

# ESG Data/Appendices

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## ESG Data (Environment)

### Global Environmental Data

#### Energy

##### Use of non-renewable energy

		Unit	FY2017 (Base year)	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Gas/oil	MWh	330,257	331,509	350,307	306,884	336,189	320,796
	Electricity/steam	MWh	467,629	360,543	361,612	181,696	0	0
Overseas	Gas/oil	MWh	19,592	15,804	16,869	16,957	13,121	13,752
	Electricity/steam	MWh	341,322	343,183	309,855	263,240	182,815	31,110
Total		MWh	1,158,800	1,051,039	1,038,644	768,778	532,126	365,658
Per unit of business profit (include renewable energy)		GWh/100 million yen	1.6	2.9	1.9	1.3	1.2	1.8

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

##### Use of renewable electricity

		Unit	FY2017 (Base year)	FY2019	FY2020	FY2021	FY2022	FY2023
Japan		MWh	257	119,302	118,974	335,408	515,804	520,041
	Purchased electricity	MWh	0	119,070	118,879	317,532	446,019	444,201
	Generated onsite	MWh	257	232	95	150	813	1,819
	Renewable Energy Certificate	MWh	-	-	-	17,727	68,971	74,022
Overseas		MWh	9,215	18,695	37,466	94,201	179,861	322,796
	Purchased electricity	MWh	7,063	13,757	32,117	88,015	111,455	138,818
	Generated onsite	MWh	2,152	4,938	5,349	6,186	9,746	12,794
	Renewable Energy Certificate	MWh	-	-	-	-	58,660	171,184
Total		MWh	9,473	137,997	156,440	429,610	695,665	842,837

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

\* Includes cogeneration systems (CGS) electricity and self-generated electricity. Since it is difficult to procure renewable energy fuels or green gas certificates that meets the RE100 technical criteria, we have achieved 100% renewable electricity by voluntarily applying renewable energy certificates equivalent to the amount of electricity used.

## Status of electricity sources

	Unit	FY2017 (Base year)	FY2019	FY2020	FY2021	FY2022	FY2023
Renewable electricity	MWh	9,473	137,997	156,440	429,610	695,665	842,837
Non-renewable electricity	MWh	850,359	741,546	707,408	442,530	180,221	28,721
Total	MWh	859,831	879,543	863,849	872,140	875,886	871,558
Ratio of renewable electricity	%	1.1	16	18	49	79	96

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

\* Includes cogeneration systems (CGS) electricity and self-generated electricity. Since it is difficult to procure renewable energy fuels or green gas certificates that meets the RE100 technical criteria, we have achieved 100% renewable electricity by voluntarily applying renewable energy certificates equivalent to the amount of electricity used.

## Greenhouse gas (GHG)

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

	Unit	FY2017 (Base year)	FY2019	FY2020	FY2021	FY2022	FY2023
Scope 1	thousand t-CO <sub>2</sub> e	137	122	125	118	142	101
Scope 2 (market-based)	thousand t-CO <sub>2</sub> e	455	363	345	230	93	15
Scope 3	thousand t-CO <sub>2</sub> e	3,261	3,024	2,516	2,392	2,327	2,352
Total	thousand t-CO <sub>2</sub> e	3,853	3,510	2,987	2,740	2,562	2,469

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

\* Since it is difficult to procure renewable energy fuels and green gas certificates that meet RE100 technical criteria, we voluntarily applying renewable energy certificates equivalent to the amount of electricity used, offsetting the equivalent CO<sub>2</sub> emissions from Scope 1.

## Greenhouse gas emission (scopes 1, 2)

	Unit	FY2017 (Base year)	FY2019	FY2020	FY2021	FY2022	FY2023
Scope 1	t-CO <sub>2</sub> e	136,734	122,263	124,929	117,788	141,883	101,416
Japan	t-CO <sub>2</sub> e	122,479	104,470	109,613	102,250	123,030	95,242
Overseas	t-CO <sub>2</sub> e	14,255	17,793	15,316	15,537	18,853	6,174
Scope 2 (market-based)	t-CO <sub>2</sub> e	455,110	363,490	345,151	229,883	92,855	15,251
Japan	t-CO <sub>2</sub> e	246,022	184,748	179,890	72,881	0	0
Overseas	t-CO <sub>2</sub> e	209,088	178,743	165,261	157,002	92,855	15,251
(Scope 2:location-based)	t-CO <sub>2</sub> e	(450,463)	(437,086)	(421,711)	(417,283)	(421,421)	(414,258)
Total	t-CO <sub>2</sub> e	591,844	485,753	470,079	347,670	234,738	116,668
Per unit of business profit	thousand t/100 million yen	0.79	1.19	0.76	0.38	0.24	0.18
FY2025 target (science-based): reduce 34% total emissions from FY2017							-80%

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

\* Since it is difficult to procure renewable energy fuels and green gas certificates that meet RE100 technical criteria, we voluntarily applying renewable energy certificates equivalent to the amount of electricity used, offsetting the equivalent CO<sub>2</sub> emissions from Scope 1.

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

• Electric power: Disclose market-based emissions. 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 emission factors of the electricity retailers contracted at each site or the emission factors of the IEA (International Energy Agency) for each country. 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 2019 were used for both domestic and overseas data.

• GHGs other than CO<sub>2</sub>: Equivalent values were calculated based on 100-year GWP values in the Fifth Assessment Report of the IPCC.

\* Scopes 1 and 2 emissions are verified by a third party. Scope 2 location-based emissions are available only for FY2023.

## Greenhouse gas emission (scope 3)

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Scope 3	thousand t-CO <sub>2</sub> e	3,024	2,516	2,392	2,327	2,352
Category 1	Purchased goods and services <sup>1</sup> thousand t-CO <sub>2</sub> e	1,064	928	932	980	948
Category 2	Capital goods thousand t-CO <sub>2</sub> e	217	125	128	176	174
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	20	23
Category 4	Upstream transportation and distribution thousand t-CO <sub>2</sub> e	181	167	182	176	141
Category 5	Waste generated in operations thousand t-CO <sub>2</sub> e	4	3	4	5	3
Category 6	Business travel thousand t-CO <sub>2</sub> e	32	6	9	15	32
Category 7	Employee commuting thousand t-CO <sub>2</sub> e	45	45	43	35	35
Category 8	Upstream leased assets thousand t-CO <sub>2</sub> e	5	3	4	4	2
Category 9	Downstream transportation and distribution thousand t-CO <sub>2</sub> e	7	6	5	5	5
Category 10	Processing of sold products thousand t-CO <sub>2</sub> e	61	29	44	30	33

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Category 11	Use of sold products <sup>1</sup>	thousand t-CO <sub>2</sub> e	1,297	1,106	947	787	866
Category 12	End-of-life treatment of sold products	thousand t-CO <sub>2</sub> e	75	61	58	94	91
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)							-17%

\* Category 1: The National Institute of Advanced Industrial Science and Technology IDEA Ver.3.3 is used for calculations from 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 FY2023 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)

 Third-party verification report on Scope 2 (location-based)  
[https://corporate.epson/en/sustainability/esg-data/pdf/verification\\_report\\_scope2.pdf](https://corporate.epson/en/sustainability/esg-data/pdf/verification_report_scope2.pdf)

## Industrial waste

### Industrial waste emissions

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Waste generated	thousand t	14.3	13.7	14.6	13.6	13.1
	Recycled	thousand t	13.7	13.1	13.9	13.0	12.7
	Waste (disposed of)	thousand t	0.6	0.6	0.6	0.6	0.4
	Landfilled	thousand t	0.6	0.6	0.6	0.5	0.4
Overseas	Waste generated	thousand t	18.3	19.8	18.6	19.9	18.5
	Recycled	thousand t	15.3	17.8	16.5	18.1	17.0
	Waste (disposed of)	thousand t	3.0	2.0	2.1	1.8	1.5
	Landfilled	thousand t	2.1	1.5	1.3	1.1	0.8
Total waste generated		thousand t	32.6	33.5	33.2	33.5	31.6
Per unit of business profit		t/100 million yen	79	54	37	35	48
Target: amount of emissions (waste generated) previous year or less							-5.6%

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

## Water

### Water withdrawal by source

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Municipal water	thousand m <sup>3</sup>	5,031	4,992	4,949	4,969	4,988
	Ground water	thousand m <sup>3</sup>	692	638	731	773	735
	(Returned water to the source)	thousand m <sup>3</sup>	(415)	(373)	(411)	(446)	(410)
	Subtotal	thousand m <sup>3</sup>	5,724	5,629	5,680	5,742	5,724
Overseas	Municipal water	thousand m <sup>3</sup>	2,407	2,296	2,360	2,498	2,364
	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>	2,407	2,296	2,360	2,498	2,364
Total		thousand m <sup>3</sup>	8,131	7,925	8,041	8,240	8,088
Per unit of business profit		thousand m <sup>3</sup> /100 million yen	0.78	0.80	0.71	0.62	0.62
Target: 1% improvement in water withdrawal per revenue from the base value (0.74 thousand m <sup>3</sup> /100 million yen)							-15%

\* Industrial water is included in municipal water.

\* No water was withdrawn from other sources.

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

## Recycling water

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Recycled water	thousand m <sup>3</sup>	1,527	1,693	1,750	2,019	1,957
Recycled ratio	%	16	18	18	20	19

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

## Water discharge by destination

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Sewerage	thousand m <sup>3</sup>	2,021	2,003	2,065	2,142	2,193
	Rivers	thousand m <sup>3</sup>	2,779	2,863	2,892	3,000	2,912
	Subtotal	thousand m <sup>3</sup>	4,800	4,867	4,957	5,142	5,105
Overseas	Sewerage	thousand m <sup>3</sup>	2,178	2,068	2,131	2,262	2,149
	Rivers	thousand m <sup>3</sup>	0	0	0	0	0
	Subtotal	thousand m <sup>3</sup>	2,178	2,068	2,131	2,262	2,149
Total		thousand m <sup>3</sup>	6,977	6,935	7,088	7,404	7,254

\* 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 FY2023 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	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	PRTR <sup>1</sup> substance emissions	t	2.2	2.2	2.2	2.4	3.4
	Per unit of business profit	kg/100 million yen	5.5	3.5	2.4	2.4	5.2
Japan	VOC <sup>2</sup> emissions	t	76	71	75	80	58
	Per unit of business profit	kg/100 million yen	187	115	83	84	89

\* Some figures differ from those in Sustainability Report 2023 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	FY2023
Raw material consumption		thousand t	234	193	210	209	206
Detailed breakdown	Resin	%	41	42	37	41	41
	Metal	%	19	20	19	16	16
	Electronic component	%	9	10	8	8	20
	Paper and wood	%	16	19	20	20	8
	Other	%	15	9	16	15	15

## Coverage of environmental reporting

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Company number		Companies	54	50	52	58	64
Percentage of coverage (Revenue)		%	95	95	95	98	99

\* 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	FY2019	FY2020	FY2021	FY2022	FY2023
Finished products <sup>1</sup>	thousand t	20.9	17.5	24.2	35.5	23.7
Cartridges	thousand t	1.8	1.5	2.3	1.8	2.7

<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	FY2023
Violation of environmental regulations	Cases	0	2	0	0	0

### Groundwater trichloroethylene concentration trend (annual average in wells with highest concentration at each site)

Site	Unit	FY2021	FY2022	FY2023	Remediation
Head Office	mg/L	11	10	5.9	Barrier, pump and treat, monitoring
Shiojiri	mg/L	0.19	0.11	0.11	Barrier, pump and treat, monitoring
Fujimi	mg/L	0.010	0.010	0.058	Barrier, pump and treat, monitoring
Suwa-Minami	mg/L	0.022	0.015	0.014	Barrier, pump and treat, monitoring

Reference: Trichloroethylene standards

- Environmental quality standard for groundwater under Japan's Basic Environmental Law: 0.01 mg/L max.
- Groundwater remediation standard under Japan's Water Quality Pollution Control Act: 0.01 mg/L max.
- Groundwater standard under Japan's Soil Contamination Countermeasures Law: 0.01 mg/L max.

## Education

### Environmental education (Japan)

Training		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Basic environmental training	Participants	Persons	17,008	18,626	17,490	18,657	19,042
ISO 14001 environmental auditor training	Participants	Persons	175	114	117	91	126
	Certification recipients	Persons	1,012	1,131	1,207	1,262	1,370

\* This is the number of persons who took Basic Environmental Training during the period it was offered. Figures of Certification Recipients show the number of certified persons as of the end of fiscal year.

## ESG Data (Social)

### HR Development

#### Main online courses (Japan)

Course	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
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	18,466
Epson's compliance(code of conduct etc.)	Persons	18,331	19,347	20,891	20,018	20,608	20,532
Basic information security	Persons	19,924	19,550	21,982	20,258	22,127	21,074
Basic environmental training II	Persons	17,379	17,008	18,626	17,490	20,343	20,334
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	-	17,691
J-SOX	Persons	18,497	18,642	-	18,673	-	20,038
Basic Harassment Preventive Training	Persons	18,470	15,646	17,128	16,296	17,120	19,524
Occupational Safety Training	Persons	-	18,749	17,721	15,750	18,003	19,742
Healthy Balance Between Work and Life Training	Persons	-	-	-	-	-	11,551
Business & Human Rights	Persons	-	-	-	-	-	18,473

\* 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	FY2023
New employee orientation	New hires	Persons	298	311	344	200	250	344
		%	100	100	100	100	100	100
C-level employee training	New C-level staff	Persons	182	285	350	279	325	285
		%	96.3	95.0	98.3	97.1	98.0	97.9
Senior staff training	New senior staff	Persons	247	206	231	227	269	301
		%	91.1	95.8	97.4	95.0	96.4	98.0
Section manager training	New section manager	Persons	130	90	130	173	118	143
		%	93.5	91.8	98.5	98.3	95.2	93.5
General manager training	New general manager	Persons	31	30	53	42	47	43
		%	86.9	85.7	93.0	72.4	87.0	91.5

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

## Training Hours

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Training by regular employee	Hours	11.0	11.1	7.4	20.9	21.5	34.2
Total training hours	Hours	-	-	-	228,696	235,910	375,219

\* 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 after FY2021.

## Quality control training (Japan)

Course		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
QC introduction	People newly trained	Persons	413	366	403	489	365
	% trained	%	88	90	90	85	87
QC-ABC	People newly trained	Persons	168	389	320	388	315
	% trained	%	75	77	77	71	74

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

## Licensed quality control training trainers

Region		Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Southeast Asia	Number of production sites with licensed trainers	Companies	7	7	7	7	7
	Licensed trainers	Persons	77	78	76	97	76
China	Number of production sites with licensed trainers	Companies	6	6	5	5	4
	Licensed trainers	Persons	61	52	49	46	40

\* 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	FY2024
Number of employees	Persons	295	308	317	324	327	329	337
Employment ratio	%	2.55	2.62	2.66	2.69	2.70	2.65	2.65
Target: Employment ratio of disable employees (%)		2.5	2.5	2.5	2.5	2.5	3.0%/FY2030	

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

## Workforce composition

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Female/Male ratio	Female	%	16.3	16.3	16.3	16.9	17.0	17.3
	Male	%	83.7	83.7	83.4	83.1	83.0	82.7
Management diversity	Female	%	2.4	2.7	3.2	3.7	4.1	4.7
	Male	%	97.6	97.3	96.8	96.3	95.9	95.3
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	7.7
	Male	%	94.0	93.8	93.5	93.1	92.9	92.3
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(Seiko Epson Corporation regular employees)

Age	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Less than 20	Persons	49	42	45	30	28	44
20-29	Persons	1,533	1,671	1,804	1,728	1,743	1,812
30-39	Persons	2,208	2,080	1,983	1,928	2,004	2,137
40-49	Persons	3,714	3,650	3,487	3,293	3,202	3,055
50-59	Persons	3,724	3,777	3,900	3,946	3,948	3,949
60-69	Persons	0	0	1	0	0	1
70 and over	Persons	0	0	0	0	0	0

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

## Employees by age group(Seiko Epson Corporation regular employees and contract employee)

Age	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Less than 20	Persons	-	-	-	-	-	44
20-29	Persons	-	-	-	-	-	1,820
30-39	Persons	-	-	-	-	-	2,152
40-49	Persons	-	-	-	-	-	3,067
50-59	Persons	-	-	-	-	-	3,959
60-69	Persons	-	-	-	-	-	1,194
70 and over	Persons	-	-	-	-	-	0

\* Data for Seiko Epson Corporation regular employees and contract employee as of March 31, 2024.

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

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Less than 20	Female	%	2.4	1.2	0.6	0.9	0.9	0.5
	Male	%	1.0	0.7	0.3	0.5	0.4	0.2
	S. Total	%	3.4	1.9	0.9	1.4	1.3	0.7
20-29	Female	%	20.4	21.0	19.6	19.5	19.7	18.6
	Male	%	18.2	17.6	16.9	15.6	15.2	13.6
	S. Total	%	38.6	38.6	36.5	35.1	34.9	32.2
30-39	Female	%	12.0	12.0	12.1	12.8	13.3	13.9
	Male	%	13.5	13.4	14.5	14.6	14.8	15.4
	S. Total	%	25.5	25.4	26.6	27.4	28.1	29.3
40-49	Female	%	7.7	8.2	8.5	8.8	8.4	9.1
	Male	%	12.7	12.9	13.1	13.1	12.3	12.5
	S. Total	%	20.4	21.1	21.6	21.9	20.8	21.7
50-59	Female	%	2.6	2.9	3.4	3.5	3.6	4.0
	Male	%	8.9	9.4	10.2	10.3	10.5	11.2
	S. Total	%	11.5	12.2	13.5	13.8	14.1	15.2
60 and over	Female	%	0.2	0.3	0.3	0.2	0.3	0.3
	Male	%	0.4	0.4	0.6	0.3	0.6	0.6
	S. Total	%	0.6	0.7	0.9	0.5	0.9	0.9
Total	Female	%	45.3	45.5	44.5	45.6	46.2	46.5
	Male	%	54.7	54.5	55.5	54.4	53.8	53.5
	G. Total	%	100	100	100	100	100	100

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

### Composition of new-graduate regular employees

		Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Female	Persons		66	52	50	64	84
	%		19	26	20	19	23
Male	Persons		278	148	200	280	289
	%		81	74	80	81	77
Total	Persons		344	200	250	344	373

\* Data for Seiko Epson Corporation

### Composition of mid-career hires in regular employment

	Unit	FY2020	FY2021	FY2022	FY2023
Female	Persons	9	13	78	40
	%	30	27	32	20
Male	Persons	21	35	163	164
	%	70	73	68	80
Total	Persons	30	48	241	204

\* Data for Seiko Epson Corporation

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

FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
22.7%	29.6%	8.0%	19.4%	49.1%	35.4%

\* Data for Seiko Epson Corporation

### Length of employment

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Total	Years	19.4	19.2	19.1	19.3	19.0	18.6
Female	Years	21.5	20.9	20.4	20.3	19.9	19.3
Male	Years	18.9	18.9	18.9	19.1	18.8	18.4

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

### Average age

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Total	Years old	43.6	43.6	43.6	43.8	43.7	43.4
Female	Years old	43.9	43.6	43.5	43.6	43.5	43.2
Male	Years old	43.6	43.6	43.6	43.8	43.7	43.5

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

### Turnover rate

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Total turnover rate	%	4.5	4.1	4.5	4.4	5.1	3.9
Voluntary turnover rate	%	1.8	1.5	1.4	1.5	2.2	1.2

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

**Ratio of women's wages to men's wages.**

	FY2021	FY2022	FY2023
All employees	74.9%	76.5%	76.5%
Regular	75.7%	76.7%	76.8%
Non-Regular	74.6%	77.8%	79.3%
(Reference) Management positions	97.8%	97.1%	97.9%

\* Seiko Epson Corporation on a non-consolidated basis

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

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

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Full-time employment	Female	%	36.1	35.5	32.7	34.0	35.2	36.7
	Male	%	43.0	43.0	41.1	40.5	41.0	42.2
	S. Total	%	79.1	78.5	73.8	74.5	76.1	78.9
Part-time employment/ Contract	Female	%	10.8	12.0	15.8	15.4	14.0	10.6
	Male	%	5.2	6.4	7.8	6.8	6.7	7.4
	S. Total	%	16.0	18.4	23.6	22.2	20.7	18.0
Temporary	Female	%	2.1	1.4	1.3	1.6	1.4	1.4
	Male	%	2.8	1.6	1.3	1.7	1.8	1.7
	S. Total	%	4.9	3.0	2.6	3.3	3.2	3.2
Total	Female	%	49.0	48.9	49.8	51.0	50.5	48.7
	Male	%	51.0	51.1	50.2	49.0	49.5	51.3
	G. Total	%	100	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	FY2023
Junior management positions	Female	%	18.8	18.8	19.4	20.3	21.5	22.1
	Male	%	81.2	81.2	80.6	79.7	78.5	77.9
	S. Total	%	100	100	100	100	100	100
Top management positions	Female	%	13.4	14.7	13.0	12.5	10.6	12.6
	Male	%	86.6	85.3	87.0	87.5	89.4	87.4
	S. Total	%	100	100	100	100	100	100
Total	Female	%	16.2	16.7	17.1	18.0	20.2	20.5
	Male	%	83.8	83.3	82.9	82.0	79.8	79.5
	G. Total	%	100	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	FY2023
Management positions in revenue-generating functions	Female	%	14.7	14.6	15.2	16.0	18.5	18.9
	Male	%	85.3	85.4	84.8	84.0	81.5	81.1
	S. Total	%	100	100	100	100	100	100
Management positions in non-revenue generating functions	Female	%	24.5	25.6	25.8	27.2	28.5	28.9
	Male	%	75.5	74.4	74.2	72.8	71.5	71.1
	S. Total	%	100	100	100	100	100	100
Total	Female	%	16.2	16.7	17.1	18.0	20.2	20.5
	Male	%	83.8	83.3	82.9	82.0	79.8	79.5
	G. Total	%	100	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.

## Fostering a Better Workplace

### Annual total working hours per employee

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Total working hours	Hours	1,943	1,879	1,848	1,854	1,845	1,866	
Target	Hours	-	1,900	1,865	1,850	1,845	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	FY2024
Number of paid leave used	Days	13.9	15.6	15.9	15.3	16.2	15.7	
	Target (days):	15.0	18.0	18.0	18	20	20	20
	%	69.5	78.0	79.5	76.5	81.0	78.5	
	Target (%):	75.0	90.0	90.0	90	100	100	100

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

### Childcare leave trends

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Childcare leave	Total	Persons	75	102	109	169	323	254
	Female	Persons	35	41	37	38	38	46
	Ratio of female granted leave <sup>1</sup>	%	100	100	100	100	90.5	97.9
	Male	Persons	40	61	72	131	273	208
	Ratio of male granted leave <sup>1</sup>	%	13.6	21.3	30.8	53.5	97.2	85.2

\* 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	FY2023
Care giver Leave	Persons	2	6	2	5	2	3
Employee using caregiver reduced hours	Persons	5	4	4	6	5	4

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

### Result of employee survey

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Participation ratio	%	96.7	97.4	92.5	98.9	95.4	96.9
% of engaged employees <sup>1</sup>	%	92.2	91.2	92.0	92.7	92.3	94.6

\* 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	FY2023
Ratio of Union membership	%	85.8	85.9	86.5	86.4	86.2	86.3

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

### Collective bargaining agreements

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Employees covered by collective bargaining agreements	%	55.4	56.2	57.7	54.7	53.5	50.2

\* 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	FY2023
Performance appraisals by MBO	Female	%	47.8	59.3	64.6	62.4	58.9	68.4
	Male	%	31.0	46.9	51.9	54.6	52.7	58.1
	Total	%	44.9	53.8	58.9	59.0	56.1	63.9

\* 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 2024 by the day)	Female	479	479	100.0%
	Male	479	479	100.0%
	Average	479	479	100.0%
Epson Engineering (Shenzhen) Ltd. Chinese Yuan (as of March 2024 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 2024 by the month)	Female	7,286,150	5,343,430	136.4%
	Male	7,286,150	5,343,430	136.4%
	Average	7,286,150	5,343,430	136.4%

## Occupational Safety and Health

### Occupational injury accident frequency (Global)

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Occupational accident rate	-	0.10	0.13	0.13	0.30	0.32

\* 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

### Occupational injury accident seriousness (Global)

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Injuries severity rate	-	0.002	0.004	0.003	0.006	0.007

\* 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

## Supply Chain Management

### Supplier conference for CSR

Area		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Japan	Number of companies	Companies	447	510	764	550	969	603
China	Number of companies	Companies	222	58	77	22	80	417
Philippines	Number of companies	Companies	70	0	17	86	81	20
Indonesia	Number of companies	Companies	168	193	17	145	30	60
Others	Number of companies	Companies	225	63	40	97	35	6
Total	Number of companies	Companies	1,132	824	898	814	1,195	1,106

### Annual evaluation

Evaluation		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Direct evaluation	Number of accounts	Accounts	1,481	1,525	1,440	1,572	1,582	1,425
	Ratio of evaluation suppliers	%	100	100	100	100	100	100
Evaluation of emergency response capabilities (BCP self assessment questionnaire)	Number of companies	Companies	-	1,336	1,465	1,233	948	429
	Ratio of evaluation suppliers	%	-	84	85	94	82	82
Safety management evaluation (BCP self assessment questionnaire)	Number of companies	Companies	-	1,402	1,384	1,245	948	429
	Ratio of evaluation suppliers	%	-	85	78	95	80	87

### Detailed CSR evaluation

Evaluation		Unit	2018	2019	2020	2021	2022	2023
Direct suppliers (Production material)	Number of companies	Companies	-	312	222	293	164	270
	Ratio of high risk rank	%	-	5	0	0	0	0
Indirect suppliers (Non-production material)	Number of companies	Companies	-	124	233	220	232	277
	Ratio of high risk rank	%	-	16	8	0	0	0

## Conflict Minerals

### Conflict minerals survey

	Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Survey sheet recovery rate	%	92	91	97	99	99	100
Number of identified smelters	-	314	344	340	406	349	357
Number of CFS <sup>1</sup> certified smelters	-	256	268	242	244	229	234

<sup>1</sup> Conflict-free smelters (CFS) certified by RMI's Responsible Minerals Assurance Program (RMAP).

### Each mineral data

		Unit	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
Gold	Number of identified smelters	-	150	159	166	181	175	173
	Number of CFS-certified smelters	-	102	107	107	106	95	90
Tantalum	Number of identified smelters	-	40	45	41	44	36	43
	Number of CFS-certified smelters	-	40	40	38	39	34	40
Tin	Number of identified smelters	-	81	93	79	117	86	89
	Number of CFS-certified smelters	-	74	78	55	56	63	70
Tungsten	Number of identified smelters	-	43	47	54	64	52	52
	Number of CFS-certified smelters	-	40	43	42	43	37	34

## Corporate Citizenship

### Corporate citizenship

	Unit	FY2019	FY2020	FY2021	FY2022	FY2023
Corporate citizenship expenditures	Billion yen	0.90	0.58	0.77	1.61	1.15

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

## ESG Data (Governance)

### Corporate Governance

#### Board of directors

		Unit	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
Outside directors	Female	Persons	2	2	2	2	2	2
	Male	Persons	3	3	3	3	4	4
	S. Total	Persons	5	5	5	5	6	6
Inside directors	Female	Persons	0	0	0	0	0	0
	Male	Persons	7	7	6	5	4	5
	S. Total	Persons	7	7	6	5	4	5
Total	Female	Persons	2	2	2	2	2	2
	Male	Persons	10	10	9	8	8	9
	G. Total	Persons	12	12	11	10	10	11

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

#### Number of meetings of the board of directors and other committees

	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
FY2023	13	18	2	12	8
From April to the June 2024 general shareholders' meeting	3	5	1	3	4

#### Number of meetings directors attended (FY2023)

(): Attendance rate

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	13 (100%)	-	-	-	-
Yasunori Ogawa	President and Representative Director		13 (100%)	-	-	12 (100%)	8 (100%)
Tatsuaki Seki	Representative Director, Senior Managing Executive Officer		13 (100%)	-	-	-	-
Koichi Kubota <sup>1</sup>	Director		3 (100%)	-	-	-	-

Name of Director	Title	Role	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Hideaki Omiya <sup>1</sup>	Outside Director	Director Nomination Committee Chair <sup>1</sup> Director Compensation Committee Chair <sup>1</sup>	3 (100%)	-	1 (100%)	4 (100%)	3(100%)
Mari Matsunaga	Outside Director		13 (100%)	-	2(100%)	12 (100%)	8 (100%)
Tadashi Shimamoto <sup>2</sup>	Outside Director		9 (90%)	-	1(100%)	8 (100%)	5 (100%)
Masaki Yamauchi <sup>2</sup>	Outside Director		10(100%)	-	1(100%)	8 (100%)	5 (100%)
Masayuki Kawana	Director, Full-Time Audit & Supervisory Committee Member	Audit & Supervisory Committee Chair Compliance Committee Chair	13 (100%)	18 (100%)	2 (100%)	12 as an observer	8 as an observer
Yoshio Shirai	Outside Director, Audit & Supervisory Committee Member	Director Nomination Committee Chair <sup>3</sup> Director Compensation Committee Chair <sup>3</sup>	13 (100%)	18 (100%)	2 (100%)	12 (100%)	8 (100%)
Susumu Murakoshi	Outside Director, Audit & Supervisory Committee Member		13 (100%)	18 (100%)	2 (100%)	12 (100%)	8 (100%)
Michiko Ohtsuka	Outside Director, Audit & Supervisory Committee Member		13 (100%)	18 (100%)	2 (100%)	12 (100%)	8 (100%)

<sup>1</sup> Retirement at the Ordinary General Meeting of Shareholders held on June 27, 2023

<sup>2</sup> Appointment at the Ordinary General Meeting of Shareholders held on June 27, 2023

<sup>3</sup> He assumed the office of the chair of Director Nomination Committee and Director Compensation Committee on June 27, 2023.

## Number of meetings directors attended

(the period from April to the June 2024 general shareholders' meeting)

(): Attendance rate

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	3 (100%)	-	-	-	-
Yasunori Ogawa	President and Representative Director		3 (100%)	-	-	3 (100%)	4 (100%)
Tatsuaki Seki	Director		3 (100%)	-	-	-	-
Mari Matsunaga	Outside Director		3 (100%)	-	1(100%)	3 (100%)	4 (100%)
Tadashi Shimamoto	Outside Director		3 (100%)	-	1 (100%)	3 (100%)	4 (100%)
Masaki Yamauchi	Outside Director		3 (100%)	-	1 (100%)	3 (100%)	4 (100%)
Masayuki Kawana	Director, Full-Time Audit & Supervisory Committee Member	Audit & Supervisory Committee Chair Compliance Committee Chair	3 (100%)	5 (100%)	1 (100%)	3 as an observer	4 as an observer
Yoshio Shirai	Outside Director, Audit & Supervisory Committee Member	Director Nomination Committee Chair Director Compensation Committee Chair	3 (100%)	5 (100%)	1 (100%)	3 (100%)	4 (100%)
Susumu Murakoshi	Outside Director, Audit & Supervisory Committee Member		3 (100%)	5 (100%)	1 (100%)	3 (100%)	4 (100%)
Michiko Ohtsuka	Outside Director, Audit & Supervisory Committee Member		3 (100%)	5 (100%)	1 (100%)	3 (100%)	4 (100%)



**Directors comprising corporate management meeting bodies (as of the end of June, 2024)**

Name of Director	Title	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Yasunori Ogawa	President and Representative Director	Chair	-	-	Member	Member
Eiichi Abe	Representative Director, Executive Officer	Member	-	-	-	-
Junkichi Yoshida	Director, Executive Officer	Member	-	-	-	-
Yasunori Yoshino	Director, Executive Officer	Member	-	-	-	-
Tadashi Shimamoto	Outside Director	Member	-	Member	Chair	Member
Masaki Yamauchi	Outside Director	Member	-	Member	Member	Chair
Kahori Miyake	Outside Director	Member	-	Member	Member	Member
Masayuki Kawana	Director, Full-Time Audit & Supervisory Committee Member	Member	Chair	Chair	(Observer)	(Observer)
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
Akira Marumoto	Outside Director, Audit & Supervisory Committee Member	Member	Member	Member	Member	Member

**Composition of corporate management meeting bodies (as of the end of June, 2024)**

Corporate Management Meeting Bodies		Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Members		11	4	7	7	7
Breakdown 1	Outside director	6	3	6	6	6
	Inside director	5	1	1	1	1
	Other (inside)	-	-	-	-	-
Breakdown 2	Female	2	1	2	2	2
	Male	9	3	5	5	5

## Appendices

# Principles of Corporate Behavior

Issued September 2005

Revised April 2024

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.**

- 1.1 We will produce quality products and services that reflect universal design principles and will be easy to use for the greatest number of people.
- 1.2 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.
- 1.3 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.
- 1.4 We will remain attentive to customers, respond to them quickly, appropriately and with sincerity and care, and do our best to solve their problems.
- 1.5 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.**

- 2.1 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.
- 2.2 We will strive to minimize our own as well as society’s environmental impacts across the entire life cycle of our products and services, from manufacturing to transport, use, and disposal.
- 2.3 We will participate in environmental preservation and restoration projects as a member of society.
- 2.4 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.**

- 3.1 We will instill in our employees, and practice, the ideals of our Management Philosophy.
- 3.2 We will put Epson in the best position by hiring a diverse workforce and utilizing their unique skills effectively.
- 3.3 We will respect the individuality of employees and maintain relationships between the company and employees based on trust.
- 3.4 We will develop our employees by creating systems that allow individuals to utilize their skills effectively.
- 3.5 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.
- 3.6 Everyone in the organization will understand the purpose of actions, their role, and work as a part of a team.

3.7 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.

3.8 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.**

4.1 We will not tolerate any violation of human rights.

4.2 We will not engage child labor or forced labor.

4.3 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.

4.4 We will eliminate any forms of discrimination against gender, nationality, religion, race and disability.

4.5 We will support employees by facilitating a proper work-life balance.

4.6 We will adhere to and maintain the proper health and safety standards at all sites around the world.

4.7 We will support the efforts of employees to monitor and improve their mental and physical wellbeing.

4.8 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.**

5.1 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.

5.2 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.

5.3 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.

5.4 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.

5.5 We will maintain a good, mutually cooperative relationship with governments and their administrative bodies. We will not make company donations of any kind to politicians or political parties, nor will we participate in events or campaigns aimed at political fundraising.

5.6 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.

5.7 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.

5.8 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 protect the safety and security of people and company assets, and we exercise strict care in the management of all information.**

6.1 We will establish and maintain systems to ensure the safety and security of Epson personnel, as well as visitors or contractors on our premises.

- 6.2 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.
- 6.3 We will take reasonable and necessary precautions to protect the confidentiality of proprietary business information including the privacy of customers, employees and other stakeholders.
- 6.4 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 ask our suppliers, sales channels, collaborators, and other business partners to live up to the highest standards of ethical conduct, and we strive to build responsible value chains.**

- 7.1 We respect the autonomy of our business partners and strive for mutual benefit.
- 7.2 We hold our business partners to the same strict standards that Epson upholds with regard to human rights, labor conditions, the environment, compliance, ethics, information security, and quality. We support their endeavors towards improvement as needed.
- 7.3 We refrain from engaging in illegal or unethical business practices in our relationships with business partners, and we require our business partners to adopt a similar approach in their dealings.

### **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.**

- 8.1 We respect the cultures and traditions of the countries and regions in which we operate.
- 8.2 We will engage in open dialogue within our communities and actively contribute to them.
- 8.3 We nurture a culture in which our employees are encouraged to participate in volunteer programs and other activities as members of society.

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

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

- 9.1 We will respect other cultures and traditions while striving to engage in principled, ethical communication.
- 9.2 We will communicate openly and honestly with our stakeholders, and will establish appropriate systems for the disclosure of information.
- 9.3 We will utilize appropriate and useful tools to communicate information to our stakeholders.
- 9.4 We will provide opportunities and establish appropriate systems to engage in dialogue with stakeholders.
- 9.5 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.**

## Appendices

# 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, 2024

Safety, health, and compliance take precedence over performance. Epson believes that initiatives to promote a safe, healthy, and dynamic 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: Any person who does work activities and is under the control of an Epson Group company, including top management, employees, contractors, temporary workers, etc.

1. With the full participation of all workers, administer the occupational health and safety management system, 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 workers' 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. Educate workers 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  
President and Representative Director

## Appendices

# Epson Group Human Rights Policy

Enacted 9/26/2005

Revised 9/1/2024

### Article 1 (Background)

“Our philosophy of efficient, compact and precise innovation enriches lives and helps create a better world.” Guided by this corporate purpose statement, Epson is committed to achieving a more sustainable future by addressing societal issues.

Pursuant to its Management Philosophy, 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 and positioned the 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**

President

Seiko Epson Corporation

9/1/2024

## 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

# Epson Group Basic Procurement Policy

Enacted 10/1/2010

Revised 4/1/2024

1. With high ethical standards and a social conscience, we and our suppliers engage in procurement activities that comply with international rules and the laws and regulations of all nations, fulfilling our social responsibilities, including those related to human rights and the environment.
2. We build sustainable supply chains by forging partnerships of mutual trust with our suppliers based on fairness and mutual benefit.
3. We work with our suppliers to stabilize and optimize quality, prices, and delivery times to deliver products and services of value to our customers.

## Appendices

# Epson Slavery & Human Trafficking Statement for Financial Year 2023

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 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), Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid), and Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act.**

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.  
 Epson Canada, Limited.

**Child labour** means labour or services provided or offered to be provided by persons under the age of 18 years and that fall under any of the below:

- (a) are provided or offered to be provided in a country under circumstances that are contrary to the laws applicable in that country;
- (b) are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them;
- (c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work;
- (d) constitute the worst forms of child labour as defined in Article 3 of ILO Worst Forms of Child Labour Convention, 1999, adopted at Geneva on June 17, 1999 (No.182). (travail des enfants)

**Forced labour** means labour or service provided or offered to be provided by a person under the menace of any penalty in circumstances that fall under any of the below:

- (a) could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service;
- (b) constitute forced or compulsory labour as defined in Article 2 of ILO Forced Labour Convention, 1930, adopted in Geneva on June 28, 1930 (No. 29). (travail forcé)

## Our organisation

Seiko Epson Corporation and Epson Group companies (collectively "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."

Epson is organized into operational divisions that come under consolidated management. The majority of advanced R&D and product development is conducted by Seiko Epson in Japan, while manufacturing and sales activities are conducted around the world by 82 Epson Group manufacturing and sales companies, in 61 countries and regions, with 74,464 employees (as of 31 March 2024) and 1313.9 billion yen in net revenue for FY2023.

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 inkjet printers for office and home, serial impact dot matrix printers,

page printers, colour image scanners, dry process office papermaking systems, commercial and industrial inkjet printers, inkjet printheads, printers for use in POS systems, label printers, and related consumables, and others. Epson's visual communications business provides 3LCD projectors mainly for business, education, the home, and event, smart glasses, and others.

Its manufacturing-related and wearables business provides Industrial robots and compact injection molders; wrist-watches and watch movements; 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 39% of the spend and overseas procurement for 61%.

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 61% 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 39%.

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 human rights abuses 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, Epson established the [Principles of Corporate Behavior](#), which serves as a guide to values and conduct based on the Management Philosophy. The Principles of Corporate Behavior are reviewed each year in light of changes in the internal and external environment. They were last revised in April 2024.

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 has been practicing conduct that adheres to the 2011 United Nations Guiding Principles on Business and Human Rights. In April 2019, Epson 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. As a Regular Member of the RBA, Epson is expected to observe the RBA Code of Conduct and meet its supply chain due diligence obligations at a high level. Accordingly, in addition to ensuring compliance in our own operations, Epson asks its suppliers to observe the requirements and promote CSR across the entire supply chain.

Epson made significant improvements to Policies Regarding Human Rights and Labor Standards of the Epson Group to further strengthen Epson's human rights efforts 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, following a resolution by the Seiko Epson Board of Directors pursuant to the Guiding Principles. Complementing Epson's Management Philosophy and Principles of Corporate Behavior, the Epson Group Human

Rights Policy clarifies the company's approach to respect for human rights and serves as the highest-level guide in those efforts. Pursuant to this policy, Epson's human rights efforts are focused primarily on the Epson Group and its supply chains.

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 and attain its goal of achieving sustainability and enriching 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

Epson believes that to achieve the goals stated in its Management Philosophy, its suppliers must understand the Management Philosophy and comply with the Epson [Supplier Code of Conduct](#). The Epson Group Procurement Guidelines (now called the [Epson Group Supplier Guidelines](#)) were established in April 2005 to inform suppliers about Epson's procurement policies and requirements. In April 2008, the Epson Supplier Code of Conduct was added as an appendix to the Epson Group Supplier Guidelines. Epson's Code of Conduct was based on 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), cost (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 20-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 written agreement 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.

## Organisational structure

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 & well-being management. It is working in concert with corporate departments that supervise sustainability, RBA activities, supply chain CSR and human resources, and building a network with HR departments and related departments of our global affiliates to guide initiatives to prevent human rights abuses.

The chief officer of supply chain management (SCM), a member of Seiko Epson's management leadership team, promotes social responsibility in supply chains in conjunction with all entities within the Epson Group.

The Sustainable Procurement Committee is a cross-organisational body made up of personnel from all Epson's operations divisions and from the procurement departments of Epson Group companies, with administrative oversight provided by the Seiko Epson Head Office department that supervises socially responsible procurement. The committee discusses targets and action plans, gets them approved by the chief officer responsible for the promotion of supply chain management (SCM), communicates them to the entire Group, and puts those targets and action plans into effect. The chief officer of SCM monitors the progress of action plans, and progress is regularly reported to the Sustainability Strategy Council, a corporate management meeting body that includes members of the board of directors, and presents important topics for deliberation by the Council.

## Due diligence processes for slavery and human trafficking

Epson continually practices human rights due diligence as based on the United Nations Guiding Principles on Business and Human Rights. Group companies as well as business partners fall within the scope of this process. Human rights due diligence concerns human rights risks like forced labor, child labor, harassment, and discrimination in value chains connected to the business activities of product development, manufacturing, and sales. The due diligence process seeks to identify and study actual and potential adverse impacts on human rights, identify the problems, and prevent and mitigate them.

Epson's human rights due diligence process is as follows:

1. Identify and assess adverse impacts
2. Make corrective action plan, and prevent, and mitigate adverse impacts
3. Track effectiveness of remediation of adverse impacts
4. Communication and reporting

1. Identify and assess adverse human rights impacts.

In the 2023 fiscal year, Epson again identified adverse human rights impacts and conducted an impact assessment. The information below was consulted for the assessment.

- Awareness and knowledge gained over the past four years through activities as a member of Responsible Business Alliance (RBA) (CSR self-assessments and RBA audits)
- The situation regarding incidents that occur internally and in the supply chain, and the reporting and discussion of such incidents
- Information obtained through publications such as Ministry of Economy, Trade and Industry's Guidelines for Respecting Human Rights in Responsible Supply Chains and its practical reference materials, as well as information obtained through participation in events such as the Caux Round Table (Japan) Stakeholder Engagement Program.

Labour and occupational health and safety were identified as areas that are particularly susceptible to human rights abuses, such as those listed in the table below that affect Seiko Epson's own employees, Epson Group company employees, agency workers, supplier employees, on-site service vendor workers, and migrant workers. Asia and manufacturing were identified as a susceptible region and business type.



High-Priority Groups	Main Adverse Impacts	Examples Warranting Particular Attention
Employees of Seiko Epson Corporation and Epson Group Temporary staff Supplier employees On-site service vendor workers Migrant workers	Forced labour	<ul style="list-style-type: none"> <li>• Intermediary fees, recruitment fees, and other expenses related to employment</li> <li>• Confiscation of passports</li> <li>• Forced overtime</li> <li>• Freedom to leave work or terminate employment</li> </ul>
	Young workers	<ul style="list-style-type: none"> <li>• Overtime, night shifts, hazardous work</li> </ul>
	Overwork	<ul style="list-style-type: none"> <li>• Violations of laws and internationally recognized human rights norms related to working hours, and long working hours that are detrimental to health</li> </ul>
	Wages and benefits	<ul style="list-style-type: none"> <li>• Unpaid overtime wages</li> <li>• Non-payment or deductions from wages as a disciplinary measure</li> </ul>
	Inhumane treatment	<ul style="list-style-type: none"> <li>• Harassment</li> </ul>
	Discrimination	<ul style="list-style-type: none"> <li>• Discrimination in dismissal and treatment</li> <li>• Pregnancy tests, dismissal of pregnant women</li> </ul>
	Occupational health & safety	<ul style="list-style-type: none"> <li>• Hazardous and harmful working environment</li> <li>• Protection of women</li> <li>• Worker protection in emergency situations</li> </ul>

## 2. Formulate a corrective action plan to prevent or mitigate adverse impacts on human rights.

Since the 2017 fiscal year, Epson has had its overseas manufacturing sites complete a CSR self-assessment questionnaire (SAQ) that conforms to the RBA Code of Conduct and RBA SAQ. After joining the RBA in April 2019, Epson began educating the Epson Group about the RBA Code of Conduct and working to integrate it into Group operations. Epson has continued to ask Seiko Epson plants and offices, domestic and overseas Group companies, as well as suppliers to complete an annual CSR SAQ. This CSR SAQ conforms to the RBA SAQ and the results are reported to the RBA. Each Seiko Epson office, Group company, and supplier has a due diligence process to identify the location of adverse impacts on human rights and to develop corrective action plans to remedy or mitigate the identified negative impacts.

The FY2023 CSR Self-Assessment Questionnaire showed that there were no high-risk Epson site.

## 3. Monitor results and progress.

Seiko Epson sites, Group companies, and suppliers have engaged management and are working to correct and mitigate adverse impacts on human rights in accordance with corrective action plans. The corporate supervisory department monitors the progress of corrective action to address significant adverse impacts and see them through to completion.

Epson continues to administer a CSR self-assessment questionnaire (SAQ) once a year to check corrective actions at Epson sites and address nonconformances to the RBA Code of Conduct. Furthermore, in order to identify and correct issues from a third-party perspective and enhance the level of actions being taken, seven of Epson's main manufacturing sites (as of May 2024) located in Southeast Asia and China have been voluntarily undergoing audits under the RBA's Validated Assessment Program (VAP). So far, Epson's manufacturing facilities in Indonesia, Malaysia, Thailand, China, and the Philippines have all earned Platinum or Gold recognition. Platinum is exclusively reserved for factories that are compliant with the RBA Code of Conduct and receive a perfect score of 200.

### Epson sites that currently hold Platinum and Gold status

Site name (country)	Main Products Manufactured	Recognition (Score)	Expiration Date
PT. Indonesia Epson Industry (Indonesia)	Inkjet printers, large format printers, small printers, impact dot matrix printers	Platinum (200)	February 28, 2026
Epson Precision (Philippines), Inc. (Philippines)	3LCD projectors, Inkjet printers	Platinum (200)	October 16, 2025
PT. Epson Batam (Indonesia)	Inkjet printer ink cartridges and ink bottles, scanners	Platinum (200)	March 16, 2025
Epson Engineering (Shenzhen) Ltd. (China)	Inkjet printers, large format printers, 3LCD projectors, industrial robots	Gold (196.5)	December 7, 2024

One adverse impact on human rights was identified in the 2023 fiscal year through CSR assessments. One on-site manufacturing contractor reimbursed foreign workers for expenses incurred (for Japanese language education, VISA acquisition fees, etc.) in their country of origin.

#### 4. Communication and reporting

Epson's efforts to address issues requiring corrective action are reviewed annually and reported on Epson's websites and in its Sustainability Report. The Epson Group's global efforts are also reported through statements on modern slavery and human trafficking.

To build and maintain good labour-management relations, Epson actively provides information to its employees and engages them in sincere talks and discussions. Epson also communicates with customers as needed about its efforts to respect human rights.

### Supply chain initiatives

In 2023, we asked direct material suppliers and indirect material suppliers of our major manufacturing sites (on-site service vendors, employment and recruitment agencies, and logistics warehouse operators) to complete a CSR SAQ. We received completed CSR SAQs from 270 key first-tier suppliers of direct materials (547 sites) and from 277 indirect material suppliers.

When suppliers are found to be high-risk as a result of their score on the CSR SAQ, we have them undergo an audit in accordance with RBA criteria and support their efforts to improve to medium risk or better. When labour-related risks (human rights risks) are identified, Epson asks its suppliers to take corrective action, regardless of their overall score. Epson then follows up by checking corrective action plans and verifying that actions are completed. In 2023, no supplier was deemed to be high risk based on the CSR SAQ. 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.

Epson manufacturing company staff members visit suppliers who do not undergo a third-party audit to verify conditions on-site and provide help for corrective actions.

For direct material suppliers, we not only help them address CSR issues but also support them when they struggle in other areas, such as in introducing fire prevention measures or establishing business continuity plans.

For on-site service vendors, Epson employees conducted a second-party audit to improve the working conditions by, for example, tracking and reducing working hours, granting time off, paying appropriate overtime wages, and ensuring that workers are not made to pay recruitment fees.

## Performance indicators

To realize our vision of socially responsible supply chains, we set mid-term goals and annual targets. Performance and progress against the goals and targets are measured using KGI and KPI, respectively.

Mid-Term Goals (to be achieved by March 31, 2026)

Socially responsible procurement: Ensure that all major suppliers are ranked low risk in terms of CSR.

Responsible mineral sourcing: Make products conflict-mineral-free<sup>1</sup> and disclose product information.

<sup>1</sup> Use only conflict-free smelters and refiners certified under the RMI's Responsible Minerals Assurance Program (RMAP).

## FY2023 Action Items and Results

	Action Items and KPI	Result
1	Improvement in CSR CSR SAQ results (major direct material suppliers <sup>2</sup> ) - 0% high risk (0 companies) - 4% medium risk (20 companies) or less	Major direct material suppliers - 0% high risk (0 companies/0 sites) - 4.2% medium risk (23 sites)
2	Strengthening conflict minerals survey 1) Survey return rate: 100% 2) Feedback to suppliers using smelters that are not conflict-free certified <sup>3</sup> : 100%	1) 100% (915 companies) 2) 100% (1500+ Feedback)
3	Strengthening CSR engagement with suppliers: 1) Supplier CSR meetings: Hold at 100% of production sites	1) 94% (15 sites)

<sup>2</sup> Major direct material suppliers: Epson's Tier 1 (direct) suppliers are arranged in descending order based on transaction amounts and selected until 80% of the total spend is reached.

<sup>3</sup> Smelters that are not conflict-free certified: Smelters and refineries that are not certified as being conflict-free under the Responsible Minerals Assurance Process (RMAP) of the Responsible Minerals Initiative (RMI).

## FY2024 Action Items

	Action Items	KPI
1	Maintain and improve supply chain CSR	1) Return rate of Supplier Guidelines Agreement Letter: 95% (2500 companies) of major suppliers of direct materials <sup>1</sup> and indirect materials 2) CSR SAQ risk level: Zero (0%) major supplier of direct and indirect materials rated high risk
2	Strengthening conflict mineral surveys	1) Survey return rate: 100% 2) Provision of smelter or refiner (SOR) information to suppliers: monthly (12 times/year)
3	Strengthening supply chain BCM <sup>4</sup>	Impact on sales from supply chain disruptions: zero (0)

<sup>4</sup> BCM: business continuity management

## Responsible Sourcing of Minerals

Profits from the extraction and sale of minerals such as tin, tantalum, tungsten, and gold (3TG) in conflict-affected areas such as the Democratic Republic of the Congo (DRC) and adjoining countries are a source of funding for armed groups and anti-government forces carrying out atrocities and gross 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 labour. Mineral mining and trade have adverse social and environmental impacts.

As a matter of corporate policy, Epson eschews involvement in human rights abuses and environmental destruction and will not tolerate any manner of human rights abuses associated with the minerals it procures. 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 Organisation 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 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 2023, Epson conducted a survey of 3TG and cobalt and received completed surveys from 100% of the suppliers of parts/materials containing 3TG and 98% of the suppliers of parts/materials containing cobalt. 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

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 who completed the course was 18,473 as of September 2023. In the 2023 fiscal year, the course on business and human rights was offered online to managers and above at seven of Epson's main overseas manufacturing and sales affiliates. The course completion rate was 92.7% as of the end of June 2024. In FY2024, Epson plans to implement the course at all overseas affiliates.

Epson provides professional training in CSR to procurement staff who deal with suppliers. These programs are based on the RBA Code of Conduct and RBA (VAP) audit standard. Some programs are conducted by outside consultants. Since 2020, a specialist course in responsible sourcing of minerals has been conducted to provide procurement personnel and others with an introduction to RBA's responsible mineral sourcing standards 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 cooperation with Epson's Basic Procurement Policy and sustainable procurement practices.

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.

In addition to explaining social demands and RBA requirements at the Supplier Conference for CSR, we also hold seminars and conferences to provide further details. We believe that it is important for suppliers to voluntarily undertake CSR initiatives after understanding the underlying objectives, rather than viewing the activities as an end in themselves. 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

FY2022	Human rights seminar, SAQ briefing, and responsible mineral sourcing conference
FY2023	Human rights seminar, environment seminar, SAQ briefing, and responsible mineral sourcing conference
FY2024 (plan)	Human rights seminar, environment seminar (decarbonisation), SAQ briefing, responsible minerals sourcing conference, Epson Group Supplier Guidelines briefing (including an explanation of the changes to the RBA Code of Conduct)

### Grievance mechanism

Epson has set up numerous grievance mechanisms. In addition to the Epson Helpline and an Employee Counseling Office, the company has specialized advisory services to handle human rights-related inquiries and reports from employees (including contract employees, part-time employees, temporary employees, agency workers, etc.). There are advisory services for harassment, long working hours, foreign employees, diversity issues, among others. The Epson Helpline and the diversity advisory service can also be used to report or discuss human rights related issues that are not covered by the specialized advisory services. The advisory services take into consideration the wishes of the person making an inquiry or reporting an incident as they ascertain the facts and act to remedy the situation and prevent recurrences.

Epson has also established compliance hotlines as grievance mechanisms that suppliers can use to report or discuss violations or potential violations of legislative requirements and the Epson Group Supplier Guidelines. In addition to actions that violate or may violate laws, regulations, or the Epson Group Supplier Guidelines, suppliers can use the compliance hotlines to report or discuss concerns about human rights abuses and conflict minerals. These hotlines are being used to further promote ethical corporate conduct, so their use is encouraged. Reports may be made anonymously, and whistleblowers 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.


Customers, investors, community residents, and other stakeholders can access advisory services on the corporate website. In addition, they can file grievances via an Engagement and Remedy Platform provided by the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), which Epson joined as a member in April 2024. JaCER is an organisation that aims to provide a cooperative "Engagement and Remedy Platform" involving multiple member companies for redress of grievances and to act in a professional capacity to support and promote redress of grievances by member companies based on the United Nations Guiding Principles on Business and Human Rights. Epson will use these advisory services and platforms to appropriately respond to reports and concerns regarding human rights from a wide range of stakeholders.

## Further steps

Epson will continue to verify the effectiveness of measures taken to ensure that the supply chain is free of modern slavery and human trafficking. It will focus particularly on improving the effectiveness of human rights due diligence. This includes efforts to instill Epson's attitude and policies on human rights throughout the Epson Group and its supply chains, as well as stronger actions to redress human rights issues. Also, the due diligence process described in this report of identifying adverse impacts, making corrective action plans, tracking the effectiveness of remedial measures, and communication & reporting will be continuously improved upon. Supplier CSR initiatives and the responsible sourcing of minerals which we are focusing on especially are being continuously improved upon as well.

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), Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and other legal requirements to ensure complete compliance.

This Statement was approved at the Seiko Epson Corporation's board of directors meeting on 30 August 2024 and signed by the President of Seiko Epson Corporation.



**Yasunori Ogawa**

President, Board of Directors  
Seiko Epson Corporation

Date: 2nd September 2024

**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 2024.**

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 10th September 2024 and signed by the Managing Director.



**Duncan Campbell-Ferguson**

Managing Director  
Epson (U.K.) Limited

Date: Sep. 10, 2024



**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 2024.**

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 5<sup>th</sup> September 2024 and signed by the Managing Director.



**Kevin Browne**  
Managing Director  
Epson Telford Limited

Date: 5<sup>th</sup> September 2024

**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 2024.**

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 10<sup>th</sup> September 2024 and signed by the President.



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

Date: 10<sup>th</sup> September 2024



**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 2024.**

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.



**Takanori Inaho**

President

Epson Europe B.V.

Date: Sep. 9, 2024

**This statement is made pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and constitutes the slavery and human trafficking statement of Epson Canada, Limited for the financial year ending 31 March 2024.**

Epson Canada, Limited is a wholly owned subsidiary of Epson America, Inc. Our ultimate parent company is Seiko Epson Corporation, headquartered in Japan.

Epson Canada, Limited sells printers, business imaging, visual instruments, consumables and other products manufactured by Seiko Epson Corporation. This is our supply chain for products sold in Canada.

This Statement was approved at the Epson Canada, Limited's board of directors meeting on September 3, 2024 and signed by the Vice President & CFO.



**Andrea Zoeckler**

Vice President & CFO  
Epson Canada, Limited

Date: 9/10/2024

# EPSON

## SEIKO EPSON CORPORATION

3-3-5 Owa, Suwa, Nagano 392-8502, Japan

TEL: +81-266-52-3131

<https://corporate.epson/en/>