount of emissions (waste generated) previous year or less							+1.0%

\* Totals do not add up in some cases due to rounding off of fractions.

## Water

### Water withdrawal by source

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Municipal water	thousand m <sup>3</sup>	4,990	5,031	4,992	4,949	4,969
	Ground water	thousand m <sup>3</sup>	773	692	638	731	773
	(Returned water to the source)	thousand m <sup>3</sup>	(465)	(415)	(373)	(411)	(446)
	Subtotal	thousand m <sup>3</sup>	5,763	5,724	5,629	5,680	5,742
Overseas	Municipal water	thousand m <sup>3</sup>	2,588	2,407	2,296	2,360	2,498
	Ground water	thousand m <sup>3</sup>	0	0	0	0	0
	(Returned water to the source)	thousand m <sup>3</sup>	(0)	(0)	(0)	(0)	(0)
	Subtotal	thousand m <sup>3</sup>	2,588	2,407	2,296	2,360	2,498
Total		thousand m <sup>3</sup>	8,351	8,131	7,925	8,041	8,240
Per unit of business profit		thousand m <sup>3</sup> /100 million yen	11.9	19.9	12.8	8.9	8.6
Target: amount of usage (water withdrawal) previous year or less							+2.5%

\* Industrial water is included in municipal water.

\* No water was withdrawn from other sources.

### Recycling water

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Recycled water	thousand m <sup>3</sup>	1,548	1,527	1,693	1,750	2,019
Recycled ratio	%	16	16	18	18	20

\* Recycled ratio=recycled water / (water usage + recycled water)

### Water discharge by destination

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Sewerage	thousand m <sup>3</sup>	2,082	2,021	2,003	2,065	2,142
	Rivers	thousand m <sup>3</sup>	3,012	2,779	2,863	2,892	3,000
	Subtotal	thousand m <sup>3</sup>	5,095	4,800	4,867	4,957	5,142
Overseas	Sewerage	thousand m <sup>3</sup>	2,361	2,178	2,068	2,131	2,262
	Rivers	thousand m <sup>3</sup>	0	0	0	0	0
	Subtotal	thousand m <sup>3</sup>	2,361	2,178	2,068	2,131	2,262
Total		thousand m <sup>3</sup>	7,455	6,977	6,935	7,088	7,404

\* Totals do not add up in some cases due to rounding off of fractions.

\* Water consumption=Total water withdrawal-Total water discharge

\* No water was discharged into other destinations.

### Third-party verification of water

We have a third party verify our FY2022 data.

 Third-party verification report  
[https://corporate.epson/en/sustainability/esg-data/pdf/verification\\_report.pdf](https://corporate.epson/en/sustainability/esg-data/pdf/verification_report.pdf)

## Chemical substance

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	PRTR <sup>1</sup> substance emissions	t	2.0	2.1	2.2	2.1	2.2
	Per unit of business profit	kg/100 million yen	2.7	2.9	5.4	3.4	2.4
Japan	VOC <sup>2</sup> emissions	t	81	81	77	72	76
	Per unit of business profit	kg/100 million yen	109	115	190	117	85

\* Some figures differ from those in Sustainability Report 2022 due to a recalculation.

<sup>1</sup> Pollutant Release and Transfer Register.

<sup>2</sup> Volatile Organic Compounds. We report VOC emissions based on the voluntary action plans of four electric and electronic organizations.

## Raw materials

		Unit	FY2019	FY2020	FY2021	FY2022
Raw material consumption		thousand t	234	193	210	209
Detailed breakdown	Resin	%	41	42	37	41
	Metal	%	19	20	19	16
	Electronic component	%	9	10	8	8
	Paper and wood	%	16	19	20	20
	Other	%	15	9	16	15

## Coverage of environmental reporting

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Company number	Companies	54	54	50	52	58
Percentage of coverage (Revenue)	%	96	95	95	95	98

\* Company number includes Seiko Epson Corporation.

## ISO 14001 Certification List

### Japan: Development divisions/Operations divisions/Group companies

Region	Certified sites
Japan	Seiko Epson Corporation Global Environmental Strategy Promotion Office Technology Development Division Human Capital & Well-Being Management Division IJS Operations Division Visual Products Operations Division Microdevices Operations Division Manufacturing Solutions Operations Division
	Tohoku Epson Corporation Akita Epson Corporation Miyazaki Epson Corporation Epson Direct Corporation Epson Logistics Corporation Epson Swan Corporation
	Seiko Epson Corporation Printing Solutions Operations Division
	Epson Atmix Corporation

### Overseas: Regional headquarters/Sales/Service subsidiaries and affiliates

Region	Certified sites
Asia/Oceania	Epson (China) Co., Ltd.
	Seiko Epson Corporation, Hong Kong Office
	Epson Australia Pty. Ltd.
Europe	Epson Europe B.V.
	Epson Deutschland GmbH
	Epson Europe Electronics GmbH
	Epson France S.A.S.
	Epson Italia S.p.A.
	Epson Iberica S.A.U.
	Epson Iberica S.A.U., Portugal Office
Epson (U.K.) Ltd.	
Americas	Epson America, Inc.



## Overseas: Manufacturing industry

Region	Certified sites
Asia/Oceania	Tianjin Epson Co., Ltd.
	Epson Precision Suzhou Co., Ltd.
	Epson Engineering (Shenzhen) Ltd.
	Epson Precision (Philippines) Inc.
	Epson Precision (Johor) Sdn. Bhd.
	Singapore Epson Industrial Pte. Ltd.
	PT. Epson Batam
	PT. Indonesia Epson Industry
	Epson Precision Malaysia Sdn. Bhd.
	Epson Precision (Thailand) Ltd.
	Epson Wuxi Co., Ltd.
Europe	Epson Telford Ltd.
Americas	Epson Portland Inc.

## Product Recycling

### Collection

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Finished products <sup>1</sup>	thousand t	19.2	20.9	17.5	24.2	35.5
Cartridges	thousand t	1.8	1.8	1.5	2.3	1.8

<sup>1</sup> Collected either voluntarily or as mandated by local law. Sum of amount actually collected and amount expected to be collected.

## Environmental Risk Management

	Unit	FY2019	FY2020	FY2021	FY2022
Violation of environmental regulations	Cases	0	2	0	0

## Education

### Environmental education (Japan)

Training		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Basic environmental training II <sup>1</sup>	Participants	Persons	17,379	17,008	18,626	17,490	18,657
ISO 14001 environmental auditor training <sup>2</sup>	Participants	Persons	182	175	114	117	91
	Certification recipients	Persons	869	1,012	1,131	1,207	1,262

\* Figures of Certification Recipients show the number of certified persons as of the end of fiscal year.

<sup>1</sup> This is the number of persons who took Basic Environmental Training II during the period it was offered.

<sup>2</sup> Started using ISO14001:2015 from FY2017.

## ESG Data

## Social

## HR Development

## Main online courses (Japan)

Course	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Fundamentals of security export control	Persons	16,072	16,204	-	-	-
Import/Export control	Persons	15,986	16,149	-	-	-
Fundamentals of Export Control	Persons	-	-	17,332	17,844	18,979
Epson's compliance (code of conduct etc.)	Persons	18,331	19,347	20,891	20,018	20,608
Basic information security	Persons	19,924	19,550	21,982	20,258	22,127
Basic environmental training II	Persons	17,379	17,008	18,626	17,490	20,343
Introduction to procurement (Subcontract Act.)	Persons	16,801	-	17,801	-	16,736
Introduction to procurement(Ethics and code of conduct)	Persons	-	15,974	-	17,167	-
J-SOX	Persons	18,497	18,642	-	18,673	-

\* The number of person completing the course by March 31 every year. (Seiko Epson Corporation and domestic group companies)

## Training by employee level

Training	Who	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
New employee orientation	New hires	Persons	298	311	344	200	250
		%	100	100	100	100	100
C-level employee training	New C-level staff	Persons	182	285	350	279	325
		%	96.3	95.0	98.3	97.1	98.0
Senior staff training	New senior staff	Persons	247	206	231	227	269
		%	91.1	95.8	97.4	95.0	96.4
Section manager training	New section manager	Persons	130	90	130	173	118
		%	93.5	91.8	98.5	98.3	95.2
General manager training	New general manager	Persons	31	30	53	42	47
		%	86.9	85.7	93.0	72.4	87.0

\* The number of person completing the course by March 31 every year. (Seiko Epson Corporation)

## Training Hours

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Training by regular employee	Hours	11.0	11.1	7.4	20.9	21.5
Total training hours	Hours	-	-	-	228,696	235,910

\* Seiko Epson HR Department training for regular employees and time spent on online courses. Education and training courses of functional supervisory departments and operations divisions are also included in FY2021.

## Quality control training (Japan)

Course		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
QC introduction	People trained	Persons	457	413	366	403	489
	% trained	%	91	88	90	90	85
QC-ABC	People trained	Persons	194	168	389	320	388
	% trained	%	76	75	77	77	71

\* Number of licensed trainers as of March 31 of that year

## Licensed quality control training trainers

Region		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Southeast Asia	Number of production sites with licensed trainers	Companies	7	7	7	7	7
	Licensed trainers	Persons	97	80	77	78	76
China	Number of production sites with licensed trainers	Companies	7	6	6	5	5
	Licensed trainers	Persons	79	61	52	49	46

\* Number of licensed trainers as of March 31 of that year

## Promotion of Diversity

### Employees with disabilities (Japan)

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Number of employees	Persons	295	308	317	324	327	329
Employment ratio	%	2.55	2.62	2.66	2.69	2.70	2.65
Target: Employment ratio of disable employees (%)		2.5	2.5	2.5	2.5	2.5	3.0% by FY2030

\* Figures for fiscal year as of June 1 every year

### Workforce composition

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Female/Male ratio	Female	%	16.3	16.3	16.3	16.9	17.0
	Male	%	83.7	83.7	83.4	83.1	83.0
Management diversity	Female	%	2.4	2.7	3.2	3.7	4.1
	Male	%	97.6	97.3	96.8	96.3	95.9
Target: Female management position ratio							8% by FY2025
Junior management diversity <sup>1</sup>	Female	%	6.0	6.2	6.5	6.9	7.1
	Male	%	94.0	93.8	93.5	93.1	92.9
Target: Female junior management position ratio							10% by FY2025

\* Data for Seiko Epson Corporation employees as of March 31 every year

<sup>1</sup> Team leader

### Employees by age group

Age	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Less than 20	Persons	49	42	45	30	28
20-29	Persons	1,533	1,671	1,804	1,728	1,743
30-39	Persons	2,208	2,080	1,983	1,928	2,004
40-49	Persons	3,714	3,650	3,487	3,293	3,202
50-59	Persons	3,724	3,777	3,900	3,946	3,948
60-69	Persons	0	0	1	0	0
70 and over	Persons	0	0	0	0	0

\* Data for Seiko Epson Corporation regular employees as of March 31 every year

### Employees by age and by gender (Global)

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Less than 20	Female	%	2.4	1.2	0.6	0.9	0.9
	Male	%	1.0	0.7	0.3	0.5	0.4
	S. Total	%	3.4	1.9	0.9	1.4	1.3
20-29	Female	%	20.4	21.0	19.6	19.5	19.7
	Male	%	18.2	17.6	16.9	15.6	15.2
	S. Total	%	38.6	38.6	36.5	35.1	34.9
30-39	Female	%	12.0	12.0	12.1	12.8	13.3
	Male	%	13.5	13.4	14.5	14.6	14.8
	S. Total	%	25.5	25.4	26.6	27.4	28.1
40-49	Female	%	7.7	8.2	8.5	8.8	8.4
	Male	%	12.7	12.9	13.1	13.1	12.3
	S. Total	%	20.4	21.1	21.6	21.9	20.8
50-59	Female	%	2.6	2.9	3.4	3.5	3.6
	Male	%	8.9	9.4	10.2	10.3	10.5
	S. Total	%	11.5	12.2	13.5	13.8	14.1
60 and over	Female	%	0.2	0.3	0.3	0.2	0.3
	Male	%	0.4	0.4	0.6	0.3	0.6
	S. Total	%	0.6	0.7	0.9	0.5	0.9
Total	Female	%	45.3	45.5	44.5	45.6	46.2
	Male	%	54.7	54.5	55.5	54.4	53.8
	G. Total	%	100	100	100	100	100

\* Data for all Epson group companies regular employees as of March 31 every year

### Percentage of mid-career hires of regular workers to the number of hired regular workers

FY2018	FY2019	FY2020	FY2021	FY2022
22.7%	29.6%	8.0%	19.4%	49.1%

\* Data for Seiko Epson Corporation

### Length of employment

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Years	19.4	19.2	19.1	19.3	19.0
Female	Years	21.5	20.9	20.4	20.3	19.9
Male	Years	18.9	18.9	18.9	19.1	18.8

\* Data for Seiko Epson Corporation employees as of March 31 every year

## Average age

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total	Years old	43.6	43.6	43.6	43.8	43.7
Female	Years old	43.9	43.6	43.5	43.6	43.5
Male	Years old	43.6	43.6	43.6	43.8	43.7

\* Data for Seiko Epson Corporation employees as of March 31 every year

## Turnover rate

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Total turnover rate	%	4.5	4.1	4.5	4.4	5.1
Voluntary turnover rate	%	1.8	1.5	1.4	1.5	2.2

\* Data for Seiko Epson Corporation as of March 20 every year. Total turnover rate includes retired worker. (Including retired worker)

## Wage difference between male and female workers

### Ratio of women's wages to men's wages

	FY2021	FY2022
All workers	74.9%	76.5%
Regular	75.7%	76.7%
Non-Regular	74.6%	77.8%
(Reference) Management positions	97.8%	97.1%

\* Seiko Epson Corporation on a non-consolidated basis

\* Wage includes wages, salaries, allowances, bonuses, and all other things paid by an employer to a worker as compensation for labor

## Fostering a Better Workplace

### Workforce composition by employment type and by gender (Global)

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Full-time employment	Female	%	36.1	35.5	32.7	34.0	35.2
	Male	%	43.0	43.0	41.1	40.5	41.0
	S. Total	%	79.1	78.5	73.8	74.5	76.1
Part-time employment/ Contract	Female	%	10.8	12.0	15.8	15.4	14.0
	Male	%	5.2	6.4	7.8	6.8	6.7
	S. Total	%	16.0	18.4	23.6	22.2	20.7
Temporary	Female	%	2.1	1.4	1.3	1.6	1.4
	Male	%	2.8	1.6	1.3	1.7	1.8
	S. Total	%	4.9	3.0	2.6	3.3	3.2
Total	Female	%	49.0	48.9	49.8	51.0	50.5
	Male	%	51.0	51.1	50.2	49.0	49.5
	G. Total	%	100	100	100	100	100

\* Data for all Epson group companies as of March 31 every year

### Composition of all managerial positions by gender (Global)

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Junior management positions	Female	%	18.8	18.8	19.4	20.3	21.5
	Male	%	81.2	81.2	80.6	79.7	78.5
	S. Total	%	100	100	100	100	100
Top management positions	Female	%	13.4	14.7	13.0	12.5	10.6
	Male	%	86.6	85.3	87.0	87.5	89.4
	S. Total	%	100	100	100	100	100
Total	Female	%	16.2	16.7	17.1	18.0	20.2
	Male	%	83.8	83.3	82.9	82.0	79.8
	G. Total	%	100	100	100	100	100

\* Data for all Epson group companies as of March 31 every year

### Composition of managerial positions in revenue-generating functions by gender (Global)

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Management positions in revenue-generating functions	Female	%	14.7	14.6	15.2	16.0	18.5
	Male	%	85.3	85.4	84.8	84.0	81.5
	S. Total	%	100	100	100	100	100
Management positions in non-revenue generating functions	Female	%	24.5	25.6	25.8	27.2	28.5
	Male	%	75.5	74.4	74.2	72.8	71.5
	S. Total	%	100	100	100	100	100
Total	Female	%	16.2	16.7	17.1	18.0	20.2
	Male	%	83.8	83.3	82.9	82.0	79.8
	G. Total	%	100	100	100	100	100

\* Data for all Epson group companies as of March 31 of that year

\* "Management positions in revenue-generating functions" means those functions including R&D, design, manufacturing, procurement, sales, customer service, etc. but excluding back-office functions such as general affairs, HR, accounting, legal, administration, etc.

### Annual total working hours per employee

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Total working hours	Hours	1,943	1,879	1,848	1,854	1,845	
Target	Hours	-	1,900	1,865	1,850	1,845	1,845

\* Data for Seiko Epson Corporation employees as of March 31 every year

## Paid leave

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Number of paid leave used	Days	13.9	15.6	15.9	15.3	16.2	
	Target (days):	15.0	18.0	18.0	18	20	20
	%	69.5	78.0	79.5	76.5	81.0	
	Target (%):	75.0	90.0	90.0	90	100	100

\* Data for Seiko Epson Corporation employees as of March 31 every year

## Childcare leave trends

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	
Childcare leave	Total	Persons	75	102	109	169	323
	Female	Persons	35	41	37	38	38
	Ratio of female granted leave <sup>1</sup>	%	100	100	100	100	90.5
	Male	Persons	40	61	72	131	273
Employees using parental reduced hours	Persons	13.6	21.3	30.8	53.5	97.2	

\* Data for Seiko Epson Corporation employees as of March 20 every year

<sup>1</sup> Calculation for FY2022:

Number of employees who took childcare leave in the fiscal year/Number of employees who gave birth or whose spouse gave birth in the fiscal year.

Calculation for the fiscal years up to FY2021:

Number of people who took childcare leave/Number of people eligible for the system (people eligible for the system: those who gave birth to a child and who became eligible to take childcare leave).

## Caregiver leave trends

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Care giver Leave	Persons	2	6	2	5	2
Employee using caregiver reduced hours	Persons	5	4	4	6	5

\* Data for Seiko Epson Corporation employees as of March 20 every year

## Result of employee survey

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Participation ratio	%	96.7	97.4	92.5	98.9	95.4
% of engaged employees <sup>1</sup>	%	92.2	91.2	92.0	92.7	92.3

\* Data for Seiko Epson Corporation regular employees and employees after retirement age.

<sup>1</sup> Percentage of respondents who rated their satisfaction 3 or higher on a 5-point scale

## Labor Union membership

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Ratio of Union membership	%	85.8	85.9	86.5	86.4	86.2

\* Data for Seiko Epson Corporation employees as of March 20 every year



## Collective bargaining agreements

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Employees covered by collective bargaining agreements	%	55.4	56.2	57.7	54.7	53.5

\* Data for Epson overseas subsidiaries employees as of March 31 every year

## Employee coverage of the individual performance appraisals by MBO (Management by Objectives)

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Performance appraisals by MBO	Female	%	47.8	59.3	64.6	62.4	58.9
	Male	%	31.0	46.9	51.9	54.6	52.7
	Total	%	44.9	53.8	58.9	59	56.1

\* Data for Epson overseas subsidiaries employees as of March 31 every year

\* In Japan, MBO is in principle implemented for 100% of employees

## Minimum Wage

### Ratios of standard entry level wage by gender compared to local minimum wage

	Unit	Amount	Local min. wage	% to local min. wage
Epson Precision (Philippines), Inc. Philippine Peso (as of March 2023 by the day)	Female	444	429	103.4%
	Male	444	429	103.4%
	Average	444	429	103.4%
Epson Engineering (Shenzhen) Ltd. Chinese Yuan (as of March 2023 by the month)	Female	3,300	2,360	139.8%
	Male	3,300	2,360	139.8%
	Average	3,300	2,360	139.8%
PT. Indonesia Epson Industry Indonesian Rupiah (as of January 2023 by the month)	Female	7,156,150	5,137,574	139.3%
	Male	7,156,150	5,137,574	139.3%
	Average	7,156,150	5,137,574	139.3%

## Occupational Safety and Health

### Occupational injury accident frequency (Global)

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Occupational accident rate	-	0.07	0.10	0.13	0.13	0.30

\* The number of injury accidents per million work hours, where an injury accident is an incident that causes a worker to miss one or more days of work

\* We have enhanced our occupational health and safety activities by changing our management of indicators to include sales companies in addition to manufacturing sites starting in FY2022

### Occupational injury accident seriousness (Global)

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Injuries severity rate	-	0.005	0.002	0.004	0.003	0.006

\* The number of working days missed per 1,000 work hours, where an injury accident is an incident that causes a worker to miss one or more days of work

\* We have enhanced our occupational health and safety activities by changing our management of indicators to include sales companies in addition to manufacturing sites starting in FY2022

## Supply Chain Management

### Supplier conference for CSR

Area		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	Number of companies	Companies	447	510	764	550	969
China	Number of companies	Companies	222	58	77	22	80
Philippines	Number of companies	Companies	70	0	17	86	81
Indonesia	Number of companies	Companies	168	193	17	145	30
Others	Number of companies	Companies	225	63	40	97	35
Total	Number of companies	Companies	1,132	824	898	814	1,195

### Annual evaluation

Evaluation		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Direct evaluation	Number of accounts	Accounts	1,481	1,525	1,440	1,572	1,582
	Ratio of evaluation suppliers	%	100	100	100	100	100
Evaluation of emergency response capabilities <sup>1</sup> (BCP self assessment questionnaire)	Number of companies	Companies	-	1,336	1,465	1,233	948
	Ratio of evaluation suppliers	%	-	84	85	94	82
Safety management evaluation <sup>1</sup> (BCP self assessment questionnaire)	Number of companies	Companies	-	1,402	1,384	1,245	948
	Ratio of evaluation suppliers	%	-	85	78	95	80

<sup>1</sup> Changed the calculation method for FY2019 and later.

### Detailed CSR evaluation

Evaluation		Unit	2018	2019	2020	2021	2022
Direct suppliers (Production material)	Number of companies	Companies	-	312	222	293	164
	Ratio of high risk rank	%	-	5	0	0	0
Indirect suppliers (Non-production material)	Number of companies	Companies	-	124	233	220	232
	Ratio of high risk rank	%	-	16	8	0	0

## Conflict Minerals

### Conflict minerals survey

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Survey sheet recovery rate	%	92	91	97	99	99
Number of identified smelters <sup>1</sup>	-	314	344	340	406	349
Number of CFS <sup>2</sup> -certified smelters	-	256	268	242	244	229

<sup>1</sup> For information regarding the details of the smelters, see List of the RMI-recognized smelters and refiners identified in Seiko Epson's supply chain.

<sup>2</sup> Conflict-free smelters (CFS) certified by RMI's Responsible Minerals Assurance Program (RMAP).

### Each mineral data

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Gold	Number of identified smelters	-	150	159	166	181	175
	Number of CFS-certified smelters	-	102	107	107	106	95
Tantalum	Number of identified smelters	-	40	45	41	44	36
	Number of CFS-certified smelters	-	40	40	38	39	34
Tin	Number of identified smelters	-	81	93	79	117	86
	Number of CFS-certified smelters	-	74	78	55	56	63
Tungsten	Number of identified smelters	-	43	47	54	64	52
	Number of CFS-certified smelters	-	40	43	42	43	37

## Corporate Citizenship

### Corporate citizenship

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022
Corporate citizenship expenditures	Billion yen	0.82	0.90	0.58	0.77	1.61

\* The monetary equivalent of donations and grants, as well as human, material, and other assistances

## ESG Data

## Governance

## Corporate Governance

## Board of directors

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Outside directors	Female	Persons	2	2	2	2	2	2
	Male	Persons	3	3	3	3	3	4
	S. Total	Persons	5	5	5	5	5	6
Inside directors	Female	Persons	0	0	0	0	0	0
	Male	Persons	7	7	7	6	5	4
	S. Total	Persons	7	7	7	6	5	4
Total	Female	Persons	2	2	2	2	2	2
	Male	Persons	10	10	10	9	8	8
	G. Total	Persons	12	12	12	11	10	10

\* Data is from the end of June each year.

## Number of meetings of the board of directors and other committees (FY2022)

	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Meetings Held	16	22	3	17	10

\* Numbers were counted for the period from April 2022 to the June 2023 general shareholders' meeting.

## Number of meetings directors attended (FY2022)

Name of Director	Title	Role	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Minoru Usui	Chairman of the Board	Chair of the Board of Directors	16 (100%)	-	-	-	-
Yasunori Ogawa	President and Representative Director		16 (100%)	-	-	17 (100%)	10 (100%)
Tatsuaki Seki	Representative Director, Senior Managing Executive Officer		16 (100%)	-	-	-	-
Koichi Kubota	Director		16 (100%)	-	-	-	-
Hideaki Omiya	Outside Director	Director Nomination Committee Chair Director Compensation Committee Chair	16 (100%)	-	3 (100%)	17 (100%)	10 (100%)

Name of Director	Title	Role	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Mari Matsunaga	Outside Director		16 (100%)	-	3 (100%)	17 (100%)	10 (100%)
Masayuki Kawana	Director, Full-Time Audit & Supervisory Committee Member	Audit & Supervisory Committee Chair Compliance Committee Chair	16 (100%)	22 (100%)	3 (100%)	17 as an observer	10 as an observer
Yoshio Shirai	Outside Director, Audit & Supervisory Committee Member		16 (100%)	22 (100%)	3 (100%)	17 (100%)	10 (100%)
Susumu Murakoshi	Outside Director, Audit & Supervisory Committee Member		16 (100%)	22 (100%)	3 (100%)	17 (100%)	10 (100%)
Michiko Ohtsuka	Outside Director, Audit & Supervisory Committee Member		16 (100%)	22 (100%)	3 (100%)	17 (100%)	10 (100%)

( ): Attendance rate

\* Numbers were counted for the period from April 2022 to the June 2023 general shareholders' meeting.

### Directors comprising corporate management meeting bodies (as of the end of June, 2023)

Name of Director	Title	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Minoru Usui	Chairman of the Board	Chair	-	-	-	-
Yasunori Ogawa	President and Representative Director	Member	-	-	Member	Member
Tatsuaki Seki	Representative Director, Senior Managing Executive Officer	Member	-	-	-	-
Mari Matsunaga	Outside Director	Member	-	Member	Member	Member
Tadashi Shimamoto	Outside Director	Member	-	Member	Member	Member
Masaki Yamauchi	Outside Director	Member	-	Member	Member	Member
Masayuki Kawana	Director, Full-Time Audit & Supervisory Committee Member	Member	Chair	Chair	(Observer)	(Observer)
Yoshio Shirai	Outside Director, Audit & Supervisory Committee Member	Member	Member	Member	Chair	Chair
Susumu Murakoshi	Outside Director, Audit & Supervisory Committee Member	Member	Member	Member	Member	Member
Michiko Ohtsuka	Outside Director, Audit & Supervisory Committee Member	Member	Member	Member	Member	Member

**Composition of corporate management meeting bodies (as of the end of June, 2023)**

Composition		Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Members		10	4	7	7	7
Breakdown 1	Outside director	6	3	6	6	6
	Inside director	4	1	1	1	1
	Other (inside)	-	-	-	-	-
Breakdown 2	Women	2	1	2	2	2
	Men	8	3	5	5	5

## Appendices

## Management Philosophy

### Management Philosophy

Epson aspires to be an indispensable company, trusted throughout the world for our commitment to openness, customer satisfaction and sustainability.

We respect individuality while promoting teamwork, and are committed to delivering unique value through innovative and creative solutions.

#### EXCEED YOUR VISION

As Epson employees, we always strive to exceed our own vision, and to produce results that bring surprise and delight to our customers.

# Principles of Corporate Behavior

Issued September 2005

Revised October 2022

Epson will fulfill its social responsibility by living up to the principles below and effecting continuous improvements based on the Management Philosophy, Exceed Your Vision, and the underlying spirit of “integrity and effort” and “creativity and challenge” that we have embraced since the founding of the company.

The subject of the principles is “we” (i.e., Epson). This signals our commitment as a company to observing these principles. It also serves as a declaration that all Epson personnel, including executives, managers, and employees, should conduct themselves in line with these principles.

## Principle 1: Pursuing customer satisfaction

**We continue to win more Epson fans by being attentive to customers’ needs at all times and delivering safe and reliable products and services that delight and enrich the lives of our customers worldwide.**

- a) We will produce quality products and services that reflect universal design principles and will be easy to use for the greatest number of people.
- b) We will foster a culture of learning from our mistakes and will build business processes to prevent problems from recurring, to prevent them from happening in the first place, in order to create value.
- c) We will continue to provide innovative products and services that benefit society and that have high customer value by conducting R&D and improving our manufacturing capabilities from a customer perspective.
- d) We will remain attentive to customers, respond to them quickly, appropriately and with sincerity and care, and do our best to solve their problems.
- e) We will improve the quality of all work and gain strong customer trust by being mindful that compliance and product safety are top priorities.

## Principle 2: Preserving the natural environment

**We integrate environmental considerations into our corporate activities and actively strive to meet high conservation standards when fulfilling our responsibilities as a good corporate citizen.**

- a) Harmony with the environment is one of the highest priorities of the Epson Group’s management. When conducting business activities, we will keep future generations in mind, and consider how they might best be sustained.
- b) We will strive to minimize environmental impacts in an integrated manner across the entire life cycle of our products and services, from manufacturing to transport, use, and disposal.
- c) We will participate in environmental preservation and restoration projects as a member of society.
- d) We will promote environmental awareness and provide information to our employees to enhance their understanding of environmental issues.

## Principle 3: Fostering diverse values and teamwork

**We take full advantage of the value of a diverse workforce and create synergies between individuals and organizations to increase organizational power and achieve our goals through teamwork.**

- a) We will instill in our employees, and practice, the ideals of our Management Philosophy.
- b) We will put Epson in the best position by hiring a diverse workforce and utilizing their unique skills effectively.
- c) We will respect the individuality of employees and maintain relationships between the company and employees based on trust.
- d) We will develop our employees by creating systems that allow individuals to utilize their skills effectively.
- e) We will state and share the purpose and objectives of actions, show proof that objectives have been achieved, and align the actions of the company and the individual.
- f) Everyone in the organization will understand the purpose of actions, their role, and work as a part of a team.



- g) We will embrace a culture in which objectives are achieved by involving others, discussing issues until a mutual understanding and consensus are reached, and building and maintaining mutual trust.
- h) We will create a culture in which employees take pride in their work, work with confidence and actively promote teamwork. Principle 4: Creating a safe, healthy, and fair work environment in which human rights are respected

**We respect basic human rights and create a cheerful, safe, healthy, and fair work environment that is free of discrimination.**

- a) We will not tolerate any violation of human rights.
- b) We will not engage child labor or forced labor.
- c) We will promptly take corrective action against undesirable behavior including any harassment, violence, devaluation of the individual or any behavior resulting in loss of trust.
- d) We will eliminate any forms of discrimination against gender, nationality, religion, race and disability.
- e) We will support employees by facilitating a proper work-life balance.
- f) We will adhere to and maintain the proper health and safety standards at all sites around the world.
- g) We will support the efforts of employees to monitor and improve their mental and physical wellbeing.
- h) We will establish practices that create a fair and open work environment and build a corporate culture that values individuals' rights and that facilitates equal opportunities for all.

**Principle 5: Ensuring effective governance and compliance**

**We institute effective corporate governance and internal controls, and we observe laws, regulations, and other rules and maintain the highest ethics in all activities.**

- a) We will establish and maintain an effective system which governs our corporate entities and internal controls to ensure that management is transparent, fair, agile, and decisive.
- b) We will implement systems of compliance to ensure that we observe and respect all applicable laws and regulations, internal rules, and business ethics, and will respond to the needs of society.
- c) We will establish whistleblower systems that can be used anonymously to report concerns of violations of laws and regulations, internal rules or of business ethics. We will not tolerate any retaliation against whistleblowers who report for justifiable reasons.
- d) We will not tolerate any form of bribery, corruption, dishonest marketing, cartels, insider trading, or conflict of interest. We will conduct all transactions in accordance with these principles, promoting fair and open competition in the marketplace.
- e) We will maintain a good, mutually cooperative relationship with governments and their administrative bodies.
- f) We will not involve ourselves in or have contact with any anti-social movement or group that promotes activities that are illegal or threatening to public order and safety.
- g) We will establish a system to investigate the source of minerals used in our products and supply chain and will take actions to responsibly source minerals to avoid using any minerals that could be involved in human rights abuses, conflicts or environmental degradation.
- h) We will employ best practices in risk management to prevent risks from materializing and minimize impact in cases where they do materialize.

**Principle 6: Ensuring the security of people, assets, and Information**

**We institute effective corporate governance and internal controls, and we observe laws, regulations, and other rules and maintain the highest ethics in all activities.**

- a) We will establish and maintain systems to ensure the safety and security of Epson personnel, as well as visitors or contractors on our premises.
- b) We will carefully handle all group tangible and intangible assets (financial, intellectual, and those regarding infrastructure, brand, and proprietary information) and respect the assets of others.
- c) We will take reasonable and necessary precautions to protect the confidentiality of proprietary business information including the privacy of customers, employees and other stakeholders.

d) We will only use our company assets (all forms stated above) for appropriate business purposes. Unauthorized use will not be tolerated.

### **Principle 7: Working with business partners for mutual benefit**

**We seek to maintain mutually beneficial relationships with our suppliers, sales channels, collaborators, and other business partners, whom we ask to live up to the highest standards of ethical conduct while respecting their autonomy and independence.**

- a) Acts of bribery and collusion with business partners are strictly forbidden. We will engage in sound business practices and demand that our business partners adhere to a zero-tolerance policy regarding illegal and unethical business practices.
- b) We will hold our business partners to the same strict standards that Epson upholds, with regard to compliance with laws and maintenance of human rights, suitable labor conditions, the environment, ethics, quality, and information security. Epson will support improvements to any of these areas as needed.
- c) We will develop and maintain open relationships with our business partners and work with them to increase the competitiveness of the entire supply chain, based on mutual trust and for our mutual benefit.

### **Principle 8: Prospering with the Community**

**We actively contribute to the communities in which we operate, as well as the international community, facilitating mutually beneficial relationships.**

- a) We will respect the cultures and traditions of the countries and regions in which we operate.
- b) We will engage in open dialogue with the local and international community. We will also actively engage in activities that promote our standing as a good corporate citizen.
- c) We will nurture a culture in which our employees are encouraged to participate in volunteer programs and other activities that facilitate good corporate citizenship. We will establish the systems needed to support such efforts.

### **Principle 9: Initiating honest dialogue with our stakeholders**

**We maintain open lines of communication with our stakeholders, thoughtfully considering their views and suggestions.**

- a) We will respect other cultures and traditions while striving to engage in principled, ethical communication.
- b) We will communicate openly and honestly with our stakeholders, and will establish appropriate systems for the disclosure of information.
- c) We will utilize appropriate and useful tools to communicate information to our stakeholders.
- d) We will provide opportunities and establish appropriate systems to engage in dialogue with stakeholders.
- e) We will utilize the opinions and suggestions of our stakeholders as a vital resource for corporate management.

### **Closing: The spirit of “integrity and effort” and “creativity and challenge”**

**We take a broad, global view of the social and market situation when implementing these principles, respond with integrity to the expectations of our customers and society, develop our strengths, exercise the effort to overcome our weaknesses, and continue to create new value.**

## Epson Group Basic Policy on Product Safety

Seiko Epson Corporation and the Epson Group recognize that securing customer trust in the safety of the products we manufacture and sell is an important management task. We have established the Epson Group Basic Policy on Product Safety below based on the Epson Group's management philosophy, which articulates our commitment to customer satisfaction, and actively work to ensure product safety as our top priority.

### 1. Compliance with laws and regulations

- We comply with product safety laws and regulations and this Basic Policy, and we conduct all product safety activities ethically.

### 2. Development of "Product Safety First" corporate culture

- We execute various actions on product safety pursuant to the Principles of Corporate Behavior and make continuous improvements to establish and maintain a corporate culture where the priority is on the customer and product safety.

### 3. Actions and continuous improvements to ensure product safety

- We maintain and comply with our own safety standards and rules as well as safety requirements defined by laws and regulations and public safety standards, which are timely revised according as the risks generated by the changes such as usage environments, and we continuously strive to improve them by implementing proper quality management in order to ensure product safety.
- We place cautionary information or markings to help prevent accidents due to misuse or carelessness on products themselves or in instruction manuals to help ensure that our customers use our products safely.
- We educate employees and other parties to help ensure product safety and product compliance with laws and regulations, which leads to our development, production and maintenance of safe products.

### 4. Responding to product accidents

- We promptly and actively collect information on accidents involving our products and keep our customers and stakeholders properly informed; and, when deemed necessary, we recall products and take other measure to prevent and contain further harm.
- If serious product accidents occur with our products, we promptly report to the relevant authority in accordance with laws and regulations.

## Appendices

# Epson Group Basic Occupational Health and Safety Policy

April 1, 2022

Safety, health, and compliance take precedence over performance. Epson believes that initiatives to promote a healthy and safe work environment and to protect physical and mental wellbeing are essential for a healthy company and will execute this policy to ensure that all workers\* in the Epson Group can enjoy work in the knowledge that they are safe.

\* Workers: Top management, employees, and partners of Epson Group companies

1. With the full participation of all workers, implement the PDCA cycle for occupational health and safety activities and drive continuous improvements.
2. Identify hazards (via risk assessments, etc.), analyze the causes of occupational accidents and industrial incidents, and develop preventive and protective measures.
3. Foster a vibrant organizational climate where work and health are well-balanced by preventing occupational illnesses and supporting employees' own health monitoring and improvement efforts.
4. Periodically review the preparations in place for fires, earthquakes, floods, infectious diseases, and other natural disasters and actions planned to save lives, prevent the spread of damage, and restore business operations. Conduct drills on an ongoing basis to verify preparation and action effectiveness, and implement further improvements.
5. Systematically educate employees, and raise the level of health and safety awareness and management.
6. Observe occupational health and safety legal and regulatory requirements in your country and region, as well as internal regulations, standards, and policies.
7. Allocate appropriate management resources for activities, and continuously make effective improvements.



Yasunori Ogawa  
Representative Director and President

## Appendices

# Epson Group Human Rights Policy

Enacted 9/26/2005

Revised 4/1/2022

### Article 1 (Background)

Guided by the Management Philosophy, Epson is committed to achievement of more sustainable future by addressing solutions to various societal issues,

Epson believes that respect for human rights from the standpoint of each individual is a prerequisite for achieving sustainability and is indispensable as the basis for all business activities around the world. On the other hand, however, Epson recognizes that its operations may cause or contribute to adverse impacts on human rights.

Epson has clarified the concept of respect for human rights, while complementing the Management Philosophy and Principles of Corporate Behavior, and positioned this Epson Group Human Rights Policy as the highest guideline in its efforts. Epson enacted it by the resolution of the Board of Directors.

### Article 2 (Commitment to international human rights)

Epson commits to respect internationally recognized human rights, at a minimum, as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights At Work, and our approach is based on United Nations Guiding Principles on Business and Human Rights. In addition, as a member of the Responsible Business Alliance (RBA), Epson will work towards adhering to RBA's Code of Conduct and various standards and procedures which it enacted with reference to those international human rights norms. Epson is a signatory of United Nations Global Compact, and also refers to the following norms and guidelines in conducting our efforts.

- The OECD Guidelines for Multinational Enterprises
- ILO "Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy"
- ISO 26000
- UNICEF, the UN Global Compact and Save the Children "The Children's Rights and Business Principles"
- Keidanren (Japan Business Federation) "Charter of Corporate Behavior"

### Article 3 (Scope of application)

This policy applies to all officers and employees of the Epson Group. Epson will assign an officer responsible for the global implementation of this policy, and, under the officer's direction and supervision, will proceed with the efforts related to human rights by the established group organization so as not to cause or contribute to human rights violations.

Epson expects all business partners, including suppliers, to understand and support this policy and the efforts derived from it, and will continue to work to ensure that this policy is respected by them. In addition, in the context of stakeholders and circumstances where the Epson Group cannot control decision-making, we will strive to exert influence so that this policy will be respected and will continue to work to avoid complicity in human rights violations.

## Article 4 (Respect for human rights)

Epson respects the human rights of all persons, whether internal or external. Human rights that Epson should respect in its operations include:

### [ Inhumane treatment ]

Epson will eliminate inhumane treatment including all kinds of harassment such as sexual harassment and power harassment, violence, gender-based violence, sexual abuse, corporal punishment, mental or physical coercion, bullying, public shaming, verbal abuse, or any other inhumane treatment of workers.

### [ Privacy ]

Epson will respect, and not infringe on, personal privacy.

### [ Discrimination ]

Epson will not engage in any discrimination based on race, color, nationality, ethnicity, gender, sexual orientation, gender identity and expression, pregnancy, social status, age, religion, beliefs, creed, education, disability, political affiliation, union membership, covered veteran status, marital status, protected genetic information or any other forms of discrimination.

### [ Equal opportunity ]

Epson promotes equality of opportunity and treatment in respect to employment, occupation, and remuneration, with a view to eliminating any discrimination.

### [ Child labor, forced labor ]

Epson will never engage in child labor, forced labor, or human trafficking. Epson will not allow children under the minimum employment age stipulated by the laws and regulations of each country or region in which it operates. In the unlikely event that child labor is found, Epson will provide the child with assistance/remediation.

### [ Unreasonable dismissal ]

Epson will not dismiss employees for reasons that are not directly related to carrying out business.

### [ Freedom of association ]

Epson will respect the freedom of association and the right to collective bargaining based on the laws and regulations of each country and region. In order to maintain good labor-management relations, Epson will provide workers with necessary information and hold discussions and exchange opinions in good faith.

### [ Work environment ]

Epson will comply with occupational health and safety laws and regulations as well as company rules and policies, and provide and maintain a safe, sanitary, and healthy work environment that promotes physical and mental well-being.

### [ Working conditions ]

Epson will comply with laws and regulations concerning labor conditions in each country and region where Epson conducts business. Epson strives to provide employees with the working conditions, remuneration, and development opportunities to attain the living standards of success in their communities.

## Article 5 (Human rights due diligence)

In order to identify, assess, prevent, mitigate, and redress adverse impacts on human rights that are caused or may be caused through Epson's business activities, Epson will build and enhance a human rights due diligence mechanism which encompasses the supply chain and will continue to make efforts to properly deal with the adverse impacts.

Epson will conduct human rights impact assessment when entering new markets, developing new technologies and products, constructing factories, making important decisions such as mergers and acquisitions, and when other major changes such as those to the business environment taking place.

Epson will appropriately address the adverse impacts on human rights identified in the human rights impact assessment and continue to monitor in order to verify the effectiveness of addressing the impacts.

Epson will regularly disclose and report on the implementation status of human rights due diligence.

## Article 6 (Remediation)

Epson will implement a mechanism for consultations, complaints and notifications for all stakeholders who are adversely affected by human rights in connection with Epson's operations, products and services encompassing employees, business partners including suppliers, and local communities. Epson will respond in good faith to those complaints and notifications, and will report the outcomes.

These complaints/notifications can be made anonymously, and Epson prohibits disadvantageous treatment and retaliation against the whistleblower. Epson will provide appropriate confidentiality concerning the content and the identity of the whistleblower.

## Article 7 (Compliance with laws and regulations)

Epson will comply with the laws and regulations of all countries and regions in which it operates and respect internationally recognized human rights. If there is a discrepancy between the laws of the country or region and internationally recognized human rights, Epson will seek ways to respect the internationally recognized human rights adhering to the higher standards.

## Article 8 (Dissemination and education)

Epson will continue to provide officers and employees with education and instructions on this policy and the efforts derived from it and will strive to make the policy and the efforts permeate the company so that all officers and employees of the entire group will comply with this policy and promote efforts to respect human rights.

## Article 9 (Disclosure/dialogues)

Epson will disclose this policy and its efforts internally and externally to make them accessible to employees, business partners and other stakeholders.

Epson will utilize the knowledge and advice of independent external experts in the process of implementing the efforts set forth here and will sincerely engage in discussions and dialogues with stakeholders whose human rights are adversely affected.

Epson will review this policy on a regular basis in light of changes in the social environment and dialogues and discussions with stakeholders, and strive to enhance efforts to respect human rights.

### **Yasunori Ogawa**

Seiko Epson Corporation  
President

Date: 01 April 2022



## Appendices

# Basic Information Security Policy

Established on April 1, 2007

Revised on April 1, 2020

Epson's Basic Information Security Policy, established based on the company's Management Philosophy and Principles of Corporate Behavior, describes our information security approach and requirements. Epson Group companies, their officers and their employees must recognize the importance of information security, exercise effective information security governance, and build information security into the corporate culture so that Epson continues to be a company that is trusted by its stakeholders. (Established April 1, 2007)

### It is therefore company policy to ensure that:

1. All information\* used in business activities are recognized as important management assets, and information security activities are treated as a critical management concern.  
\* Including customer and other personal information; confidential information relating to sales and marketing, products, technology, production, and know-how, and suppliers; and information systems that store and use such information.
2. A standard information security policy is established for worldwide operations, information security responsibility and management systems are identified, and a management system capable of protecting and controlling information assets is built.
3. Information security risks confronted in business activities are appropriately assessed and managed, to justify the trust placed in the company by stakeholders and to keep business.
4. Continuous training and education are provided to Epson Group companies, their officers and their employees so that security consciousness is integrated into the corporate culture.
5. A compliance program is developed and implemented to ensure compliance with laws, agreements and regulations related to information security management.
6. The information security management system is reviewed, maintained and improved on a continuing basis by Epson management.

### Yasunori Ogawa

President and CEO

Seiko Epson Corporation

## Appendices

# Basic Procurement Policy

1. We will build good partnerships with suppliers, based on mutual trust and principles of fairness, coexistence and co-prosperity.
2. Exercising high ethical standards and a social conscience, we will conduct our procurement activities in strict compliance with both the letter and spirit of laws and regulations, both national and international, in every region where we operate.
3. We will strive to reduce the environmental impacts of our procurement activities and will always seek stable and reasonable quality, price, and delivery from suppliers.

## Appendices

# Epson Slavery & Human Trafficking Statement for Financial Year 2022

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. We will respect fundamental human rights and facilitate a fair, safe, healthy and pleasant work environment.

**This statement is made pursuant to section 54(1) of the UK's Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, the U.S. California Transparency in Supply Chain ACT 2010 (SB 657) and the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid).**

The Epson Group companies that are required to report under these laws are as follows:

Epson (U.K.) Limited  
Epson Telford Limited  
Epson Australia Pty. Ltd.  
Epson America, Inc.  
Epson Europe B.V.

## Our organisation

Seiko Epson Corporation and Epson Group companies ("Epson") are primarily engaged in the development, manufacturing, and sales of products and services in the areas of printing, visual communications, and manufacturing-related and wearables. These actions are guided by a Corporate Purpose which states: "Our philosophy of efficient, compact and precise innovation enriches lives and helps create a better world."

We use the word Epson to describe all companies in the Epson Group.

Epson is organized into operational divisions that come under consolidated management. The majority of advanced R&D and product development is conducted in Japan, while manufacturing and sales activities are conducted around the world by 81 Epson Group manufacturing and sales companies, in 61 countries and regions, with 79,906 employees and 1,330.3 billion yen in net revenue for FY2022.

Epson is vertically integrated and develops and manufactures the majority of its components in-house and then sells through its global network of wholly owned sales subsidiaries.

Epson's printing solutions business provides home and office inkjet printers, serial impact dot matrix (SIDM) printers, page printers, colour image scanners, dry process office papermaking systems, inkjet printers for commercial and industrial applications, printers for use in POS systems, inkjet printhead, and related consumables.

Epson's visual communications business provides 3LCD projectors mainly for business, education, the home, and event as well as smart glasses.

Its manufacturing-related and wearables business provides wristwatches and watch movements; industrial robots; crystal units, crystal oscillators, and quartz sensors for consumer, automotive, and industrial equipment applications; CMOS LSIs and other chips mainly for consumer electronics and automotive application; high-performance metal powders; high-value-added surface finishing; and, in the Japanese market, PCs.

## Supply Chain

In manufacturing and selling the many Epson products mentioned above, Epson currently procures goods, raw materials, and parts from about 1,700 direct material suppliers around the world.

Epson procures goods from around the world. Domestic Japanese procurement accounts for 38% of the spend and overseas procurement for 62%.

Direct materials procurement, which includes spending on raw materials and parts required for finished product assembly, as well as spending on things such as the outsourcing of production, accounts for 65% of the spend. Other procurement, which includes spending on things such as factory supplies, machinery and equipment, advertising, logistics, outsourcing of business processes, and temporary staffing, accounts for 35%.

Epson considers suppliers to be important partners in its business activities. As such, our procurement activities are designed to develop mutually beneficial trusting relationships with them based on fairness, transparency, and respect. Epson believes its responsibility for products and services goes beyond just ensuring high-quality products for the market. It also believes it is responsible for ensuring that its entire supply chain upholds appropriate standards in respect to human rights, labour, and the environment. Therefore, Epson recognizes the importance of taking CSR initiatives hand in hand with its suppliers. For that reason, Epson practices fair and transparent trade with its suppliers and thereby building trusting relationships.

## Epson standards

Epson is serious about keeping all forms of discrimination and unfair practices out of its global operations. We will work to fulfill our social responsibility and create shared value in order to achieve sustainability and enrich communities together with our customers and partners from a long-term perspective based on our [Management Philosophy](#).

In 2005, Seiko Epson Corporation established the [Principles of Corporate Behavior](#) (Corporate Social Responsibility Guidelines) which are adhered to by all companies ultimately owned by Seiko Epson Corporation. In 2022, Epson updated the Principles of Corporate Behavior in response to the latest societal requirements. These guidelines were established to clarify the foundations for implementing trust-based management, which is aimed at building stakeholder trust and is the fundamental principle of Epson management, and which are shared across the Group. Epson established Policies Regarding Human Rights and Labor Standards of the Epson Group in 2005 based on the United Nations Global Compact, ISO 26000 (Social Responsibility), and the OECD Guidelines for Multinational Enterprises, and we have practiced conduct that is aligned with the 2011 United Nations Guiding Principles on Business and Human Rights. In April 2019, we joined the Responsible Business Alliance (RBA), a non-profit organization that supports the rights and welfare of workers and communities affected by global supply chains, and we and our suppliers conduct our business in line with the RBA Code of Conduct.

Epson has overhauled Policies Regarding Human Rights and Labor Standards of the Epson Group in light of recent changes in the way that the international community views human rights and human rights issues. The new Epson Group Human Rights Policy took effect on April 1, 2022.

As indicated by the phrase “commitment to sustainability” in the Epson Group Management Philosophy, Epson aspires to work with its business partners for mutual benefit, achieve sustainability, and enrich communities. We believe that we can build mutually beneficial relationships by asking all our business partners, including our suppliers, to uphold the highest standards of integrity and ethics while, at the same time, respecting their autonomy and independence.

These supply chain ethics requirements are based on the RBA Code of Conduct. Epson, which has mapped each of its supply chain initiatives to one or more of the Sustainable Development Goals (SDGs) of the United Nations, will help to achieve the SDGs by taking action throughout the supply chain.

We seek to achieve sustainability and enrich communities and, toward that end, are engaging our suppliers in four long-term, priority areas to ensure socially responsible supply chains from the standpoints of human rights and sustainability:

- Decent work
- A safe work environment
- Responsible sourcing of minerals
- Environmental impact mitigation

To achieve the goals stated in its Management Philosophy, Epson believes that it is essential for suppliers to understand the management philosophy and support its procurement activities. We established [the Epson Group Supplier Guidelines](#) in 2005 to inform suppliers about Epson's procurement policies and to enlist their cooperation in promoting socially responsible practices. Then, in 2008, we created [the Epson Supplier Code of Conduct](#), which is based on and conforms to the code of conduct created by the Electronic Industry Citizenship Coalition (EICC), now called the Responsible Business Alliance (RBA).

The Epson Group Supplier Guidelines stipulate the basic quality (Q), price (C), and delivery (D) requirements for transactions, trade control measures that satisfy the requirements of the international community, and measures to ensure security in the supply chain. They also stipulate CSR requirements (the RBA Code of Conduct) in the areas of labour, health and safety, environment, and ethics with the aim of maintaining socially responsible business practices along with our business partners. Over the 18-year history of the Guidelines, we have asked all our suppliers to comply with the requirements and have major suppliers of both production materials and indirect materials (including suppliers of contract services and temporary staff) submit a Supplier Agreement in which they consent to comply with Epson's requirements.

Going forward, Epson will ensure strict observance of the RBA Code of Conduct and work with its suppliers to build more responsible supply chains.

### Due diligence processes for slavery and human trafficking

Epson has identified potential or actual adverse impacts on human rights both within its own operations and within those of its suppliers. These adverse impacts include things such as forced labour, child labour, harassment, and discrimination in the value chain for developing, manufacturing, and selling products. We continue to go through a process of human rights due diligence to investigate these adverse impacts, extract problems and issues, take corrective action, make improvements, and prevent future problems. The human rights due diligence process in Epson's business is as follows:

1. Policy enactment
2. Identification of adverse impacts on human rights and evaluation of their effects
3. Improvement plans, and stopping, preventing, and mitigating adverse impacts
4. Results/progress monitoring
5. Communication and reporting
6. Remedial measures

#### 1. Policy enactment

Epson has overhauled Policies regarding Human Rights and Labor Standards of the Epson Group in light of recent changes in the way that the international community views human rights and human rights issues. The new Epson Group Human Rights Policy, which conforms to the United Nations Guiding Principles on Business and Human Rights, has been approved by the Seiko Epson Board of Directors and took effect on April 1, 2022. The policies will be revised periodically to realign them with changing societal trends and societal demands.

Epson's human rights initiatives are spearheaded by Seiko Epson's DE&I strategic promotion department under the supervision of the executive officer in charge of human capital and well-Being management. They work in concert with corporate supervisory departments and the HR departments of our global affiliates to guide initiatives to prevent human rights abuses and unjust labour practices.

Epson is taking corrective action based on the Epson Group Human Rights Policy and the RBA Code of Conduct to address issues related to inhumane treatment, including things such as child labour, forced labour, other exploitative labour, discrimination, harassment, and workers' rights abuses and unfair labour conditions.

Workers and the labour union and other labour groups are important stakeholders, and Epson Group companies engage them in genuine dialog and discussions based on local labour practices and so forth.

Human rights in the supply chain are addressed by the Sustainable Procurement Committee. This committee is a cross-organizational body overseen by the managing executive officer in charge of procurement. It is made up of personnel from all Epson's operations divisions and from the procurement departments of major Epson Group manufacturing companies. Administrative oversight is provided by the Seiko Epson Head Office department that supervises socially responsible procurement.

## 2. Identification of adverse impacts on human rights and evaluation of their effects

To understand where adverse impacts on human rights exist in business and to manage those adverse impacts, we worked with stakeholders in the value chain to analyze where adverse impacts reside. We found that priority actions are needed for employees of Seiko Epson Corporation and Epson Group, temporary workers, on-site vendors' employees, supplier employees, and migrant workers. Therefore, we conduct a CSR self-assessment questionnaire to understand issues in these areas.

High-Priority Groups	Adverse Impacts of Business Activities	Assessment Method
Employees of Seiko Epson Corporation and Epson Group	Freedom of employment (forced labour), young workers, working hours, wages and benefits, humane treatment (harassment, etc.), discrimination, freedom of association	Self-assessment of compliance to RBA requirements
Temporary workers	Same as above	Same as above
On-site service vendors' employees	Same as above	Same as above
Suppliers' employees	Same as above	Same as above
Migrant workers	Same as above	Same as above

## 3. Improvement plans, and stopping, preventing, and mitigating adverse impacts

We instruct companies and business sites to take action to correct, improve, or mitigate adverse impacts identified by the CSR self-assessment questionnaire. We analyze the answers on the questionnaire, identify where a site is not in conformance with the code of conduct, and provide guidance for the corrective actions we request. Sites formulate and implement their own corrective action plans to address the observations. Progress on correcting major nonconformances is monitored until completion is confirmed.

Regarding child labour, we have established the following measures:

Epson will never engage in child labour within its facilities, including workers from external partners and workers hired through agents. If found, each company is required to assist them and provide for the welfare of the child. Age verification must include visual verification of a government recognized photographic identification document, if available.

If child labour is discovered at the company, employment will be terminated immediately, and the company will notify Seiko Epson, the relevant government and labour inspection agency to take measures in consultation with them.

## 4. Results/progress monitoring

We check whether instances of nonconformance with the code of conduct have been corrected by asking the companies and business sites to complete the CSR self-assessment questionnaire the following year. In addition, as a member of the RBA, Epson voluntarily undergoes RBA VAP audits at its large production sites for its main businesses to accurately assess conformance with the RBA Code of Conduct, extract issues, and address them.

## 5. Communication and reporting

The results and progress of actions to address human rights issues are reviewed annually.

The findings are disclosed on the Web and reported in Epson's sustainability report. This statement also reports on the Epson Group's global initiatives.

## 6. Remedial measures

In addition to prioritizing remedies for employees of Seiko Epson Corporation and Epson Group, temporary workers, on-site vendors' employees, supplier employees, and migrant workers, we provide whistleblowing systems that all stakeholders, including customers, investors, and members of local communities, can use to lodge grievances that are then appropriately addressed.

## Assessing and managing adverse impacts

In the 2022 fiscal year, we asked our own business sites, Epson Group companies in Japan and abroad, and suppliers to complete a CSR self-assessment questionnaire (SAQ). The CSR SAQ, which consists of questions concerning human rights and labour, health and safety, environmental issues, ethics, and management systems, is used to assess conformance with the RBA Code of Conduct.

The results of the FY2022 CSR SAQ showed that there were no major cases of human rights violations in the form of child labour, forced labour, discrimination, and the like, either at Epson or its Group companies.

The following are examples of adverse impacts on human rights that have been identified, corrected, improved, or continuously addressed within the Epson Group:

- Nonpayment of overtime by an on-site service contractor
- Inadequate management of working hours
- Nonpayment of legally required employee contributions (contractor)
- Nonconforming emergency exit door along a factory evacuation route

This CSR SAQ is conducted every year to identify where issues exist and encourage improvement.

Epson's overseas manufacturing affiliates voluntarily undergo RBA VAP audits to find out where they are not conformant with the RBA audit criteria and to make improvements. In the 2022 fiscal year, Epson's manufacturing sites in China, Indonesia, the Philippines, and Malaysia underwent audits and corrected nonconformances that were observed. In 2022, we asked direct material suppliers and indirect material suppliers of our major manufacturing sites (on-site service vendors, temporary staffing and referral agencies, and logistics warehouse operators) to complete a CSR SAQ. We received completed CSR SAQs from 164 key first-tier suppliers of direct materials (449 sites) and from 247 indirect material suppliers.

When suppliers are found to be high-risk as a result of their score on the CSR SAQ or high risk in terms of labour (human rights), we have them undergo an audit in accordance with RBA criteria and support their efforts to improve to medium risk or better. Again, in 2022, no supplier was deemed to be high risk based on the CSR SAQ, so Epson did not ask any supplier to undergo an RBA audit. However, the number of suppliers that voluntarily underwent an RBA audit grew. When a nonconformance has been observed in an audit, we monitor the progress on corrective action plans and are stepping up our supplier CSR initiatives.

Personnel from Epson's manufacturing sites visit suppliers who do not undergo a third-party audit to verify the situation on-site and to provide support for corrections and improvements.

In addition to helping them improve their CSR performance, Epson also proactively helps struggling direct material suppliers to meet requirements in areas such as fire prevention and business continuity management (BCM). For on-site service vendors, Epson employees conducted a second-party audit to improve working conditions by, for example, closely monitoring working hours, payment of allowance for work on holidays, granting time off, paying appropriate overtime, and ensuring that workers are not made to pay hiring fees.

## Performance indicators

Epson sets and acts upon medium-term key goal indicators (KGI) and key performance indicators (KPIs) to achieve its vision of socially responsible supply chains.

Mid-term targets (KGI) (achieve by 2025)

- Sustainable procurement: Ensure that all major suppliers are ranked low risk in terms of CSR.
- Responsible sourcing of minerals: Ensure that products are conflict-free and disclose product information.

FY2022 Major Action Items and KPIs	Results
1. Strengthen the detailed CSR evaluation (due diligence) <ol style="list-style-type: none"> <li>1) CSR SAQ results: high risk 0%, middle risk: 6% or less</li> <li>2) Completion rate of risk mitigation activities for specified priority items: 100%</li> </ol>	<ol style="list-style-type: none"> <li>1) Major suppliers of direct materials 0% high risk (0 sites) and 9% medium risk (42 sites)</li> <li>2) Major suppliers of direct materials 84% completion rate (146 out of 173 sites)</li> </ol>
2. Strengthen conflict mineral surveys <ol style="list-style-type: none"> <li>1) Asked all suppliers to use only conformant smelters</li> <li>2) Completed surveys collection rate of 100%</li> </ol>	<ol style="list-style-type: none"> <li>1) Feedback to suppliers using smelters that are not conflict-free certified: 100%</li> <li>2) Return rate CMRT (3TG): 99% EMRT (cobalt): 97%</li> </ol>
3. Strengthen CSR engagement with suppliers <ol style="list-style-type: none"> <li>1) 100% of manufacturing sites held supplier CSR meetings</li> <li>2) Discussions with suppliers on CSR: 20 companies</li> </ol>	<ol style="list-style-type: none"> <li>1) 100% (15 sites)</li> <li>2) 16 companies</li> </ol>

FY2023 Major Action Items and KPIs
1. Improvement in CSR <ol style="list-style-type: none"> <li>1) CSR SAQ results (major suppliers of direct materials): 0% high risk (0 companies), 4% (20 companies) or less middle risk</li> </ol>
2. Strengthening of conflict mineral surveys <ol style="list-style-type: none"> <li>1) Survey return rate: 100% (1,500 companies)</li> <li>2) Feedback to suppliers using smelters that are not conflict-free certified: 100% (750 companies)</li> </ol>
3. Strengthening of CSR engagement with suppliers Supplier CSR meetings: Hold at 100% of manufacturing sites (15 main manufacturing sites)



## Responsible Sourcing of Minerals

Profits from the extraction and sale of minerals such as tin, tantalum, tungsten, and gold (3TG) in conflict-affected and high-risk areas such as the Democratic Republic of the Congo (DRC) and neighboring countries are a source of funding for armed groups and antigovernment forces carrying out atrocities and human rights abuses. Furthermore, it has been pointed out that cobalt mines in the southern part of the DRC have become breeding grounds for child labor. Mineral mining and trade have negative social and environmental impacts.

Involvement in human rights abuses and environmental destruction run counter to our core values and we will not be tolerated. We will not engage in business relationships with any party involved in human rights abuses, nor will we support operations that result in the degradation of socioeconomic and environmental conditions. Epson has in place internal processes to ensure responsible sourcing and has joined the Responsible Minerals Initiative (RMI). We ask our suppliers to support our responsible mineral sourcing policies and cooperate in mineral surveys. We conduct annual surveys on the parts and materials used in Epson's products in accordance with "Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas" issued by the Organization for Economic Co-operation and Development (OECD). If a supplier's answers on a survey indicate that it was unable to verify whether a smelter or refiner from which minerals were sourced is certified as conflict-free under the RMI's Responsible Minerals Assurance Program (RMAP), we work with the supplier and the RMI to encourage the smelter/refiner to obtain RMAP certification as part of our efforts to avoid or mitigate human rights abuses and environmental destruction.

In 2022, we conducted 3TG (tin, tantalum, tungsten, and gold) and cobalt surveys covering approximately 80,000 components and materials. In addition to implementing a responsible minerals sourcing policy and survey program, we disclose on our website information about smelters and refiners that have been identified through surveys. We also respond to survey requests from our customers.

## Training and whistleblowing systems

Epson is committed to exercising high ethical standards and a social conscience, and it has declared that it will conduct procurement activities in strict compliance with both the letter and spirit of laws and regulations in regions where it operates. Employee training is an important part of this commitment.

We have been educating our global workforce of people working in areas such as human resources, health and safety, environment, ethics, and supply chain management about the RBA Code of Conduct and its requirements. In 2021, we revised the Epson Group Human Rights Policy. We took this as an opportunity to hold further study sessions on the subject of business and human rights for directors and personnel in corporate and global HR departments. In the 2022 fiscal year, we conducted an online course for all officers, employees, contract employees, and temporary staff, who work at Seiko Epson and all other group companies in Japan, to raise awareness of human rights and prevent human rights abuses.

Through this course, participants learned about the fundamentals of business and human rights, as well as about Epson's efforts to respect human rights, which are essential for conducting global business. The number of employees and workers completed the course was 16,539 as of March 2023. Understanding of business and human rights issues was deepened further by holding a human rights seminar led by an outside expert. The seminar, which any employee could attend, incorporated information on things such as recent trends and case studies. Epson provided professional training for procurement staff to manage supplier CSR. These programs are based on the RBA Code of Conduct and RBA (VAP) audit standards. Some are conducted by outside consultants. From 2020, a specialist course in responsible sourcing of minerals was conducted to provide procurement personnel and others with an introduction to the RBA's responsible mineral sourcing standard and surveys.

Epson engages its suppliers throughout the year in many forms and at many different levels. An annual Supplier Conference is held in Japan as a top-level event at which we explain our procurement policies. We provide suppliers with an overview of our operations and share with them our important policies. Seiko Epson's president and chief operating officers explain the company's policies and the divisions' policies. The managing executive officer in charge of procurement requests that suppliers practice socially responsible procurement, take steps to cope with challenges in procuring parts, and strengthen their business continuity management.

We have also held a Supplier Conference for CSR every year since 2016 in Japan, China, Indonesia, and other countries where we have major production sites. The conferences are used to explain trends in CSR and Epson's socially responsible procurement activities, as well as to ask for cooperation. In addition to requesting compliance with our socially responsible procurement policies and the Epson Group Supplier Guidelines, we also ask for cooperation in evaluating CSR and emergency response capabilities (BCM) and in conflict minerals surveys.

Natural disasters and infectious disease have had a huge impact on procurement and logistics in recent years. This has brought the importance of BCM back to the forefront, so we have asked our suppliers to reinforce their BCM programs.

In addition to explaining social demands and RBA requirements at the Supplier Conference for CSR, we also hold seminars and conferences to provide further detail. Epson believes that it is important for suppliers to take the initiative in launching their own CSR programs based on a solid understanding of the reasons for them. We see human rights as a priority issue. It is also an area where the expectations of society are rapidly evolving. We therefore hold seminars taught by outside consultants to provide suppliers with expert information.

### Supplier Seminars and Conferences

FY2021	Human rights seminar and SAQ briefing
FY2022	Human rights seminar, SAQ briefing, and responsible mineral sourcing conference
FY2023 (plan)	Human rights seminar, SAQ briefing, and responsible mineral sourcing conference

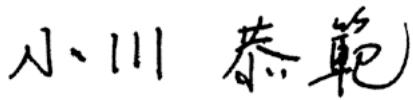
Epson has set up the Epson Helpline and various other channels that can be used to report harassment, long working hours, and other concerns involving issues such as human rights and labour. All personnel are regularly notified of disciplinary actions and other actions taken by the company in response to incidents related to labour, harassment, and other forms of human rights abuses to prevent similar incidents in the future. Furthermore, Epson has hotlines that customers, investors, people in the local community, and other stakeholders can use to report grievances, which Epson then appropriately addresses.

Epson has also established compliance hotlines that it encourages suppliers to use to report or discuss possible misconduct. In addition to violations or potential violations of legislative requirements and the Epson Group Supplier Guidelines, suppliers can report concerns about human rights abuses and conflict minerals. Epson expects these hotlines to help ensure that business ethics are upheld. Whistleblowers, who may remain anonymous, are protected, including by strictly handling their personal data and prohibiting any form of retaliation in accordance with applicable laws and Epson's internal regulations.

### Further steps

Epson will continue to review the effectiveness of the steps it has taken to ensure that there is no slavery or human trafficking in its supply chains. To further improve its policies and procedures, it will refer directly to the UK's Modern Slavery Act 2015, the Australian Modern Slavery Act 2018, the U.S. California Transparency in Supply Chain ACT 2010 (SB 657), the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid) and other legal requirements to ensure complete compliance.

This Statement was approved at the Seiko Epson Corporation's board of directors meeting on 28 July 2023 and signed by the President of Seiko Epson Corporation.



**Yasunori Ogawa**

President, Board of Directors  
Seiko Epson Corporation

Date: 3rd August 2023

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Epson (U.K.) Limited for the financial year ending 31 March 2023.**

Epson (U.K.) Limited is a wholly owned subsidiary of Epson Europe B.V. of Amsterdam, The Netherlands. Our ultimate parent company is Seiko Epson Corporation, headquartered in Japan.

Epson (U.K.) Limited sells printers, business imaging, visual instruments, consumables and other products manufactured by Seiko Epson Corporation and purchased from Epson Europe B.V., which purchases products and consumables from Seiko Epson Corporation.

This is our supply chain for products sold in the UK and these entities are a part of the Epson Group.

Epson Europe B.V. has a team of Corporate Social Responsibility specialists with responsibility for ensuring the company maintains the highest standards across Epson businesses in Europe, the Middle East, and Africa.

As the supplier of its products, Seiko Epson Corporation and Epson Europe B.V. has assured Epson (U.K.) Limited that it is committed to combatting slavery and human trafficking in all its businesses and supply chains. Seiko Epson Corporation, in turn, confirms that it is committed to the same.

This Statement was approved at the Epson (U.K.) Limited's board of directors meeting on 31 August 2023 and signed by the Managing Director.



**Duncan Ferguson**

Managing Director  
Epson (U.K.) Limited

Date: 31 August 2023

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of Epson Telford Limited for the financial year ending 31 March 2023.**

Epson Telford Limited is a wholly owned subsidiary of Epson Europe B.V. of Amsterdam, The Netherlands. Our ultimate parent company is Seiko Epson Corporation, headquartered in Japan.

Epson Telford Limited manufactures and packs ink cartridges for consumer use and ink products and textile inks for industrial use. These products are shipped to other Epson affiliates, where they are then distributed worldwide. This Statement was approved at the Epson Telford Limited's board of directors meeting on 17<sup>th</sup> August 2023 and signed by the Managing Director.



**Kevin Browne**  
Managing Director  
Epson Telford Limited

Date: 17<sup>th</sup> August 2023

**This statement is made pursuant to the Modern Slavery Act 2018 and constitutes the slavery and human trafficking statement of Epson Australia Pty. Ltd. for the financial year ending 31 March 2023.**

Epson Australia Pty. Ltd. is a wholly owned subsidiary of Seiko Epson Corporation, headquartered in Japan.

Epson Australia Pty. Ltd. sells printers, business imaging, visual instruments, consumables, and other products manufactured by Seiko Epson Corporation. This is our supply chain for products sold in Australia and New Zealand.

This Statement was approved at the Epson Australia Pty. Ltd.'s board of directors meeting on 28<sup>th</sup> August 2023 and signed by the President.



**Craig Heckenberg**  
Managing Director  
Epson Australia Pty. Ltd.

Date: 28<sup>th</sup> August 2023

**This statement is made pursuant to the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid) and constitutes the slavery and human trafficking statement of Epson Europe B.V. for the financial year ending 31 March 2023.**

Epson Europe B.V. is a wholly owned subsidiary of Seiko Epson Corporation, headquartered in Japan.

Epson Europe B.V. sells printers, business imaging, visual instruments, consumables and other products manufactured by Seiko Epson Corporation. This is our supply chain for products sold in the UK and these entities are a part of the Epson Group.

Epson Europe B.V. has a team of Corporate Social Responsibility specialists with responsibility for ensuring the company maintains the highest standards across Epson businesses in Europe, the Middle East, and Africa.

This Statement was confirmed by Epson Europe B.V.'s board of directors and signed by the President.



**Yoshiro Nagafusa**

President

Epson Europe B.V.

Date: 31 August 2023

# EPSON

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