

Evaluation by External Parties

Inclusion in SRI Indices and Rating

Selected as a Constituent of the FTSE4Good Index Series for the 18th Consecutive Year

Seiko Epson was selected by FTSE Russell, a part of the London Stock Exchange Group, as a constituent of one of the Responsible Investment (RI) indexes in the FTSE4Good Index series for the 18th consecutive year. (June 2021)

[WEB FTSE4Good Index Series](https://www.ftserussell.com/products/indices/FTSE4Good)

<https://www.ftserussell.com/products/indices/FTSE4Good>



FTSE4Good

Selected as a Constituent of the FTSE Blossom Japan Index for the Fifth Consecutive Year

Seiko Epson was selected for inclusion in the FTSE Blossom Japan index for the fifth consecutive year. This index is one of the ESG indexes selected by the Government Pension Investment Fund (GPIF) in July 2017. (June 2021)

[WEB FTSE Blossom Japan Index \(Japanese\)](https://www.ftserussell.com/ja/index/spotlight/ftse-blossom-japan-index)

<https://www.ftserussell.com/ja/index/spotlight/ftse-blossom-japan-index>



FTSE Blossom
Japan

Selected as a Constituent of the Empowering Women Index (WIN) for the Fifth Consecutive Year

Seiko Epson was selected for inclusion in the MSCI Japan Empowering Women Index (WIN) for the fifth consecutive year. WIN is one of the ESG indexes selected by the Government Pension Investment Fund (GPIF) in July 2017. (June 2021)

2021 CONSTITUENT MSCI JAPAN
EMPOWERING WOMEN INDEX (WIN)

Selected as a Constituent of the S&P/JPX Carbon Efficient Index for the Fourth Consecutive Year

Seiko Epson Corporation has been selected to be part of the S&P/JPX Carbon Efficient Index every year since the index was first calculated (as of July 2021). The index of environmental performance was jointly developed by the Japan Exchange Group, Inc. and S&P Dow Jones Indices LLC (US) and has been used by the Government Pension Investment Fund (GPIF) since 2018.



Placed on Two Prestigious CDP A Lists for the First Time

Seiko Epson has been placed for the first time on the prestigious corporate sustainability A list by the globally influential environmental non-profit CDP for leadership in tackling climate change and water stewardship.



CLIMATE

WATER

Selected for the Second Consecutive Year as a Global Leader for Engaging its Supply Chain on Climate Change

Seiko Epson has been identified as a global leader for engaging with its suppliers on climate change, being awarded a position on the Supplier Engagement Leaderboard by the globally influential environmental non-profit CDP for the second consecutive year. (February 2021)



Received EcoVadis Platinum Rating for Overall Sustainability

Seiko Epson has been awarded a Platinum rating for overall sustainability by independent platform EcoVadis (France). Epson placed in the top one percent in the computer and peripheral equipment manufacturing industry. (October 2020)



Selected as a Constituent of the Sampo Sustainability Index for the 10th Consecutive Year

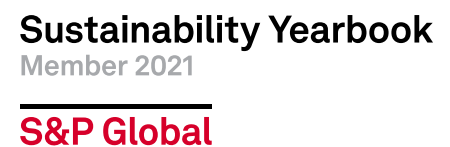
Seiko Epson was selected by Sampo Asset Management Co., Ltd. (Japan), as a constituent of one of the Sampo Sustainability Index for the 10th consecutive year.

The index is used in SRI (socially responsible investment) fund for pension funds or institutional investors to invest widely in companies with the high ESG (environment, society, governance) evaluation ratings. (June 2021)



Selected for Inclusion in the S&P Global Sustainability Yearbook 2021

Seiko Epson earned distinction for corporate sustainability excellence by qualifying for inclusion in the S&P Global Sustainability Yearbook 2021 by achieving a score on the S&P Global Corporate Sustainability Assessment that put us in the top 15% in our industry (Computers & Peripherals and Office Electronics). Of the 64 companies assessed in the same industry, only nine (four of them Japanese) earned membership in the Sustainability Yearbook. (February 2021)



Recognition

Multiple Epson Sites Earn Platinum in RBA Audits

Epson has been following the code of conduct and using the methodologies of the Responsible Business Alliance (RBA), an international coalition that promotes CSR in global supply chains, since 2019. In 2020, Epson's main factories underwent RBA audits in response to societal expectations, and two sites earned a platinum rating, the highest level of recognition. Only factories that earn a minimum score of 200 in the audit receive platinum-level recognition. Socially responsible procurement is a growing global trend. Achieving platinum status in internationally recognized RBA audits demonstrates that these Epson sites operate to high CSR standards. Our platinum factories allow us to provide our customers with more Epson products manufactured at sites that have satisfied the requirements of the RBA Validated Assessment Program (VAP). (October/December 2020)



Factories Recognized as Platinum

Site	Main products	Certificate issue date	Expiration date
Epson Precision Malaysia Sdn. Bhd.	Crystal device	February 2, 2020	January 18, 2021
PT. Indonesia Epson Industry	High-capacity ink tank printers, SOHO & home inkjet printers, shared office inkjet printers, SIDM printers, large-format printers, scanners	October 31, 2020	March 16, 2022
Epson Precision (Thailand) Ltd.	Crystal device	December 5, 2020	February 11, 2022

Recognized for Health Management Excellence for Fifth Consecutive Year

Seiko Epson was recognized for the fifth consecutive year under the Certified Health and Productivity Management Organization Recognition Program (White 500), in the large enterprise category. The program, which is jointly administered by the Japanese Ministry of Economy, Trade and Industry (METI) and the Nippon Kenko Kaigi, honors enterprises who work with insurers to promote good health and productivity. (March 2021)



SBTi Approved Epson's GHG Reduction Targets

Science Based Targets initiative (SBTi) has approved Epson's global greenhouse gas (GHG) reduction targets. SBTi recognized Epson's targets as being science-based and in line with keeping a global temperature rise this century to well below 2 degrees Celsius, a central aim of the Paris Agreement. (November 2018)



Earned the Highest (Grade 3) Eruboshi

In 2016, the Japanese Minister of Health, Labour and Welfare granted Seiko Epson the top “Eruboshi” mark in recognition of its efforts to promote the active participation and advancement of women in the workplace. (July 2016)



Earned Platinum Kurumin Certification

As a result of Epson’s efforts to establish a friendly workplace environment, we were awarded use of the so-called Kurumin symbol from 2007 and the Platinum Kurumin symbol in 2016. Use of these symbols is awarded by the Japanese Minister of Health, Labour and Welfare to companies that implement policies that support employees who are raising families, in accordance with the Act on Measures to Support the Development of the Next Generation. (May 2016)



Certification as an Employer of Persons with Disabilities

Epson Mizube Corporation, a special subsidiary of Seiko Epson, received certification as an “Employer of Persons with Disabilities” in recognition of its initiatives to expand employment opportunities for persons with mental disorders and intellectual disabilities and to promote the active participation in society and independence of persons with physical disabilities. (January 2020)



Award

Epson Korea Wins the ESG Grand Prize at the Chosun CSR Awards

Epson Korea Ltd., Co., won the ESG Grand Prize for the third consecutive year at the Chosun Corporate Social Responsibility Awards. These prestigious awards are operated by Chosun Media and sponsored by multiple ministries within the Korean government. EKL was recognized primarily for “Details for Tomorrow,” a campaign that promotes social value with power-saving inkjet printers and ultra-short throw projectors that help to narrow the education gap through distance learning, as well as for its sustainability and ESG reporting. Reviewers analyzed and evaluated approximately 713 companies in South Korea by looking at their ESG, SDG, CSR, and environmental reports for the past three years. Epson was one of the 7 winners in the ESG award category. (April 2021)



Sustainability Report Recognized with the Prize for Excellence at Environmental Communication Awards 2021

Epson's Sustainability Report 2020 received the Prize for Excellence in the environmental reporting category of Environmental Communication Awards 2021, a program jointly sponsored by the Ministry of the Environment and the Global Environmental Forum.

This award is meant to encourage enterprises in their environmental communications efforts and to promote qualitative improvement therein by recognizing the best environmental and environmental action reports. Epson's report, which covered Environmental Vision 2050 and TCFD compliance and presented extensive product and service examples and data, was recognized for the comprehensiveness of the information, and particularly the environmental information. (February 2021)



Epson Subsidiary in Thailand Awarded Gold for its Zero Accident Record

Epson Precision (Thailand) Ltd. (EPTH) was awarded the Gold Level Award under the Zero Accident Campaign certified by the Thai Ministry of Labor.

This award recognizes companies that have operated without an occupational accident for 10,000,000 consecutive hours or more. EPTH recorded 13,150,385 hours of accident-free operations between March 19, 2017 and December 31, 2019. In the 2019 fiscal year, 75 companies were recognized with the Gold Level Award, 16 of which were Japanese companies. (August 2020) Winners include subsidiaries of blue-chip Japanese companies such as Toyota Motors, Oki Electric Industry, Panasonic, and Mitsubishi Motors.



Received Minister of Economy, Trade and Industry Award at the 29th Grand Prize for Global Environment Awards

Seiko Epson won the Japanese Minister of Economy, Trade and Industry Award at the 29th Grand Prize for Global Environment Awards. The award recognizes Epson's inkjet innovation efforts to minimize environmental impact. (February 2020)



Winner of the METI Minister's Prize

Akita Epson Corporation received the METI Minister's Prize at the eighth Monodzukuri Grand Awards for its role in helping to develop, in partnership with the Akita University Graduate School of Medicine, Akita University Hospital, and the Akita Industrial Technology Center, the world's first rapid cancer diagnosis support system using AC electric field mixing. (January 2020)



ESG Data (Environment)

Global Environmental Data

Energy

Use of energy

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Gas/oil	MWh	318,002	330,257	332,795	331,509	350,307
	Electricity/steam	MWh	448,513	467,629	357,552	360,543	361,612
Overseas	Gas/oil	MWh	16,044	19,592	14,450	15,804	16,869
	Electricity/steam	MWh	331,305	341,322	341,566	343,183	309,855
Total		MWh	1,113,864	1,158,800	1,046,364	1,051,039	1,038,644
Per unit of business profit (include renewable energy)		GWh/100 million yen	1.7	1.6	1.7	2.9	1.9

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

Use of renewable electricity

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Japan		MWh	168	257	118,504	119,302	118,974
	Purchased electricity	MWh	0	0	118,248	119,070	118,879
	Generated onsite	MWh	168	257	256	232	95
Overseas		MWh	5,777	9,215	18,901	18,695	37,466
	Purchased electricity	MWh	5,727	7,063	15,190	13,757	32,117
	Generated onsite	MWh	50	2,152	3,711	4,938	5,349
Total		MWh	5,945	9,473	137,405	137,997	156,440

* Purchased electricity includes Renewable Energy Certificate.

Status of electricity sources

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Renewable electricity	MWh	5,945	9,473	137,405	137,997	156,440
Non-renewable electricity	MWh	777,118	806,129	696,595	701,535	669,088
Ratio of renewable electricity	%	0.8	1.2	16	16	19

Greenhouse gas (GHG)

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

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Scope 1	thousand t-CO ₂ e	133	137	128	122	125
Scope 2	thousand t-CO ₂ e	439	455	374	363	345
Scope 3	thousand t-CO ₂ e	-	3,261	3,263	3,024	2,516
Total	thousand t-CO ₂ e	-	3,853	3,765	3,510	2,987

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

Greenhouse gas emission (scopes 1, 2)

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Scope 1	t-CO ₂ e	132,885	136,734	127,737	122,263	124,929
Japan	t-CO ₂ e	115,972	122,479	108,210	104,470	109,613
Overseas	t-CO ₂ e	16,913	14,255	19,527	17,793	15,316
Scope 2	t-CO ₂ e	438,555	455,110	374,347	363,490	345,151
Japan	t-CO ₂ e	235,726	246,022	185,520	184,748	179,890
Overseas	t-CO ₂ e	202,829	209,088	188,827	178,743	165,261
Total	t-CO ₂ e	571,440	591,844	502,084	485,753	470,079
Per unit of business profit	thousand t/100 million yen	0.87	0.79	0.71	1.19	0.76
FY2025 target (science-based): reduce 19% total emissions from FY2017						-21%

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.)

* CO₂ conversion factor of greenhouse gas emissions

• Electric power: In Japan, we use the adjusted emissions factors for the load serving entities (i.e., utilities) from which our sites purchase electricity, pursuant to Load Serving Entity Emission Factors announced by the Ministry of Environment and the Ministry of Economy, Trade and Industry.

Overseas, we use the country emission factors listed in IEA (International Energy Agency) or from the load serving entities from which our sites purchase electricity.

• Fuel: The factors announced by the IPCC in 2006 were used for both domestic and overseas data.

• GHGs other than CO₂: Equivalent values were calculated based on 100-year GWP values in the Fifth Assessment Report of the IPCC.

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

Greenhouse gas emission (scope 3)

	Unit	FY2018	FY2019	FY2020	Calculation method	
Scope 3	thousand t-CO ₂ e	3,263	3,024	2,516		
Category 1	Purchased goods and services ¹	thousand t-CO ₂ e	1,141	1,064	928	Multiplied the mass of materials that comprise sold products by their emission factors
Category 2	Capital goods	thousand t-CO ₂ e	248	217	125	Multiplied the capital expenditure in each investment account by emission factors

		Unit	FY2018	FY2019	FY2020	Calculation method
Category 3	Fuel- and energy-related activities not included in scope 1 or scope 2	thousand t-CO ₂ e	36	36	36	Multiplied the amount of each type of energy used at each site by their emission factors
Category 4	Upstream transportation and distribution	thousand t-CO ₂ e	201	181	167	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	Waste generated in operations	thousand t-CO ₂ e	5	4	3	Multiplied the amount of each type of waste generated at each site by their emission factors
Category 6	Business travel	thousand t-CO ₂ e	19	32	6	Multiplied the transportation expenses for each transportation mode and lodging expenses by their emission factors
Category 7	Employee commuting	thousand t-CO ₂ e	35	45	45	Multiplied the transportation expenses for each transportation mode by their emission factors
Category 8	Upstream leased assets	thousand t-CO ₂ e	5	5	3	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	Downstream transportation and distribution	thousand t-CO ₂ e	7	7	6	Multiplied the sold product not shipped by Epson and the average distances of transported volumes by their emission factors per unit
Category 10	Processing of sold products	thousand t-CO ₂ e	68	61	29	Multiplied the electricity consumed in the processing of intermediate products into finished products by emission factors
Category 11	Use of sold products ^{*1}	thousand t-CO ₂ e	1,413	1,297	1,106	Multiplied the estimated electricity consumption over the lifetime of sold products by an emission factor
Category 12	End-of-life treatment of sold products	thousand t-CO ₂ e	85	75	61	Multiplied the mass of each type of waste treated by the emission factor for each type of waste treatment
Category 13	Downstream leased assets	thousand t-CO ₂ e	N/A	N/A	N/A	Not applicable
Category 14	Franchises	thousand t-CO ₂ e	N/A	N/A	N/A	Not applicable

			Unit	FY2018	FY2019	FY2020	Calculation method
Category 15	Investments		thousand t-CO ₂ e	N/A	N/A	N/A	Not applicable
FY2025 target (science-based): reduce 44% per unit of business profit from FY2017 (categories 1 and 11)				Increased	Increased ²	-3%	

Scope 3: Indirect GHG emissions of the entire value chain

¹ Data verified by a third party

² Due to a significant decrease in business profit

Third-party verification of greenhouse gas (GHG) emissions

We have a third party verify our calculations to ensure reliability. Our FY2020 GHG emissions (scopes 1, 2 and 3) and energy use data were verified as having been measured and calculated accurately, and a independent verification report was obtained.

Third-party verification report

https://global.epson.com/SR/esg_data/pdf/verification_report.pdf



Chemical substance

PRTR¹ substance emissions

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	t	1.5	1.7	1.7	1.9	1.8
Overseas	t	7.3	4.1	1.6	0.5	0.1
Total	t	8.8	5.7	3.3	2.3	1.8
Per unit of business profit	kg/100 million yen	13.4	7.7	4.6	5.7	2.9
Target: amount of emissions previous year or less						-22%

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

¹ Pollutant Release and Transfer Register.

VOC¹ emissions

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	t	80	86	85	81	76
Overseas	t	117	99	83	62	65
Total	t	197	185	168	143	141
Per unit of business profit	t/100 million yen	0.30	0.25	0.24	0.35	0.22
Target: amount of emissions previous year or less						-1%

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

* Amounts for FY2017 and FY2019 differ from those in Sustainability Report 2020.

¹ Volatile Organic Compounds

Industrial waste

Industrial waste emissions

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Waste generated	thousand t	13.8	14.3	14.7	14.3	13.7
	Recycled	thousand t	13.4	13.9	14.1	13.7	13.1
	Waste (disposed of)	thousand t	0.4	0.4	0.6	0.6	0.6
	Landfilled	thousand t	0.4	0.4	0.6	0.6	0.6
Overseas	Waste generated	thousand t	17.0	20.2	18.6	18.3	19.8
	Recycled	thousand t	14.2	17.3	15.6	15.3	17.8
	Waste (disposed of)	thousand t	2.7	2.9	3.0	3.0	2.0
	Landfilled	thousand t	2.4	2.5	2.3	2.1	1.5
Total waste generated		thousand t	30.7	34.4	33.3	32.6	33.5
Per unit of business profit		t/100 million yen	47	46	47	79	54
Target: amount of emissions (waste generated) previous year or less							+2.8%

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

Water

Water withdrawal by source

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Municipal water	thousand m ³	4,814	5,016	4,990	5,031	4,992
	Ground water	thousand m ³	685	742	773	692	638
	(Returned water to the source)	thousand m ³	(315)	(419)	(465)	(415)	(373)
	Subtotal	thousand m ³	5,499	5,758	5,763	5,724	5,629
Overseas	Municipal water	thousand m ³	2,408	2,566	2,588	2,407	2,296
	Ground water	thousand m ³	0	0	0	0	0
	(Returned water to the source)	thousand m ³	(0)	(0)	(0)	(0)	(0)
	Subtotal	thousand m ³	2,408	2,566	2,588	2,407	2,296
Total		thousand m ³	7,906	8,324	8,351	8,131	7,925
Per unit of business profit		thousand m ³ /100 million yen	12.0	11.1	11.9	19.9	12.8
Target: amount of usage (water withdrawal) previous year or less							-2.5%

* Industrial water is included in municipal water.

* No water was withdrawn from other sources.

Recycling water

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Recycled water	thousand m ³	1,504	1,526	1,548	1,527	1,693
Recycled ratio	%	16	15	16	16	18

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

Water discharge by destination

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Sewerage	thousand m ³	2,111	2,348	2,082	2,021	2,003
	Rivers	thousand m ³	3,013	2,899	3,012	2,779	2,863
	Subtotal	thousand m ³	5,125	5,247	5,095	4,800	4,867
Overseas	Sewerage	thousand m ³	2,096	2,285	2,361	2,178	2,068
	Rivers	thousand m ³	0	0	0	0	0
	Subtotal	thousand m ³	2,096	2,285	2,361	2,178	2,068
Total		thousand m ³	7,221	7,532	7,455	6,977	6,935

* 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 FY2020 data.

Coverage of environmental reporting

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Company number	company	56	57	54	54	50
Percentage of coverage (Revenue)	%	98	97	96	95	95

* Company number includes Seiko Epson Corporation.

ISO 14001 Certification List

Japan: Development divisions/Operations divisions/Group companies

Region	Certified sites
Japan	Seiko Epson Corporation Production Planning Division Technology Development Division Human resources Division Visual Products Operations Division Microdevices Operations Division Manufacturing Solutions Operations Division MSM Business Project VSM Project
	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 Taiwan Technology & Trading Ltd.
	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.
	Epson Precision (Shenzhen) Ltd.
Europe	Epson Telford Ltd.
Americas	Epson Portland Inc.
	Epson Portland Inc., Longview Office
	Epson Paulista Ltda.

Product Recycling

Collection

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Finished products ¹	thousand t	13.2	23.0	19.2	20.9	17.5
Cartridges	thousand t	2.0	1.7	1.8	1.8	1.5

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

Education

Environmental education (Japan)

Training		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Basic environmental training II ¹	Participants	Persons	16,552	16,991	17,379	17,008	18,626
ISO 14001 environmental auditor training ²	Participants	Persons	26	444	182	175	114
	Certification recipients	Persons	1,944	697	869	1,012	1,131

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

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

² Started using ISO14001: 2015 from FY2017.

ESG Data (Social)

HR Development

Main online courses (Japan)

Course	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Fundamentals of security export control	Persons	14,487	14,092	16,072	16,204	*1
Import/Export control	Persons	14,342	13,968	15,986	16,149	
Fundamentals of Export Control	Persons	-	-	-	-	17,332
Epson's compliance(code of conduct etc.)	Persons	18,125	18,821	18,331	19,347	20,891
Basic information security	Persons	18,519	18,658	19,924	19,550	21,982
Basic environmental training II	Persons	16,552	16,991	17,379	17,008	18,626
Introduction to procurement (Subcontract Act.)	Persons	16,302	-	16,801	-	17,801
Introduction to procurement(Ethics and code of conduct)	Persons	-	15,302	-	15,974	-
J-SOX	Persons	17,371	17,770	18,497	18,642	-

* The number of person completing the course by March 31 of that year

*1 Unified it in the Fundamentals of Export control.

Training by employee level

Training	Who	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
New employee orientation	New hires	Persons	293	293	298	311	344
		%	100	100	100	100	100
C-level employee training	New C-level staff	Persons	191	236	182	285	350
		%	95.0	93.4	96.3	95.0	98.3
Senior staff training	New senior staff	Persons	293	266	247	206	231
		%	95.8	93.3	91.1	95.8	97.4
Section manager training	New section manager	Persons	174	138	130	90	130
		%	95.6	97.2	93.5	91.8	98.5
General manager training	New general manager	Persons	28	33	31	30	53
		%	96.6	92.7	86.9	85.7	93.0

Training by regular employee

	Unit	FY2017	FY2018	FY2019	FY2020
Training by regular employee	Hours	9.5	11.0	11.1	7.4

* Seiko Epson HR Department training for regular employees and time spent on online courses. Does not include education and training courses of functional supervisory departments and operations divisions.

Quality control training (Japan)

Course		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
QC introduction	People trained	Persons	314	414	457	413	366
	% trained	%	90	90	91	88	90
QC-ABC	People trained	Persons	257	266	194	168	389
	% trained	%	79	80	76	75	77

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

Licensed quality control training trainers

Region		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Southeast Asia	Number of production sites with licensed trainers	Companies	7	7	7	7	7
	Licensed trainers	Persons	119	89	97	80	77
China	Number of production sites with licensed trainers	Companies	8	8	7	6	6
	Licensed trainers	Persons	79	71	79	61	52

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

Promotion of Diversity

Employees with disabilities (Japan)

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Number of employees	Persons	272	284	295	308	317
Employment ratio	%	2.43	2.48	2.55	2.62	2.66
Target: Employment ratio of disable employees by FY2020 (%)						2.5

* Figures for fiscal year as of Jun 1 of that year

Workforce composition

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Female/Male ratio	Female	%	17.0	16.0	16.3	16.3	16.6
	Male	%	83.0	84.0	83.7	83.7	83.4
Management diversity ¹	Female	%	2.0	3.0	2.4	2.7	3.2
	Male	%	98.0	97.0	97.6	97.3	96.8
Target: Female management position ratio by FY2022 (%)						5	
Junior management diversity ²	Female	%	6.0	6.0	6.0	6.2	6.5
	Male	%	94.0	94.0	94.0	93.8	93.5
Target: Female junior management position ratio by FY2022 (%)						7	

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

¹ Section managers and higher

² Team leader

Employees by age group

Age	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Less than 20	Persons	-	41	49	42	45
20-29	Persons	-	1,319	1,533	1,671	1,804
30-39	Persons	-	2,357	2,208	2,080	1,983
40-49	Persons	-	3,804	3,714	3,650	3,487
50-59	Persons	-	3,637	3,724	3,777	3,900
60-69	Persons	-	1	0	0	1
70 and over	Persons	-	0	0	0	0

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

Employees by age and by gender (Global)

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Less than 20	Female	%	-	2.0	2.4	1.2	0.6
	Male	%	-	1.3	1.0	0.7	0.3
	S. Total	%	-	3.3	3.4	1.9	0.9
20-29	Female	%	-	20.9	20.4	21.0	19.6
	Male	%	-	18.5	18.2	17.6	16.9
	S. Total	%	-	39.4	38.6	38.6	36.5
30-39	Female	%	-	12.1	12.0	12.0	12.1
	Male	%	-	13.2	13.5	13.4	14.5
	S. Total	%	-	25.3	25.5	25.4	26.6
40-49	Female	%	-	7.2	7.7	8.2	8.5
	Male	%	-	12.9	12.7	12.9	13.1
	S. Total	%	-	20.1	20.4	21.1	21.6
50-59	Female	%	-	2.6	2.6	2.9	3.4
	Male	%	-	8.7	8.9	9.4	10.2
	S. Total	%	-	11.3	11.5	12.2	13.5
60 and over	Female	%	-	0.2	0.2	0.3	0.3
	Male	%	-	0.4	0.4	0.4	0.6
	S. Total	%	-	0.6	0.6	0.7	0.9
Total	Female	%	-	45.0	45.3	45.5	44.5
	Male	%	-	55.0	54.7	54.5	55.5
	G. Total	%	-	100	100	100	100

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

Length of employment

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Total	Years	19.4	19.5	19.4	19.2	19.1
Female	Years	22.2	22.1	21.5	20.9	20.4
Male	Years	18.9	19.0	18.9	18.9	18.9

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

Average age

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Total	Years old	43.7	43.8	43.6	43.6	43.6
Female	Years old	44.3	44.4	43.9	43.6	43.5
Male	Years old	43.6	43.7	43.6	43.6	43.6

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

Turnover rate

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Total turnover rate	%	3.6	3.6	4.5	4.1	4.5
Voluntary turnover rate	%	1.6	1.5	1.8	1.5	1.4

* Data for Seiko Epson Corporation as of March 20 of that year (Including retired worker)

Fostering a Better Workplace

Workforce composition by employment type and by gender (Global)

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Full-time employment	Female	%	-	34.6	36.1	35.5	32.7
	Male	%	-	41.7	43.0	43.0	41.1
	S. Total	%	-	76.3	79.1	78.5	73.8
Part-time employment/ Contract	Female	%	-	11.6	10.8	12.0	15.8
	Male	%	-	4.9	5.2	6.4	7.8
	S. Total	%	-	16.5	16.0	18.4	23.6
Temporary	Female	%	-	2.7	2.1	1.4	1.3
	Male	%	-	4.6	2.8	1.6	1.3
	S. Total	%	-	7.3	4.9	3.0	2.6
Total	Female	%	-	48.8	49.0	48.9	49.8
	Male	%	-	51.2	51.0	51.1	50.2
	G. Total	%	-	100	100	100	100

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

Composition of all managerial positions by gender (Global)

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Junior management positions	Female	%	-	18.6	18.8	18.8	19.4
	Male	%	-	81.4	81.2	81.2	80.6
	S. Total	%	-	100	100	100	100
Top management positions	Female	%	-	14.9	13.4	14.7	13.0
	Male	%	-	85.1	86.6	85.3	87.0
	S. Total	%	-	100	100	100	100
Total	Female	%	-	16.3	16.2	16.7	17.1
	Male	%	-	83.7	83.8	83.3	82.9
	G. Total	%	-	100	100	100	100

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

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

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Management positions in revenue-generating functions	Female	%	-	14.8	14.7	14.6	15.2
	Male	%	-	85.2	85.3	85.4	84.8
	S. Total	%	-	100	100	100	100
Management positions in non-revenue generating functions	Female	%	-	23.7	24.5	25.6	25.8
	Male	%	-	76.3	75.5	74.4	74.2
	S. Total	%	-	100	100	100	100
Total	Female	%	-	16.3	16.2	16.7	17.1
	Male	%	-	83.7	83.8	83.3	82.9
	G. Total	%	-	100	100	100	100

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

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

Annual total working hours per employee

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Total working hours	Hours	2,001	1,971	1,943	1,879	1,848
	Target:	-	-	-	1,900	1,865

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

Paid leave

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Number of paid leave used	Days	12.6	14.0	13.9	15.6	15.9
	Target:	-	-	15.0	18.0	18.0
	%	63.0	70.0	69.5	78.0	79.5
	Target:	-	-	75.0	90.0	90.0

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

Childcare leave trends

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Childcare leave	Total	Persons	60	64	75	102	109
	Female	Persons	42	44	35	41	37
	Ratio of female granted leave ^{*1}	%	100	98	100	100	100
	Male	Persons	18	20	40	61	72
Employees using parental reduced hours		Persons	-	170	160	147	137

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

^{*1} Number of individuals childcare leave/eligible individuals

Caregiver leave trends

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Care giver Leave		Persons	2	2	2	6	2
Employee using caregiver reduced hours		Persons	-	2	5	4	4

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

Result of employee survey

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Participation ratio	%	-	95.1	96.7	97.4	92.5
% of engaged employees	%	89.9	92.1	92.2	91.2	92.0

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

Labor Union membership

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Ratio of Union membership	%	-	85.5	85.8	85.9	86.5

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

Collective bargaining agreements

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Employees covered by collective bargaining agreements	%	-	-	55.4	56.2	57.7

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

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

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020	
Performance appraisals by MBO	Female	%	-	-	47.8	59.3	64.6
	Male	%	-	-	31.0	46.9	51.9
	Total	%	-	-	44.9	53.8	58.9

* Data for Epson overseas subsidiaries employees as of March 31 of that 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 2021 by the day)	Female	373	373	100%
	Male	373	373	100%
	Average	373	373	100%
Epson Engineering (Shenzhen) Ltd. Chinese Yuan (as of March 2021 by the month)	Female	3,300	2,200	150%
	Male	3,300	2,200	150%
	Average	3,300	2,200	150%
PT. Indonesia Epson Industry Indonesian Rupiah (as of January 2021 by the month)	Female	6,496,756	5,362,656	121%
	Male	6,496,756	5,362,656	121%
	Average	6,496,756	5,362,656	121%

Occupational Safety and Health

Occupational injury accident frequency (Global)

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Occupational accident rate	-	0.09	0.12	0.07	0.10	0.13

* 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	FY2016	FY2017	FY2018	FY2019	FY2020
Injuries severity rate	-	0.002	0.003	0.005	0.002	0.004

* The number of injury accidents per 1000 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	FY2016	FY2017	FY2018	FY2019	FY2020
Japan	Number of companies	Companies	489	237	447	510	764
China	Number of companies	Companies	135	113	222	58	77
Indonesia	Number of companies	Companies	-	103	168	193	17
Others	Number of companies	Companies	-	-	295	63	40
Total	Number of companies	Companies	624	453	1,132	824	898

CSR evaluation

Evaluation		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Direct evaluation (Annual evaluation)	Number of accounts	Accounts	1,422	1,413	1,481	1,525	1,440
	Ratio of evaluation suppliers	%	100	100	100	100	100
Detailed evaluation* ¹ Direct suppliers (Production material)	Number of companies	Companies	274	-	312	222	293
	Ratio of high risk rank	%	8	-	5	0	0
Detailed evaluation* ¹ Indirect suppliers (Non- production material)	Number of companies	Companies	-	66	-	124	233
	Ratio of high risk rank	%	-	9	-	16	8
Evaluation of emergency response capabilities (BCP self assessment questionnaire)	Number of companies	Companies	436	319 ²	250	1,336	2,170
	Target achievement rate	%	95	154	91	71	88
Safety management evaluation (BCP self assessment questionnaire)	Number of companies	Companies	357	1,353 ²	481	1,384	2,134
	Target achievement rate	%	92	141	93	74	87

* Including 2nd tier supplier

¹ Each attribute evaluation is executed at the every other year.

² In FY2017, as a special action, self-assessment was conducted by Tier 1 and non-Tier 1 suppliers.

Conflict Minerals

Conflict minerals survey

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Survey sheet recovery rate	%	95	94	92	91	97
Number of identified smelters* ¹	-	314	312	314	344	340
Number of CFS* ² -certified smelters	-	243	249	256	268	242

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

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

Each mineral data

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Gold	Number of identified smelters	-	138	146	150	159	166
	Number of CFS-certified smelters	-	94	100	102	107	107
Tantalum	Number of identified smelters	-	48	41	40	45	41
	Number of CFS-certified smelters	-	43	39	40	40	38
Tin	Number of identified smelters	-	93	79	81	93	79
	Number of CFS-certified smelters	-	67	70	74	78	55
Tungsten	Number of identified smelters	-	52	46	43	47	54
	Number of CFS-certified smelters	-	39	40	40	43	42

Corporate Citizenship

Corporate citizenship

	Unit	FY2016	FY2017	FY2018	FY2019	FY2020
Corporate citizenship expenditures	Billion yen	0.61	0.61	0.82	0.90	0.58

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

ESG Data (Governance)

Corporate Governance

Board of directors

		Unit	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Independent outside directors	Female	Persons	2	2	2	2	2	2
	Male	Persons	3	3	3	3	3	3
	S. Total	Persons	5	5	5	5	5	5
Inside directors	Female	Persons	0	0	0	0	0	0
	Male	Persons	7	6	7	7	7	6
	S. Total	Persons	7	6	7	7	7	6
Total	Female	Persons	2	2	2	2	2	2
	Male	Persons	10	9	10	10	10	9
	G. Total	Persons	12	11	12	12	12	11

Number of Meetings of the Board of Directors and Other Committees (FY2020)

	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Meetings Held	13	17	2	6	6

Number of Meetings Directors Attended (FY2020)

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	Chair of the Director Nomination Committee Chair of the Director Compensation Committee	13 (100%)	-	-	6 (100%)	6 (100%)
Koichi Kubota	Representative Director		13 (100%)	-	-	-	-
Tatsuaki Seki	Director		13 (100%)	-	-	-	-
Masayuki Kawana	Director		13 (100%)	-	-	6 (100%)	6 (100%)
Toshiya Takahata	Director		13 (100%)	-	-	-	-
Hideaki Omiya	Outside Director		13 (100%)	-	2 (100%)	6 (100%)	6 (100%)
Mari Matsunaga	Outside Director		13 (100%)	-	2 (100%)	6 (100%)	6 (100%)

Name of Director	Title	Role	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Taro Shigemoto	Director, Full-Time Audit & Supervisory Committee Member	Chair of the Audit & Supervisory Committee Chair of the Compliance Committee	13 (100%)	17 (100%)	2 (100%)	6 (as an observer)	6 (as an observer)
Yoshio Shirai	Outside Director, Audit & Supervisory Committee Member		13 (100%)	17 (100%)	2 (100%)	6 (100%)	6 (100%)
Susumu Murakoshi	Outside Director, Audit & Supervisory Committee Member		10 ¹ (100%)	12 ² (100%)	2 (100%)	6 (100%)	6 (100%)
Michiko Ohtsuka	Outside Director, Audit & Supervisory Committee Member		10 ¹ (100%)	12 ² (100%)	2 (100%)	6 (100%)	6 (100%)

(): Attendance rate

¹ Mr. Murakoshi and Ms. Ohtsuka were eligible to attend the 10 Board of Directors meetings that were held after they were appointed as outside directors at the Annual General Shareholders' Meeting on June 25, 2020.

² Mr. Murakoshi and Ms. Ohtsuka were eligible to attend the 12 Audit & Supervisory Committee meetings that were held after they were appointed as outside directors at the Annual General Shareholders' Meeting on June 25, 2020.

Directors Comprising Corporate Management Meeting Bodies (as of June 30, 2021)

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	Member	-	-	-	-
Yasunori Ogawa	President and Representative Director		Member	-	-	Member	Member
Koichi Kubota	Representative Director		Member	-	-	-	-
Tatsuaki Seki	Director		Member	-	-	-	-
Taro Shigemoto	Director		Member	-	-	Member	Member
Hideaki Omiya	Outside Director	Chair of the Director Nomination Committee Chair of the Director Compensation Committee	Member	-	Member	Member	Member
Mari Matsunaga	Outside Director		Member	-	Member	Member	Member

Name of Director	Title	Role	Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Masayuki Kawana	Director, Full-Time Audit & Supervisory Committee Member	Chair of the Audit & Supervisory Committee Chair of the Compliance Committee	Member	Member	Member	(Observer)	(Observer)
Yoshio Shirai	Outside Director, Audit & Supervisory Committee Member		Member	Member	Member	Member	Member
Susumu Murakoshi	Outside Director, Audit & Supervisory Committee Member		Member	Member	Member	Member	Member
Michiko Ohtsuka	Outside Director, Audit & Supervisory Committee Member		Member	Member	Member	Member	Member

Composition of Corporate Management Meeting Bodies (as of June 30, 2021)

Composition		Board of Directors	Audit & Supervisory Committee	Compliance Committee	Director Nomination Committee	Director Compensation Committee
Members		11	4	6	7	7
Breakdown 1	Inside director	6	1	1	2	2
	Outside director	5	3	5	5	5
	Other (outside)	-	-	-	-	-
Breakdown 2	Women	2	1	2	2	2
	Men	9	3	4	5	5

Management Philosophy

Management Philosophy

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

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

EXCEED YOUR VISION

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



Principles of Corporate Behavior

Issued September 2005

Revised April 2012

Revised October 2017

Revised April 2021

Epson will fulfil its social responsibility by aspiring to live up to the principles below and by effecting continuous improvements based on “trust-based management,” a concept that underlies Epson’s Management Philosophy. We seek to create value that surprises and delights our customers and helps to make the world a better place. At the same time, we aim to be an indispensable company, a company that maintains the trust of all stakeholders (including customers, shareholders, investors, communities, business partners, NGOs, NPOs, and employees) and that exists for the world’s benefit.

This signals our commitment as a company to observing these principles. It also serves as a declaration that all Epson personnel, including senior executives, managers, and employees, should comply with and conduct themselves in line with these principles.

- Principle 1: Pursuing customer satisfaction

We think of our customers’ perspective at all times and continue to create trusted products and services that please our customers around the world.

- a) We will ensure that all products and services meet the required safety and environmental standards.
- b) We will listen to our customers, take all their expectations seriously, and give sincere consideration to their feedback.
- c) We will strive to deliver high value, quality products and services that meet or exceed the expectations of our customers.
- d) We will adhere to universal design standards that maximize product usability and give our customers something they will value and enjoy.
- e) We will consistently provide our customers with high customer value, socially beneficial, innovative, and affordable products and services through R&D and programs conducted from a customer perspective, such as improving manufacturing capabilities across the Epson Group.

- Principle 2: Preserving the natural environment

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

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

- Principle 3: Fostering diverse values and teamwork

We strengthen teamwork by recognizing the value of a diverse workforce and creating synergies between individuals and our organization.

- a) We will instill in our employees, and practice, the ideals of our Management Philosophy.
- b) We will put Epson in the best position by hiring a diverse workforce and utilizing their unique skills effectively.
- c) We will respect the individuality of employees and maintain relationships between the company and employees based on trust.
- d) We will develop our employees by creating systems that allow individuals to utilize their skills effectively.

- e) We will create a culture in which employees take pride in their work, work with confidence and actively promote teamwork.

- Principle 4: Creating a safe, healthy, and fair work environment in which human rights are respected

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

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

- Principle 5: Ensuring effective governance and compliance

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

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

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

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

- a) We will establish and maintain systems to ensure the safety and security of Epson personnel, as well as visitors or contractors on our premises.
- b) We will carefully handle all group tangible and intangible assets (financial, intellectual, and those regarding infrastructure, brand, and proprietary information) and respect the assets of others.
- c) We will take reasonable and necessary precautions to protect the confidentiality of proprietary business information including the privacy of customers, employees and other stakeholders.
- d) We will only use our company assets (all forms stated above) for appropriate business purposes. Unauthorized use will not be tolerated.

- Principle 7: Working with business partners for mutual benefit

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

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

- Principle 8: Prospering with the Community

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

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

- Principle 9: Initiating honest dialogue with our stakeholders

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

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

Quality Policy

1. We will solve problems by directly observing all of our operations and processes.
2. We will quickly complete the Plan, Do, Check & Act (PDCA) cycle in all situations.
3. We will thoroughly analyze any failures, and establish procedures based on that analysis, so that mistakes are never repeated.
4. We will proactively consider our customers' satisfaction so they will genuinely prefer purchasing Epson products and feel confident using them.
5. We will seize the opportunity presented by customer comments and complaints to inform our decisions when designing new products.
6. We will readily report even negative information.
7. We will foster a climate in which attention is paid to even the most commonplace events.

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 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.

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 voluntary action plans

- We develop and execute voluntary action plans on product safety pursuant to this Basic Policy and make continuous improvements to establish and maintain a corporate culture where the priority is on the customer and product safety.

3. Quality management 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, 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.

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.

Environmental Policy

1. Creating and providing earth-friendly products
2. Transforming all processes to reduce the burden on the environment
3. Recovering and recycling used products
4. Sharing of environmental information and contributing to regional and international preservation efforts
5. Continually improving the environmental management system

Human Resources Development Policy

Our basic approach is to support employees who have aspirations for self-actualization, to connect all the companies in the Seiko Epson Group with people, and to nurture employees so that both corporate and individual objectives are met.

The following is our policy for human resources development.

1. The Company positions human resources as an indispensable resource and aims to integrate employee aspirations for high-level achievements with the highest interests of the Company.
2. HR development is a very important instrument for materializing the Management Philosophy and business plans. It is the key to forming a good management cycle.
3. Each level of employee therefore assumes the following roles.
 - (a) Executives, as drivers of HR development, must serve as role toward fulfillment of Company philosophies.
 - (b) Management-level personnel must practice OJT systematically and continuously with a clear objective for the training. Nurturing of employees must be done principally on an individual basis in a comprehensive manner through the setting of detailed objectives, evaluation of results and acceptance of individual experiences of success. At the same time, management-level personnel must prepare their successors.
 - (c) Employees should voluntarily pursue self-improvement.
 - (d) Departments in charge of education must promote HR development through off-the-job training, as well as OJT.

Established in 1996
Revised on October 1, 2006

Basic NESP Policy

Epson believes that providing and maintaining a safe and healthy work environment and promoting physical and mental wellness are the foundation of a healthy company. Accordingly, we have established a basic NESP policy and shall take strategic actions to enable personnel at all Epson sites around the world to work with vibrancy as a team in the knowledge that they are safe and secure.



NESP: New Epson Safety & Health Program

(NESP is a progressive program that Epson has developed based on general occupational safety and health management system principles and organizations.)

1. Involving all personnel (employees, contractors, and other partners), implement the PDCA cycle for NESP activities and drive continuous improvements.
2. Investigate potential hazards (via risk assessments, etc.), and thoroughly analyze the causes of industrial incidents and occupational injury accidents. Develop measures based on these to prevent future incidents and accidents.
3. Foster a vital organizational culture where work and health are in harmonious balance by preventing work-related health problems and supporting employees' own health monitoring and improvement efforts.
4. Periodically review the preparations you have in place for fires, earthquakes, floods, infectious diseases, and other natural disasters and the actions you have planned to save lives, prevent the spread of damage, and restore business operations. Conduct drills on an ongoing basis to verify preparation and action effectiveness, and implement further improvements.
5. Systematically train employees, and raise the level of safety and health awareness and management.
6. Observe occupational safety and health legal and regulatory requirements in your country and region, as well as internal regulations, standards, and policies.
7. Allocate appropriate management resources for safety and health programs, and continuously make effective improvements.

Established on April 1, 2001

Revised on July 1, 2020

The Policies Regarding Human Rights and Labor Standards

A. Human Rights

- (1) We will respect fundamental human rights. We will not tolerate any violation of human rights.
- (2) We will take steps to prevent and eliminate any harassment such as sexual harassment, abuse of power in the workplace.
- (3) We will respect individual privacy.

B. Discrimination

- (1) We will take steps to prevent and eliminate any discrimination on the basis of race, nationality, ethnic origin, creed, sex, gender, age, religion, disability and any other basis protected by the applicable law of any country or region in which we operate.
- (2) In respect of employment and occupation, we will not damage the equality of opportunity on the basis of any irrational reason that is not directly linked to legitimate business needs.
- (3) In any country or region in which we operate, we will respect their culture, custom and history identifying how these may vary, and behave in consideration of the differences.

C. Employment and Labor Condition

- (1) We will not engage child labor or forced labor. We will never take a child as a laborer who is under the legal employment age as defined in the local law of any country or region in which we operate.
- (2) We will secure the soundness of employment and labor, and we will comply with the local law of any country or region in which we operate.
- (3) We will not dismiss employees based on irrational reasons without a direct relationship to legitimate business needs.
- (4) We will maintain fine industrial relations.
- (5) We will observe the local laws, internal rules and policies regarding health and safety, and we will adhere to and maintain good working conditions and environment according to the proper health and safety standards.

Established on September 26, 2005

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

Basic Procurement Policy

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

Epson Slavery & Human Trafficking Statement for Financial Year 2020

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

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

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

Epson (U.K.) Ltd.

Epson Telford Ltd.

Epson Australia Pty. Ltd.

Epson America, Inc.

Epson Europe B.V.

Our organisation

Seiko Epson Corporation and Epson Group companies are primarily engaged in the development, manufacturing, and sales of products and services in the areas of printing, visual communications, wearables and robotics.

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

Epson is organized into operational divisions that come under consolidated management. The majority of advanced R&D and product development is conducted in Japan, while manufacturing and sales activities are conducted around the world by 83 Epson Group manufacturing and sales companies, in 58 countries and regions, with 79,944 employees and 995.9 billion yen in net revenue for FY2020.

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

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

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

Its wearables & industrial products business provides wristwatches and watch movements, industrial robots, IC handlers*; crystal units, crystal oscillators, and quartz sensors for consumer, automotive, industrial equipment applications; CMOS LSIs and other chips mainly for consumer electronics and automotive application; high-performance metal powders, and high-value-added surface finishing.

* IC handler business was transferred to another company in April 2021.

Supply Chain

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

Epson considers suppliers to be important partners in its business activities. As such, its procurement activities are designed to develop mutually beneficial trusting relationships with its business partners based on fairness, transparency, and respect.

Epson procures goods from around the world. Domestic Japanese procurement accounts for 42% of the spend and overseas procurement for 58%.

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 66% of the spend. Meanwhile, indirect materials procurement, which includes spending on things such as factory supplies, machinery and equipment, advertising, logistics, outsourcing of business processes, and temporary staffing, accounts for 34%.

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 believes that it is only with such partnerships that it can enjoy “harmonious development” supported by rapport with international and local communities.

Epson standards

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

In 2005, Seiko Epson Corporation established the Principles of Corporate Behavior (Corporate Social Responsibility Guidelines) which are adhered to by all companies ultimately owned by Seiko Epson Corporation. In 2021, Epson updated the Principles of Corporate Behavior in response to the latest societal requirements. These guidelines were established to clarify the foundations for implementing trust-based management, which is aimed at building stakeholder trust and is the fundamental principle of Epson management, and which are shared across the Group. Epson’s stance on Corporate Social Responsibility is reflected in its participation in the United Nations Global Compact since 2004. Epson also used ISO 26000 (Guidance on Social Responsibility) and OECD Guidelines for Multi-national Enterprises as references. In 2005, Epson documented its policies regarding Human Rights and Labour Standards that outline its strong convictions in areas including respect for human rights, elimination of harassment, eradication of all forms of discrimination, respect for local culture and customs, prohibition of child and forced labour, and maintenance of positive labour relations. Furthermore, Epson will fulfill its corporate responsibilities pursuant to the United Nations Guiding Principles on Business and Human Rights, which came into effect in 2011. In April 2019, Epson joined the Responsible Business Alliance (RBA), a global coalition dedicated to CSR in global supply chains. Epson has committed to complying with the RBA Code of Conduct, progressively implementing the RBA approach and tools in the spirit of the industry’s common goals. In 2020, we incorporated the requirements of the RBA Code of Conduct in Epson Group regulations concerning human rights and labor, health and safety, environment, ethics, and management systems, thus helping to ensure that we can maintain compliance with the RBA Code of Conduct within Epson’s management.

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

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

In particular, we are focusing on the following four priorities and are engaging suppliers to ensure worker human rights and safety and to realize a sustainable society:

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

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

The Epson Group Supplier Guidelines stipulate the basic quality (Q), price (C), and delivery (D) requirements for transactions, trade control measures that satisfy the requirements of the international community, and measures to ensure security in the supply chain. They also stipulate CSR requirements (the RBA Code of Conduct) in the areas of labor, health and safety, environment, and ethics with the aim of maintaining socially responsible business practices along with our business partners. Over the 15-year history of the Guidelines, we have asked all our suppliers to comply with the requirements and have our major suppliers of both production materials and indirect materials (including suppliers of contract services and temporary staff) to submit a Supplier Agreement in which they consent to comply with Epson's requirements. In the 2020 fiscal year, we received Supplier Agreements from about 1,500 companies that supply our main manufacturing subsidiaries in Japan and abroad.

Going forward, Epson will further observe the RBA Code of Conduct and work with its suppliers to strengthen CSR supply chain initiatives.

Due diligence processes for slavery and human trafficking

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

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

1. Policy enactment

In 2005, we established The Policies regarding Human Rights and Labor Standards of the Epson Group. The policies will be reviewed as needed in response to changes in social trends and social demands. In 2019, we joined the RBA as a regular member. We are deploying the RBA Code of Conduct within Epson and in the supply chain and are monitoring compliance. In conducting these activities, we refer to the United Nations Guiding Principles on Business and Human Rights as well as other international norms and standards.

2. Identification of human rights risks and evaluation of their effects

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

3. Improvement plans, and stopping, preventing, and mitigating adverse effects

We instruct companies and business sites to take action to correct, improve, or mitigate risks identified by the CSR self-assessment questionnaire.

Regarding child labour, we have established the following measures:

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

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

4. Results/progress monitoring

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

5. Communication and reporting

The results and progress of improvement plans are reviewed annually. The findings are disclosed on the Web and reported in Epson's sustainability report. This statement also reports on the Epson Group's global initiatives.

6. Remedial measures

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

Assessing and managing risk

In the 2020 fiscal year, we asked our own business sites, Epson Group companies in Japan and abroad, and suppliers to complete a CSR self-assessment questionnaire (SAQ). The CSR SAQ, which consists of questions concerning human rights and labor, health and safety, environmental issues, ethics, and management systems, is used to assess compliance with the RBA Code of Conduct.

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

- Requiring migrant workers to pay broker and recruitment fees to recruitment agencies
- Holding of passports belonging to migrant workers
- Agreement process with workers regarding overtime work
- Long working hours

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

In 2020, we asked key suppliers of direct materials, on-site contractors at major manufacturing sites, and temporary staffing and referral agencies to complete a CSR SAQ. We asked 297 key first-tier suppliers of direct materials to complete the CSR SAQ, and we received responses from 293 companies (497 sites).

When suppliers are found to be high-risk as a result of their score on the CSR SAQ or high-risk in terms of labor (human rights), we verify the situation on-site and support their efforts to improve to medium risk or better. The results of the 2020 CSR SAQ showed no evidence of child labor or the worst forms of human rights abuses.

We received completed questionnaires from 154 on-site contractors and 92 temporary staffing and referral agencies that have contracts with Seiko Epson plants and offices and with domestic and overseas manufacturing sites. As indispensable partners for Epson's factory operations, we ask them to understand the requirements of the RBA and to work to improve their operations in compliance with these requirements.

In addition to the scores on the CSR SAQ, we provide all suppliers with their score and with a feedback sheet that includes advice on how to correct issues.

Performance indicators

Epson sets and acts upon medium-range targets, major action items, and key performance indicators (KPIs) for achieving its supply chain CSR vision.

Mid-term targets (achieve by 2025)

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

FY2020 Major Action Items and KPIs	Results
1. Ask major suppliers to complete a CSR SAQ (self-assessment questionnaire): 1) Percentage of suppliers to whom feedback on CSR SAQ results is provided: 100% 2) Percentage of high-risk suppliers who complete corrective action: 100% (Number of high-risk suppliers: 0)	Number of direct material suppliers asked to complete the SAQ: 297 Number of suppliers that completed the SAQ: 293 1) Percentage of suppliers to whom feedback on CSR SAQ results is provided: 100% Direct material supplier risk rankings Low risk: 443 companies (91%) Medium risk: 54 companies (9%) High risk: 0 companies (0%) 2) Percentage of high-risk suppliers who completed corrective action: 100% (Number of high-risk suppliers: 0)
2. Percentage of CSR questionnaires (including conflict minerals surveys) from customers that are completed and returned: 100%	Percentage of surveys completed at customer request: 100%
3. Percentage of CF certified smelters in conflict minerals survey: 100%	Percentage of CF-certified smelters: 71%

FY2021 Major Action Items and KPIs
1. Strengthen the CSR SAQ (self-assessment questionnaire) for major suppliers: 1) Percentage of suppliers to whom feedback on CSR SAQ results is provided: 100% 2) Implementation of risk mitigation activities for specified priority items: 100% completion rate
2. Strengthening of conflict mineral surveys 1) Exclusion of non-CF-certified smelters by performing due diligence 2) Completed surveys collection rate of 100%
3. Strengthening of CSR engagement with suppliers 1) 100% of manufacturing sites held supplier CSR meetings 2) 100% of major suppliers signed a Supplier Agreement committing to comply with the Epson Group Supplier Guidelines

Training and whistleblowing systems

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

All employees in Japan are required to take the Introduction to Procurement (Subcontract Act) online training courses. Employees in Japan and abroad took an online course in the basics of the RBA to learn about the RBA Code of Conduct and its relationship to CSR issues in the supply chain.

Epson provided professional training for procurement staff to manage supplier CSR. These programs are based on the RBA Code of Conduct and RBA (VAP) audit standards. Some are conducted by outside consultants. In 2020, with amendments having been made to the RBA Code of Conduct, we provided training in version 7 of the code to relevant employees in Epson Group companies in Japan and abroad.

Epson has established compliance hotlines for receiving reports and consultations from suppliers regarding violations or potential violations of legislative requirements and the Epson Group Procurement Guidelines. Suppliers are asked to report any real or suspected misconduct or legal, regulatory, or ethical violations relating to Epson's operations or involving Epson officers or employees.

In 2020, we improved and broadened the operation of whistleblowing systems by introducing channels at overseas manufacturing subsidiaries that business partners can use to report compliance issues.

Steps are taken to protect the identity of whistleblowers by strictly handling personal data and to protect them from retaliation.

Further steps

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

This Statement was approved at the Seiko Epson Corporation's board of directors meeting on 30 July 2021 and signed by the President of Seiko Epson Corporation.

Yasunori Ogawa

President, Board of Directors
Seiko Epson Corporation

Date: 30 July 2021

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 (UK) Limited for the financial year ending 31 March 2021.

Epson (UK) 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 (UK) 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 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, Africa and Russia.

As the supplier of its products, Seiko Epson Corporation and Epson Europe B.V. has assured Epson (UK) 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 (UK) Limited's board of directors meeting on 17 August 2021 and signed by the Managing Director.

Robert Clark

Managing Director
Epson (U.K.) Ltd.

Date: 17 August 2021

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 2021.

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 05 08 2021 and signed by the Managing Director.

Kevin Browne

Managing Director
Epson Telford Ltd.

Date: 05 08 2021

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 2021.

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 05 August 2021 and signed by the President.

Craig Heckenberg

Managing Director
Epson Australia Pty. Ltd.

Date: 05 August 2021

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 2021.

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, Africa and Russia.

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

Yoshiro Nagafusa

President
Epson Europe B.V.

Date: 24 August 2021



SEIKO EPSON CORPORATION

3-3-5 Owa, Suwa, Nagano 392-8502, Japan
TEL: +81-266-52-3131
<https://global.epson.com>

Websites

▶ Investor Relations
<https://global.epson.com/IR/>



▶ Epson Corporate YouTube Channel
<https://www.youtube.com/user/epsoncorp>



▶ Sustainability
<https://global.epson.com/SR/>



▶ Epson Corporate LinkedIn Channel
<https://www.linkedin.com/company/epson/>



▶ Technology
<https://global.epson.com/technology/>

