

**Epson Modern Slavery & Human Trafficking Statement
for Financial Year 2025 (ended March 31, 2026)**

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 respect human rights and maintain 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.

Seiko Epson Corporation has prepared this statement in consultation with the foregoing Epson Group companies, which it either owns or controls.

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 following:

- (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 following:

- (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 the 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 organised into operations 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 88 Epson Group manufacturing and sales companies, with 74,619 employees (as of 31 March 2026) and 1,413.3 billion yen in net revenue for FY2025.

Our printing solutions business provides home and office inkjet printers, serial-impact-dot-matrix printers, colour image scanners, dry process office papermaking systems, commercial and industrial inkjet printers, inkjet printheads, products for use in point-of-sale systems, label printers, printer consumables, and digital printing software solutions.

Our visual communications business provides 3LCD projectors mainly for business, education, the home, and events, as well as smart glasses.

Our manufacturing-related solutions and wearables business provides industrial robots; wristwatches 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 applications; high-performance metal powders; high-value-added surface finishing; and, in the Japanese market, PCs.

Our Supply Chain

Epson currently procures goods, raw materials, and parts from about 1,700 direct material suppliers in order to manufacture and sell such a wide variety of Epson products.

Epson procures goods from around the world. Domestic Japanese procurement accounts for 36% of the spend and overseas procurement accounts for 64%.

Direct materials procurement, which includes spending on raw materials and parts required for finished product assembly, as well as spending on items such as the outsourcing of production, accounts for 62% of spend. Other procurement, which includes spending on items such as factory supplies, machinery and equipment, advertising, logistics, outsourcing of business processes, and temporary staffing, accounts for 38%.

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 extends beyond delivering high-quality products and services. We also believe that we are responsible for ensuring that suppliers throughout our supply chain uphold high standards with regard to human rights, labour, and the environment. For that reason, we practice fair and transparent trade with our suppliers and build trusting relationships.

Our Standards

Epson is serious about keeping all forms of human rights abuses and unfair practices out of its global operations. We are committed to realising a sustainable society and are seriously addressing specific societal issues from a long-term perspective together with our customers and partners in line with our [Management Philosophy](#).

In 2005, Epson established the [Principles of Corporate Behavior](#), which serve as a guide to values and conduct based on the Management Philosophy. The Principles of Corporate Behavior are reviewed each year to ensure they remain relevant in light of changes in the business environment and stakeholder expectations. They were last revised in April 2025.

In 2005, Epson also established Policies Regarding Human Rights and Labor Standards of the Epson Group based on the United Nations Global Compact and informed by the ILO Declaration on Fundamental Principles and Rights at Work, ISO 26000 (Guidance on social responsibility), and the OECD Guidelines for Multinational Enterprises. Epson has continued to practice conduct that aligns with the 2011 United Nations Guiding Principles on Business and Human Rights ("UNGPs" hereafter). In April 2019, Epson joined the Responsible Business Alliance (RBA), a non-profit organisation 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 enhancements to the 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 UNGPs. Complementing Epson's Management Philosophy and Principles of Corporate Behavior, the Epson Group Human Rights Policy clarifies the company's approach to 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. The Epson Group Human Rights Policy is published on the corporate website for external stakeholders and on the company intranet for employees, ensuring that it is available at all times to both external and internal stakeholders.

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 realising a sustainable society. 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.

Epson's supply chain ethics requirements are aligned with 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.

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 Supplier Code of Conduct (the RBA Code of Conduct) included in the Guidelines covers corporate social responsibility (CSR) requirements in areas such as labour, health and safety, environment, and ethics, with the aim of maintaining socially responsible business practices along with our business partners. The RBA Code of Conduct encompasses internationally recognised human rights standards and is regularly reviewed and updated to ensure it remains aligned with leading practices and emerging expectations. Over the more than 20-year history of the Guidelines, we have communicated the requirements to all our suppliers and asked them to comply with the requirements. We also have major suppliers of both production materials and indirect materials (including suppliers of contract services and temporary staff) submit a written agreement to comply with Epson's requirements.

Going forward, Epson will continue to observe the RBA Code of Conduct and work with its business partners to build responsible supply chains.

Organisational Structure

Epson's respecting human rights initiatives are carried out under the oversight of the board of directors, with executive responsibility assigned to the executive officer in charge of sustainability. The executive officer in charge of sustainability oversees the Sustainability & Corporate Communications Promotion Office, which spearheads our human rights initiatives in close collaboration with the departments responsible for supervising RBA activities, supply chain CSR, human resources, compliance, and other relevant corporate functions. Epson has also established a network with its domestic and overseas Group companies to support the implementation of specific human rights initiatives. In fiscal 2025, Epson held a global meeting with the human rights supervisory departments of its overseas affiliates to enhance fundamental understanding of business and human rights, share Epson's initiatives and case

studies, and exchange views on advancing efforts to assess and understand the human rights situation within each Group company.

The executive officer in charge of supply chain management (SCM) is responsible for promoting human rights 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 supply chain social responsibility. The committee discusses targets and action plans, 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, regularly reports progress to the Management Strategy Council, a corporate management meeting body that includes members of the board of directors, and presents important topics for deliberation by the Council.

Our human rights initiatives are periodically reported to Management Strategy Council and to the board of directors.

Due Diligence Processes for Modern Slavery and Human Trafficking

Epson continually practices human rights due diligence based on the UNGPs. Group companies as well as business partners fall within the scope of this process. Human rights due diligence concerns adverse human rights impacts like forced labour, child labour, 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 assess actual and potential adverse impacts on human rights, analyse the problems, and prevent and mitigate them.

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

1. Identify and assess adverse impacts
2. Prevent and mitigate adverse impacts
3. Track the effectiveness of response to adverse impacts
4. Communicate and report performance

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. We refer to the following information for the assessment.

- Awareness and knowledge gained over the past four years through activities as a member of the 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 the 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.

As a result, we have re-identified that at present, the areas where human rights violations are particularly severe and likely to occur at Epson are the labour and occupational health and safety issues listed in the table below related to Seiko Epson Corporation's employees, Epson Group company employees, agency workers, supplier employees, on-site service provider workers, and migrant workers. These risks are considered particularly significant in Asia and in the manufacturing industry.

High-Priority Groups	Main Adverse Impacts	Specific Examples Requiring Particular Attention
Employees of Seiko Epson Corporation and Epson Group Agency workers Supplier employees On-site service provider workers Migrant workers	Forced labour	• Intermediary fees, recruitment fees, and other expenses related to employment • Confiscation of passports • Forced overtime • Denial of the right to freely terminate employment
	Young workers	• Overtime, night shifts, and work that could jeopardise worker health, safety or moral well-being
	Overwork	• Violations of laws and internationally recognised human rights norms related to working hours, including long working hours that are detrimental to health
	Wages and benefits	• Unpaid overtime wages • Non-payment or deductions from wages as a disciplinary measure
	Inhumane treatment	• Harassment
	Discrimination	• Discrimination in dismissal and treatment

		• Pregnancy tests, dismissal of pregnant women
	Occupational health & safety	• Hazardous and harmful working environment • Protection of women • Worker protection in emergency situations

2. Prevent and mitigate adverse impacts

Every year, Epson conducts activities to promote internal awareness of and compliance with the RBA Code of Conduct. Epson has also continued to ask Seiko Epson facilities, domestic and overseas Group companies, as well as major suppliers, to complete an annual CSR self-assessment questionnaire (SAQ). The CSR SAQ results are reported to the RBA. Based on the results of the CSR self-assessment, Seiko Epson facilities, Group companies, and suppliers work to provide remedy where human rights abuses are identified. They also develop corrective action plans to address any identified adverse impacts on human rights and take measures to prevent and mitigate such impacts.

The FY2025 CSR SAQ showed that there were no high-risk facilities (facilities with scores below 60 points) either among Epson facilities or the facilities of the surveyed suppliers that were covered. Nevertheless, Epson continues to take action to prevent and mitigate the adverse impacts identified through the assessment process.

3. Track the effectiveness of response to adverse impacts.

Seiko Epson facilities, Group companies, and suppliers, with the oversight and engagement of senior management, are working to prevent and mitigate adverse impacts on human rights in accordance with corrective action plans. The corporate supervisory department monitors the progress of remediation and corrective actions to prevent and mitigate significant adverse impacts, seeing them through to completion.

Epson continues to administer a CSR SAQ once a year to check the effectiveness of prevention and mitigation measures at Epson facilities to address nonconformances to the RBA Code of Conduct. Furthermore, in order to identify and address issues from a third-party perspective and enhance the level of actions being taken, seven of Epson's main manufacturing facilities located in Asia have been undergoing audits (as of July 2026) under the RBA's Validated Assessment Program (VAP).

Certified manufacturing facilities are as follows (as of July 2026):

Site Name	Main Products Manufactured	Certification	Expiration Date
(Country)		(Score)	
Epson Precision (Thailand) Ltd.	Crystal devices, watches	Platinum	February 12, 2028
(Thailand)		(200)	
PT. Indonesia Epson Industry	Inkjet printers, large format printers, small printers, impact dot matrix printers	Platinum	January 29, 2028
(Indonesia)		(200)	
PT. Epson Batam	Inkjet printer ink cartridges and ink bottles, scanners	Platinum	February 19, 2027
(Indonesia)		(200)	
Epson Precision Suzhou Co., Ltd.	Crystal devices	Platinum	December 13, 2026
(China)		(200)	
Epson Engineering (Shenzhen) Ltd.	Inkjet printers, 3LCD projectors, industrial robots	Silver	December 5, 2026
(China)		(193.8)	

*Platinum is exclusively reserved for factories that are compliant with the RBA Code of Conduct and have received a perfect score of 200.

In FY2025, an Epson manufacturing facility in Malaysia underwent an audit under the Specialty Validated Assessment Program on Forced Labor (S-VAP) developed by the RBA. The audit identified the following serious non-conformances involving an on-site service provider and labour agency that the manufacturing facility uses:

- Collection of recruitment fees from foreign migrant workers (S-VAP A1.1)
- Mismatch between the employer listed on the work permit and the actual employer (S-VAP A1.1.4)
- Holding of foreign migrant workers' passports (S-VAP A1.3)

Remediation is moving forward in accordance with a corrective action plan approved by the RBA. Prevention efforts are also under way.

4. Communicate and report performance

Epson's efforts to address adverse human rights impacts are reviewed annually by senior management and are 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.

As part of its efforts to respect human rights in the workplace, including labour rights and occupational health and safety, and to build and maintain good labour-management relations, Epson actively provides information to its employees and engages them in good-faith dialogue and consultations.

A labour-management council forms the basis of a constructive labour-management relationship. Council meetings are held regularly and whenever necessary. They are where management explains important business matters, including management policies and operating performance, to labour union representatives, and where the two sides discuss topics such as employment conditions, productivity improvement, and health and safety. The labour union, drawing on feedback and requests gathered from employees at the workplace level, presents proposals regarding working conditions and company programs and raises issues concerning their implementation. The Company discusses these in good faith with union representatives and, where appropriate, uses the outcomes to review and improve its policies and practices. The labour-management council meets about 10 times per year. The human resources executive officer attends, as does the president when significant matters are discussed. Minutes of the committee meetings are made available internally via both the Company intranet and union intranet, ensuring that employees are informed of the content and outcomes of labour-management discussions.

In addition, to help create a better working environment, the two sides have established a number of joint labour-management committees. These committees meet several times a year to discuss, analyse, plan, and propose solutions to issues related to things such as work arrangements, benefits and wages, post-retirement re-employment, and health management. Seiko Epson also actively engages employees in discussions to facilitate communication and ensure that information is shared more broadly. These discussions include town hall meetings with the president and forums at which employees can voice their thoughts to other members of senior management. Through these engagement forums, management communicates

directly with employees regarding the Company's priorities and expectations, while also receiving direct feedback on employee concerns and perspectives. This input is used to support workplace improvements and inform the development of Company policies and initiatives.

We have also established mechanisms to address concerns and grievances raised by temporary agency workers and other individuals working at Seiko Epson facilities. These matters may be addressed through the organisations that employ them. Arrangements are also in place for individuals to consult directly with the Company.

Through these labour-management engagement mechanisms and employee engagement processes, the Company continuously seeks to understand workers' perspectives and to identify and address workplace issues at an early stage, thereby supporting ongoing improvements in working conditions and the working environment.

Supply Chain Initiatives

In 2025, we asked our major direct material suppliers and other suppliers (Seiko Epson's and its major manufacturing facilities' on-site service providers, and employment and recruitment agencies) to complete a CSR SAQ. We received completed CSR SAQs from major first-tier suppliers of direct materials (775 facilities) and from 304 other suppliers.

When suppliers are found to be high-risk based on their CSR SAQ score, we have them undergo an audit in accordance with RBA criteria and support their efforts to improve to medium risk or better. Based on the results of the 2025 CSR SAQ, no suppliers were classified as high risk, with no supplier receiving a score below the high-risk threshold of 60. Where risks are identified in human rights-related areas, including labour and occupational health and safety, 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.

Examples of corrective actions taken

- Ensured that written employment agreements are concluded with workers and that workers are provided with a copy of the agreement
- Established a no-fees recruitment policy prohibiting the charging of recruitment fees to workers

The number of suppliers that voluntarily underwent an RBA audit grew. Where a nonconformance has been observed in an audit, we monitor the progress of corrective action plans and support suppliers in implementing planned remediation measures. The completion and effectiveness of corrective actions are verified through follow-up audits. Epson manufacturing company staff members visit suppliers who do not undergo an RBA audit or other third-party audit to verify conditions on-site and provide help for corrective actions.

For on-site service providers, Epson employees conducted a second-party audit to improve 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.

Corrective actions based on a risk assessment (Malaysia, 2025)

Following supplier human rights impact assessments conducted in 2025, Epson undertook targeted human rights self-assessments of all suppliers in Malaysia identified as having a higher risk of adverse human rights impacts involving foreign migrant workers. These were carried out in addition to the standard CSR self-assessment process. We asked suppliers to develop and submit corrective action plans for issues found based on the assessment, and we continued to monitor the situation until verifying that corrective actions were completed.

Examples of corrective actions

- Companies that held workers' personal documents (such as passports) returned those documents and prohibited the future collection of such documents.
- Companies established policies regarding freedom of movement, religious accommodation, and protection of pregnant workers.
- Companies provided mechanisms to accept anonymous reports within their grievance reporting system.

Click [here](#) for details

Performance Indicators

To realise 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 free¹ and disclose product information.

¹ Use only conflict-free smelters and refiners certified under the RMI's Responsible Minerals Assurance Process (RMAP).

FY2025 Action Items and Results

	Action Items	Results
1	Maintain and improve supply chain CSR 1) Supplier CSR risk level: No major direct materials¹ suppliers rated high risk² (0 companies). 2) Supplier CSR risk level: No service providers or labour agents rated high risk (0 companies).	Results of risk assessments performed by SAQ 1) 0% of major suppliers of direct materials were rated high risk. 2) 0% of service providers or labour agents were rated high risk. In addition to SAQ, we monitor supplier's RBA VAP audit results as a CSR indicator. There are three open priority nonconformances (three suppliers) that were identified during the initial VAP assessments conducted between 2024 and 2025³.
2	Strengthening responsible minerals surveys 1) Survey return rate: 100% 2) Provision of smelter or refiner (SOR) information to suppliers: monthly (12 times/year)	1) CMRT 99.1% and EMRT 98.5%⁴ 2) Done monthly (12 times/year)
3	Strengthening supply chain BCM ⁵	

	1) Impact on sales from supply chain disruptions: zero (0)	1) Zero
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¹ Direct materials: Raw materials, parts, subcontracted processing, etc., required for finished product assembly.

² High risk: A score of less than 60 points when RBA-Online is used, or a score of less than 65 points when Epson's own SAQ is used to assess risk level.

³ There are three open priority nonconformances: A1 – Prohibited Recruitment and Hiring Fees: Foreign migrant workers were required to pay recruitment and hiring fees (Taiwan), A3 – Excessive Working Hours: Two employees worked more than 84 hours per week (the Philippines), B2 – Fire Safety Deficiency: Fire exit doors were not appropriate (sliding doors, etc.) (Thailand). Epson provides guidance and support for taking corrective actions to address identified nonconformances.

⁴ CMRT: Conflict Minerals Reporting Template (for 3TG surveys). EMRT: Extended Minerals Reporting Template (for other minerals, including cobalt and mica)

⁵ BCM: business continuity management.

Responsible Sourcing of Minerals

Profits from the extraction and sale of minerals such as tantalum, tin, tungsten, and gold (3TG) in conflict-affected areas such as the Democratic Republic of the Congo (DRC) and adjoining countries are a known 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 southeastern DRC have been identified as posing a range of human rights issues, including infringements of indigenous peoples' land rights, frequent mining accidents, deterioration of local living conditions, and low-wage labour. They have also been cited as breeding grounds for child labour. Epson recognises that mineral mining and trade have adverse social and environmental impacts.

As a matter of corporate policy, Epson avoids involvement in human rights abuses and environmental destruction and does not tolerate any form of human rights abuses associated with minerals sourced for use in Epson products. We do not engage in relationships with any party involved in human rights abuses, nor do we support operations that result in the degradation of socioeconomic and environmental conditions.

Epson has internal processes in place 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 Process (RMAP), we work with the supplier and the RMI to encourage the smelter/refiner to obtain RMAP certification as part of our efforts to prevent and mitigate human rights abuses and environmental destruction.

In 2025, Epson conducted a survey of 3TG and cobalt and received completed surveys from 99.1% of the suppliers of parts/materials containing 3TG and 98.5% 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.

Click [here](#) for details

Training

From FY2022 to FY2023, Epson has sought to raise awareness of human rights by providing online training with courses in the fundamentals of business and human rights and in the Epson Group Human Rights Policy and Epson's initiatives concerning human rights. These courses are mandatory for all officers, employees, contract employees, and temporary agency (dispatch) workers of Seiko Epson and its domestic affiliates, as well as for all managers and executives at all overseas subsidiaries. The courses have been completed by 88% of those eligible in Japan and 96% of those eligible overseas.

We also continue to hold expert seminars on human rights for Epson Group officers and employees. In FY2024, we provided an online course titled "Respect for Human Rights and the Empowerment of Persons with Disabilities" to employees of domestic Epson Group companies. In FY2025, we also provided training for Seiko Epson officers that focused on the

UNGPs and related developments in Japan and internationally. This course was bolstered by using several practical case studies.

Seiko Epson has identified labour and occupational health and safety as the most significant human rights risk areas. These risks primarily affect employees, temporary agency workers, supplier employees and on-site service provider workers, and migrant workers, with the highest risks identified in Asia and in the manufacturing sector. To address these risks, Epson is acting to prevent and mitigate adverse human rights impacts primarily through the Epson Group Human Rights Policy and initiatives aligned with the RBA Code of Conduct. To support these efforts, we have long promoted awareness of the RBA Code of Conduct and its associated standards among relevant departments and personnel engaged in work such as human resources, occupational health and safety, environmental management, ethics and compliance, and supply chain management, both in Japan and internationally. In FY2024, Epson provided an online course to train Epson Group officers, regular employees, contract employees, and temporary agency workers in Japan and abroad about the purpose of Epson's membership in the RBA and to share internal case studies and practical examples. This was followed in FY2025 with further online training aimed at strengthening employees' understanding of the RBA Code of Conduct and the fundamental principles underpinning each of its sections. As of March 2026, the FY2025 course has been completed by 93% of those eligible in Japan and 96% of those eligible overseas.

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 head of procurement requests cooperation with Epson's Business Continuity Management, 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 responsible sourcing of minerals.

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 have therefore been holding annual seminars by outside consultants since 2022, which many suppliers have attended.

Grievance Mechanism

Epson has a grievance mechanism that anyone who has had, or feels they have had, their human rights violated in association with Epson's business activities can use to file a complaint without fear of retaliation. This mechanism is aligned with the UNGPs (Principles 22, 29, and 31). Epson takes all complaints seriously and strives to enhance the effectiveness of appropriate remedies.

The grievance mechanism has three uses. It is used as:

- (1) a means of reporting specific adverse human rights impacts in order to provide remedy and prevention;
- (2) a tool for assessing human rights impacts; and
- (3) a way to confirm that remedies and preventive actions have been properly taken for identified human rights issues.

Epson has set up numerous grievance mechanisms. In addition to the Epson Helpline, the company has specialised 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, health, foreign employees, and diversity issues, among others. The advisory services take into consideration the intentions of the person making an inquiry or reporting an incident as they ascertain the facts and provide remedy, and provide prevention and mitigation measures. Information is exchanged with these channels to obtain an overall understanding of human rights-related consultations and reports.

There were three reports of harassment that resulted in disciplinary action in the second half of FY2023, three in FY2024, and 12 in FY2025. All reports are investigated, and the facts are verified. Actions are taken to deter and prevent further harassment, and the situation is monitored. The intentions of the victim are taken into consideration during handling.

Communication with the victim is maintained, and physical and mental health care is provided as needed.

Epson takes these reports of harassment seriously and preventative measures have been put in place to ensure the workplace is free from harassment. Click [here](#) for the initiatives to prevent harassment.

In addition to the reports of harassment, there was one report in the second half of FY2023 relating to inadequate measures to ensure workplace safety. There was also one report regarding concerns over personal data security in each of the second half of FY2023, FY2024, and FY2025. In each case, corrective actions were taken to address the issues, and measures were implemented to prevent future incidents.

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 responsible sourcing of minerals. These hotlines are being used to further promote ethical corporate conduct, so their use is encouraged.

Reports may be made anonymously, and reporters 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, local 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 grievance platform involving multiple member companies to act in a professional capacity to support and promote grievances by member companies based on the UNGPs. 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 embed Epson's commitment and policies on human rights throughout the Epson Group and its supply chains, as well as stronger actions to prevent and mitigate adverse human rights impacts. We will also continuously improve the due diligence process described in this report, including the process for identifying adverse impacts, making corrective action plans, tracking the effectiveness of remedial measures, and communication and reporting. We are also continuously improving our supply chain CSR initiatives and the responsible sourcing of minerals, which remain key areas of focus.

To further improve our policies and procedures, we will refer directly to the UK Modern Slavery Act 2015 (and its guidance updated on 25 March 2025), 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 Regulation (EU) 2024/3015 on prohibiting products made with forced labour and other legal requirements to ensure complete compliance.

This Statement was approved at the Seiko Epson Corporation's board of directors meeting on 28th August 2026 and signed by the President of Seiko Epson Corporation.

A handwritten signature in black ink, reading 'Junkichi Yoshida'. The signature is written in a cursive, flowing style.

Junkichi Yoshida
President and Representative Director
Chief Executive Officer
Seiko Epson Corporation

Date: 31st August 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Epson (U.K.) Limited for the financial year ended 31 March 2026.

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 Ireland, 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 all products to Epson (U.K.) Limited, Seiko Epson Corporation and Epson Europe B.V. have assured and guaranteed Epson (U.K.) Limited that they are committed to combatting modern slavery and human trafficking in all their businesses and supply chains. Epson (U.K.) Limited confirms the same commitment in the UK and Ireland market.

This Statement was approved at Epson (U.K.) Limited's board of directors meeting on 22 September 2026 and signed by the Managing Director.


Duncan Ferguson (Sep 22, 2026 17:37:41 GMT+1)

Duncan Ferguson
Managing Director
Epson (U.K.) Limited

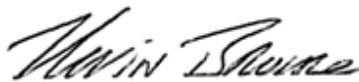
Date: 22 September 2026

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the modern slavery and human trafficking statement of Epson Telford Limited for the financial year ended 31 March 2026.

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 and ink bottles 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 3rd September 2026 and signed by the Managing Director.



Kevin Browne
Managing Director
Epson Telford Limited

Date: 10th September 2026

This statement is made pursuant to the Modern Slavery Act 2018 and constitutes the modern slavery and human trafficking statement of Epson Australia Pty. Ltd. for the financial year ended 31 March 2026.

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 2nd September 2026 and signed by the Managing Director.

A handwritten signature in black ink, appearing to read "C. Heckenberg", is positioned above the printed name and title.

Craig Heckenberg
Managing Director
Epson Australia Pty. Ltd.

Date: 2nd September 2026

This statement is made pursuant to the Dutch Child Labour Due Diligence Law (Wet Zorgplicht Kinderarbeid) and constitutes the modern slavery and human trafficking statement of Epson Europe B.V. for the financial year ended 31 March 2026.

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 Ireland, 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: 22 September 2026



This statement is made pursuant to Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act and constitutes the modern slavery and human trafficking statement of Epson Canada Limited for the financial year ended 31 March 2026.

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 Epson Canada Limited's board of directors meeting on September 11, 2026 and signed by the Director, President & CEO.

DocuSigned by:

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Keith Kratzberg

Director, President & CEO Epson Canada Limited

Date: 9/16/2026