

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

Seiko Epson will establish a plan as outlined below to create an environment in which all employees who wish for a career can earn promotion to leadership positions regardless of gender and caregiving responsibilities.

1. Plan period

April 1, 2019 to March 31, 2023

2. Goals

- Percentage of women in management positions: 5% (40 people)
- Percentage of women in leader positions (equivalent to assistant manager): 7% (350 people)
- Percentage of women in the new graduate hiring class: 25%

3. Description of actions

(1) Increasing the population of women who seek future management positions

- Offer internships, seminars, and recruitment presentations that are geared toward women.
- Profile female employees in recruitment magazines and on the Web.
- Participate in events that encourage girls in middle school and high school to pursue careers in science and engineering so as to increase their absolute number and foster Epson fans.

(2) Changing the mind-set of management

- Provide diversity management training for managers.
- Create a list of female employees who are candidates for management or promotion and formulate and follow up on personalized training and development strategies.

(3) Providing support for women

- Provide opportunities for dialog between executive management and women employees.
- Profile the career paths of women who have risen in the workplace.
- Provide career design training for women.

(4) Providing additional work-life balance support

- Explore expanding the scope of employees who are eligible for telecommuting.
- Explore flexible work arrangements other than telecommuting.
- Encourage male employees to participate in child-rearing and to take parental leave.

Exploration and implementation of all actions described in (1) through (4) will take place from April 2019.