

Our future **in full colour**

IMPACT REPORT 2025/26

Epson Australia and New Zealand

EPSON



Epson acknowledges the Traditional Owners of the lands on which we live and work, recognising their enduring connection to land, skies and waterways and we pay our respects to Elders past and present.

Grace Lillian Lee's debut couture collection, *The Guardians*, was presented in Paris during Paris Couture Fashion Week in July 2025. Following *The Dream Weaver*: *Guardians of Grace* featured in our FY24 report, the collection honours her ancestors and celebrates First Nations excellence, with Epson Australia proudly supporting Lee as her strategic print and projection partner.

Striking: *The Guardians* couture collection at 229LAB, Marais, Paris, during Paris Couture Fashion Week.
Front cover image credit: Yusuf Rahman.

FY25 Highlights

Guided by Epson Group's vision to enrich lives and build a better, more sustainable world, Epson A/NZ has made strong progress across our environmental and social priorities since our last report.

ENVIRONMENT

41% reduction in landfill waste from FY24

with overall 15% less waste generated[1]. Driven by the reuse of cardboard, reduced timber pallet disposal and recycling initiatives.

27% reduction in electricity usage at main sites[2]

through head office relocation and energy efficiency improvements. All A/NZ sites use 100% renewable-matched[3] electricity.

7.5m+ ink cartridges recycled

through Cartridges 4 Planet Ark since 2003, a program proudly co-founded by Epson A/NZ that helps to ensure zero cartridge waste to landfill.

8,000+ trees and plants funded

through Trees That Count and Officeworks since 2018, helping to restore biodiversity across Australia and New Zealand alongside our Botanic Gardens of Sydney partnership supporting rainforest seed conservation.

PEOPLE

88% employees say Epson A/NZ is a Great Place to Work

compared to 60% of employees at a typical company in Australia.

32% increase in volunteering hours

from FY24, with 222 hours dedicated to community causes supporting people and the environment.

New partnership with The Social Outfit

as a print partner to support training and employment pathways for migrant and refugee women.

INDUSTRY

30,600+ printer fleets assessed

through Epson's Optimisation Tool since 2023, identifying potential lifecycle savings of 16,500 MWh of energy and 11,400 tonnes of CO_2e emissions.

Collaborated with the Australian Fashion Council

to explore smart manufacturing technologies that support local industry capability, create skills opportunities and strengthen Australia's fashion supply chain.

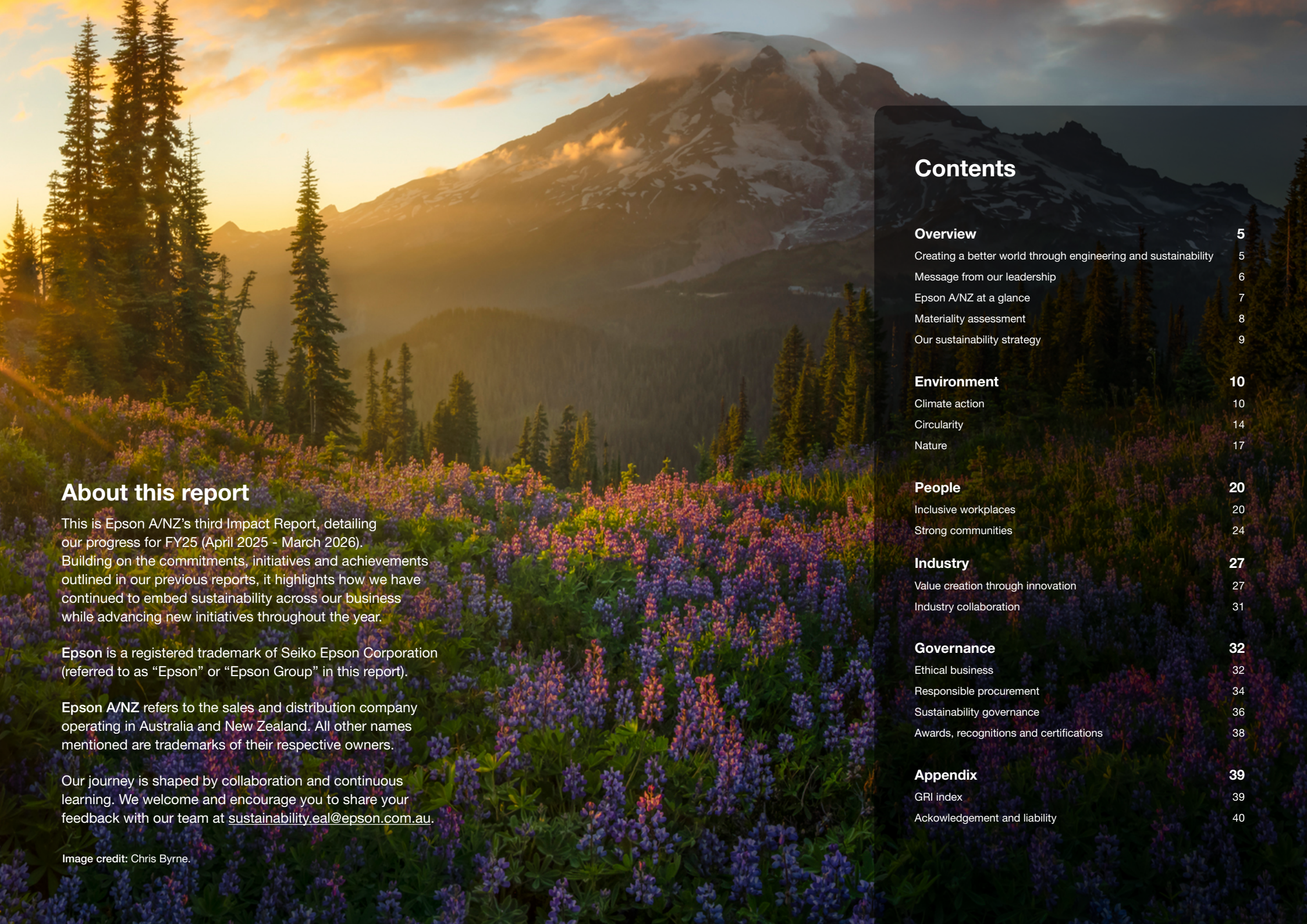
GOVERNANCE

Zero reportable

environmental incidents, compliance fines, bribery/corruption cases and information security breaches, supported by annual Compliance Month awareness activities.

1. Waste data is currently only collected at our HO and Yennora warehouse, which produces the majority of waste (estimated >95%) across Australia and New Zealand.
2. Head office and Yennora warehouse represent approximately 75% of A/NZ site electricity use. Other sites were excluded from comparison due to FY25 relocations and closures.
3. We purchased accredited renewable electricity certificates to match 100% of our electricity use.

Image credit: Diego Manrique Diez.



About this report

This is Epson A/NZ's third Impact Report, detailing our progress for FY25 (April 2025 - March 2026). Building on the commitments, initiatives and achievements outlined in our previous reports, it highlights how we have continued to embed sustainability across our business while advancing new initiatives throughout the year.

Epson is a registered trademark of Seiko Epson Corporation (referred to as "Epson" or "Epson Group" in this report).

Epson A/NZ refers to the sales and distribution company operating in Australia and New Zealand. All other names mentioned are trademarks of their respective owners.

Our journey is shaped by collaboration and continuous learning. We welcome and encourage you to share your feedback with our team at sustainability.eal@epson.com.au.

Image credit: Chris Byrne.

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Creating a better world through engineering and sustainability

At Epson, we believe the future should be engineered thoughtfully and responsibly and with the next generation in mind. For more than eight decades, this belief has shaped our journey from a precision watchmaking company in Japan to a global technology leader across printing, robotics, microdevices and industrial solutions.

Everything we build is shaped by the philosophy: Sho-Sho-Sei (efficient, compact and precise) – innovation that enriches lives and helps create a better world. It underpins our purpose and our commitment to creating lasting value for people, customers, society and the environment.

Fiscal year 2025 marked the final year of our corporate vision, Epson 25 Renewed (2021-2025), during which we strengthened our technology capabilities, expanded into emerging markets and advanced our environmental ambitions. A significant milestone was becoming the first Japanese manufacturer to achieve 100% renewable electricity use across almost all our global sites.[1] This reflects our belief that business performance and planetary responsibility must progress together.

1. All sites excludes electricity consumption at certain sales offices and leased facilities for which usage data is unavailable, as well as fuel-based onsite power generation, including cogeneration systems (CGS).

Our philosophy:

EFFICIENT
We use resources effectively & reduce environmental impacts.

COMPACT
Reducing size & weight creates efficiencies and saves space.

PRECISE
We create long-lasting quality through precision and reliability.

Building on this momentum, in March 2026 we introduced ENGINEERED FUTURE 2035, our new long-term corporate vision for the decade ahead. In a world shaped by resource constraints, demographic change and accelerating disruption, we believe growth and sustainability must be designed together from the start. By combining technological innovation and engineering excellence with social and economic value, we aim to help people and the planet progress together.

Our people and partnerships are central to this ambition. We continue to work with customers, communities and like-minded organisations to develop practical solutions and contribute to a more sustainable economy, environment and society.

This report reflects the progress we made in FY25 and our commitment to building on that momentum for the future.

Our purpose

To enrich lives and help create a better world by delivering more meaningful value through efficient, compact and precise innovations.

Core pillars

OUR PEOPLE
Exceptional people make a positive difference

OUR CUSTOMERS
Building partnerships for a sustainable future

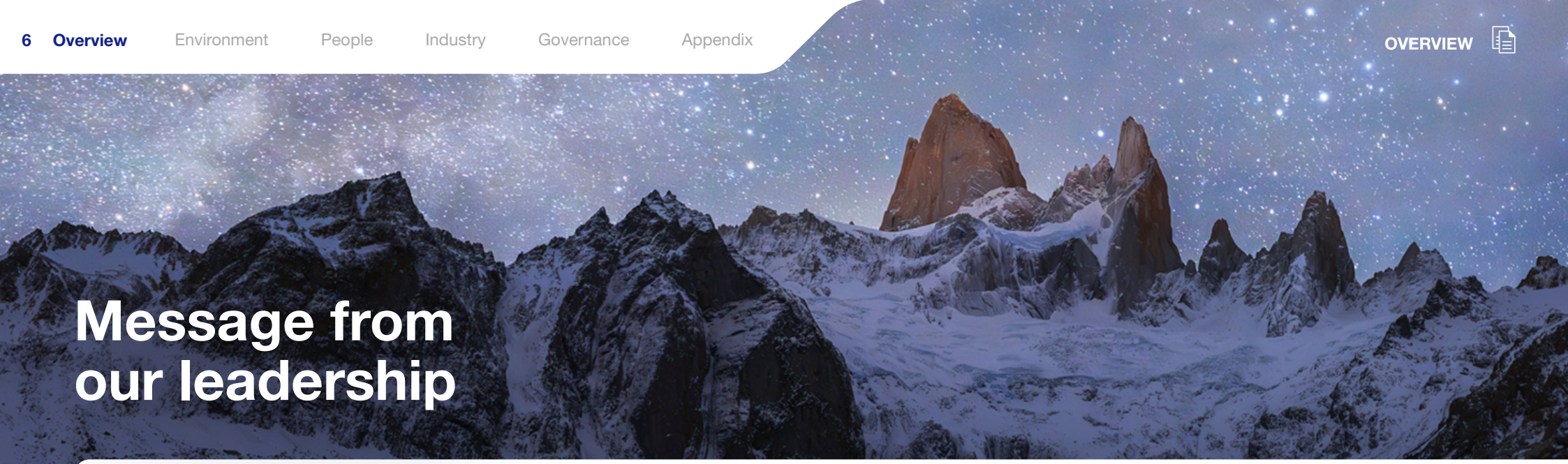
OUR ENVIRONMENT
Working in harmony with our planet and communities

Core values

ACCOUNTABILITY
We act ethically, communicate openly and respectfully and uphold our commitments.

CUSTOMER DRIVEN
Customers are at the heart of our success. We listen, respond to their needs and celebrate their success.

POSITIVE IMPACT
We empower our team and customers to create positive impacts for our environment, communities and each other.



Message from our leadership

To enrich lives and help create a better world remains the purpose that guides everything we do at Epson. It underpins our commitment to efficient, compact and precise innovation and our ambition to create technologies that deliver meaningful value for customers, communities and society.

Fiscal year 2025 marked an important transition point for Epson as we concluded our Environmental Vision 2025 journey and introduced ENGINEERED FUTURE 2035, our new corporate vision for the next decade. As the world navigates significant shifts in the environment, energy, human capital and geopolitical stability, we see opportunities to innovate, adapt and create new value through technology and collaboration.

This report marks the third annual Impact Report for Epson Australia and New Zealand, reflecting our continued commitment to transparency and accountability. It shares our progress in strengthening our capabilities, embedding sustainability into our operations and delivering positive impact locally and globally.

A highlight of FY25 was our work with the Australian Fashion Council (AFC) to support the launch of its 10-year roadmap for the National Manufacturing Strategy for Australian Fashion and Textiles. Through our digital textile printing technology, we also supported two Australian brands, Citizen Wolf and The Social Outfit, demonstrating how local digital printing capability can contribute to more responsive, localised and potentially more sustainable fashion manufacturing. These collaborations reflect our focus on applying technology to real-world challenges and supporting the growth of local industry capability.

We also continued to reduce the environmental impact of our operations. The full-year operation of our new North Sydney head office improved energy efficiency and reduced electricity consumption. We also shifted inbound freight movements from port to rail rather than road, helping reduce transport emissions, while waste initiatives helped minimise resource use and divert more waste from landfill. Through product stewardship partnerships, we continued to support e-waste and consumable recycling, alongside initiatives supporting biodiversity restoration.

Our people remain central to our success. We are proud that 88% of employees rated Epson as a Great Place to Work. Employee volunteering hours also increased by more than 30%, reflecting growing engagement with our paid volunteering leave program and commitment to our communities.

Strong governance continues to underpin our sustainability journey, with a focus on compliance, ethics, work health and safety and emerging risks and opportunities associated with technologies such as artificial intelligence and cybersecurity.

Looking ahead, we will continue to advance Epson's technologies through innovation, collaboration and responsible business practices, creating genuine value for customers, society and the environment.

Craig Heckenberg
Managing Director,
Epson Australia and New Zealand



Image credit: Kelvin Yuen.

Epson A/NZ at a glance

Epson A/NZ, registered as Epson Australia Proprietary Limited (Pty Ltd), began operations in Australia in 1983 and expanded into New Zealand in 1986.

Epson A/NZ brings world-class printing, imaging and projection technologies to customers across Australia and New Zealand. Our award-winning products, spanning home and office printing, commercial and industrial printing, visual communications and beyond, are all powered by Epson's global leadership in manufacturing and innovation.

Guided by our Sho-Sho-Sei philosophy, we advance energy-efficient technologies, space-saving designs and ultra-high precision to help support communities while striving to reduce our environmental footprint. These advancements empower people and businesses to work smarter, create with impact and embrace more sustainable ways of operating.



Image credit: Som Roy.

Markets served

Office and home printing

Commercial and industrial printing

Visual communications

230+
authorised service agents across Australia and New Zealand

Primary operations in A/NZ:
marketing, sales, service & distribution

151
team members
102 49

100%
A/NZ sites use renewable-matched electricity since 2023[1]



1. At physical sites only. Perth employees are 100% remote.



Table: Our material areas, prioritised

Image credit: Tuan Nguyen Tan.

Tier 1: Critical	Tier 2: Important	Tier 3: Moderate
› Quality and variety of products	› Cooperation with partners and industry	› Increase stakeholder engagement
› Improving the work and education environment	› Environmental awareness	› Community contribution and cooperation
› Improving productivity through digitisation and automation	› Climate change adaptation	› Due diligence and responsibility in our supply chain
› Energy efficiency and decarbonisation initiatives	› Chemical and material management	› Respecting human rights and promoting diversity across our value chain
› Products that help customers lower their environmental impact	› Protection of the biodiversity and ecosystems	
› Durability, repairability and end-of-life management of products	› Pandemic response and resilience	
› Legal and customer requirements	› Anti-corruption and bribery	
› Data protection and security	› Diversity and opportunities for our employees	

Materiality assessment

A materiality assessment helps us understand how the world impacts our business and how we, in turn, impact our world.

In FY23, we identified our key local material topics based on shortlisted topics by Epson Group and Epson Europe.

Working with an independent sustainability partner, our Epson A/NZ-focused materiality assessment in 2023 identified the high priority issues that we believe are most critical to address in the Australian and New Zealand operations. We focused on two criteria, as defined by the Global Reporting Initiative (GRI):

- The impact of our business on the topic.
- The importance for our internal and external stakeholders.

We then categorised these topics into three tiers: Critical, Important and Moderate (see table). Our assessment helped us identify the sustainability issues that matter most to Epson A/NZ and our stakeholders. It helped us sharpen our regional strategy, focus our efforts locally and prioritise the most impactful actions.

Looking ahead

As a global organisation, we continue to evolve in response to a changing social, environmental and regulatory landscape. Epson A/NZ is currently refreshing its materiality assessment in FY26, applying a double materiality approach to reflect both our impacts and sustainability-related risks and opportunities.

Our future in full colour

Our sustainability strategy to enrich lives, industries and the health of our planet.

ENVIRONMENT

Achieve business goals while reducing our impact

TAKE CLIMATE ACTION
- Become carbon negative by 2050
- Maintain 100% renewable electricity at A/NZ offices

ENHANCE CIRCULARITY
- Become underground resource free by 2050
- Keep materials in use for longer through repair, refurbishment and recycling programs

PROTECT NATURE
- Measure our impacts on nature
- Use natural capital wisely
- Conserve and enhance biodiversity

SDGs supported:



PEOPLE

Build a thriving team and strong community connections

FOSTER INCLUSIVE WORKPLACES
- Provide mental health training and support programs
- Embed diversity, equity and inclusion in our culture through policy and engagement
- Improve employee happiness scores

BUILD STRONG COMMUNITIES
- Grow our philanthropic impacts through strategic partnerships, in-kind support and employee volunteering
- Implement a Reconciliation Action Plan (RAP), leveraging our capabilities to support First Nations communities

SDGs supported:



INDUSTRY

Improve how industries work

DELIVER SUSTAINABLE SOLUTIONS
- Improve customers' and partners' operations, with resource-efficient technology, digitisation and automated solutions

COLLABORATE ACROSS INDUSTRIES
- Share knowledge, build capabilities and advocate for sustainability

SDGs supported:



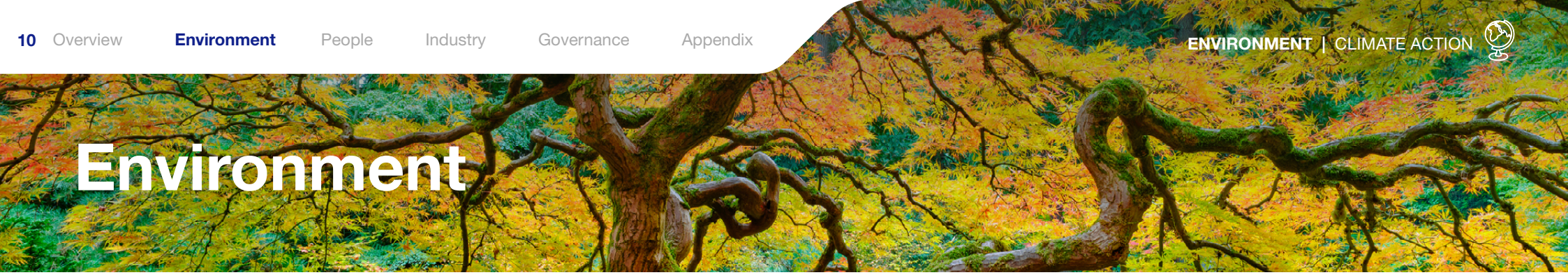
GOVERNANCE

Improve our own ways of working

MAINTAIN AN ETHICAL BUSINESS
- Ensure rigorous data protection, risk management, anti-corruption policies and an ethical work culture

ENHANCE RESPONSIBLE PROCUREMENT
- Promote responsible procurement that upholds environmental and social standards across the supply chain

STRENGTHEN SUSTAINABILITY GOVERNANCE
- Build capabilities in climate-related risk assessment, strategy development and reporting
- Maintain above 90% employee completion of sustainability training



Environment

Climate action

As a global technology leader, Epson recognises its responsibility to take bold climate action. Guided by our philosophy of efficient, compact and precise innovation, we continue in our aims to reduce our emissions, conserve resources and drive meaningful change through our supply chain to help create a more sustainable future for all.

Our commitment

Epson Group remains committed to a 1.5°C future aligned with the Paris Agreement and a global goal to become carbon negative by 2050, which Epson A/NZ is pursuing at the local level. Epson Group defines carbon negative as cutting greenhouse gas emissions across Scopes 1, 2 and 3, reaching net-zero, then investing in high-quality climate projects to remove additional carbon. To ensure scientific rigour behind our overarching carbon-negative ambition, we secured formal validation in FY24 from the Science-Based Targets initiative (SBTi) for both our near-term 2030 targets and our long-term 2050 net-zero goals. In parallel, Epson A/NZ has established a local emissions baseline from 2023 to better align and track progress against Epson Group's global SBT framework and support our long-term global targets.

Associated SDGs within Environment



Our progress

To support Epson Group's target of reducing greenhouse gas emissions across the value chain, Epson A/NZ has established a local emissions profile covering Scope 1, 2 and 3 emissions from FY23. Developing this baseline enables us to map our footprint, identify key sources and prioritise reductions in alignment with global targets.

Since then, we have continued to improve our calculation methodology and data quality. Recently, we introduced a dedicated emissions management platform to streamline data collection and reporting. Consequently, previously reported FY23 and FY24 data has been updated to align with this enhanced methodology, ensuring consistency and comparability with FY25 results.



Solar power: Rooftop mega-solar power plant at Epson Phillipines factory.

Our global GHG emissions reduction targets[1] and FY25 results

90% reduction in Scope 1 and 2 emissions by 2030	**Ongoing** Reduced by 82% compared to FY17 baseline
55% reduction in Scope 1, 2 and 3 emissions by 2030	**Ongoing** Reduced by 35% compared to FY17 baseline
Net-zero (Scopes 1, 2 and 3)[2] by 2050[3]	**Ongoing** Factored into our Mid-Range Environmental Action Plan

1. Reduction targets and results are measured as a percentage of absolute GHG emissions against the FY17 baseline.
2. Scope 1: Direct emissions from the use of fuels by business parties
   Scope 2: Indirect emissions from energy sources such as electricity
   Scope 3: Indirect emissions from the company's entire value chain.
3. A target approved by SBTi to reduce total emissions by 90% from our FY17 baseline, and neutralise remaining emissions through absorption, credits, etc. to achieve net-zero emissions or further decarbonisation.

Image credit: Andrew Shoemaker.

The roadmap to 2050

To support our 2050 goals, Epson Group is implementing its Mid-Range Environmental Action Plan ("the roadmap"), which outlines the environmental and business priorities supporting our SBTi-approved reduction targets and long-term ambition of becoming carbon negative.

A key part of this ambition is becoming underground resource free[1] by 2050. We will pursue this by designing out waste, extending the life of materials and rethinking how products are made and used.

Read more about our targets and initiatives on our website.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET ZERO STANDARD
APPROVED NET-ZERO TARGETS

1. Underground resource free: Eliminating the use of non-renewable resources such as oil and metals, except where such resources have been recycled.
2. Prioritise reducing absolute Scope 1 and 2 emissions by 90% compared to 2017. All residual emissions will then be neutralised.
3. Sustainable resource rate: The proportion of sustainable resources (renewable resources + closed loop resources + less-depletable resources) to raw materials.

The roadmap focuses on four key strategic actions:

1 Decarbonisation initiatives

By 2030, the Epson Group aims to achieve net-zero[2] Scope 1 and 2 emissions and reduce total Scope 1, 2 and 3 emissions by 55% from FY17 levels through energy efficiency, renewable electricity and lower carbon logistics.

2 Closing the resource loop

We are reducing reliance on virgin underground resources by designing smaller, lighter products, increasing recycled content and extending product life through repair, refurbishment and reuse, supporting our goal of achieving a 50% sustainable resource rate[3] by 2030.

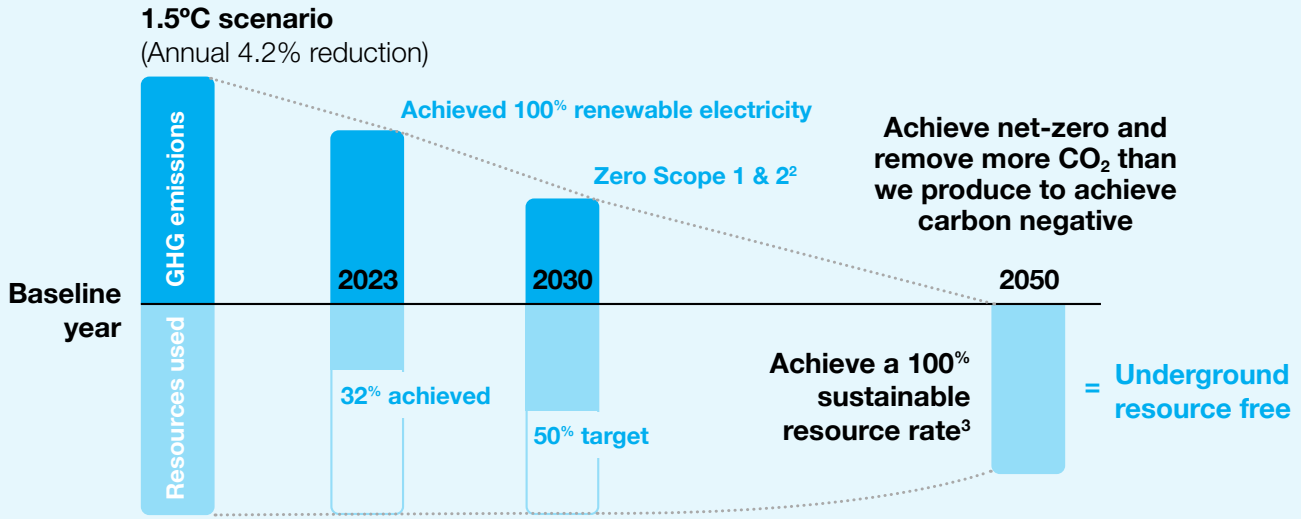
3 Co-developing environmental technology

We collaborate with external partners to develop innovative solutions that reduce environmental impact. For instance, applying Dry Fibre Technology to produce recycled materials which can be converted into useful products, and developing CO_2 separation and capture technology for long-term carbon storage.

4 Empowering our customers

To mitigate our customers' environmental impact, we will actively expand our portfolio of products and services that are specifically designed to have a lower overall environmental footprint.

Epson Group Mid-Range Environmental Action Plan and Roadmap



Our emissions footprint in FY25

For Epson A/NZ, total emissions decreased by 1.4% compared with FY23. Absolute emissions have fluctuated across the reporting years, reflecting changes in product sales volumes and product mix. These factors have a direct impact on our two largest Scope 3 categories, Purchased Goods and Services (Category 1) and Use of Sold Products (Category 11), which together account for 91% of our total emissions footprint.

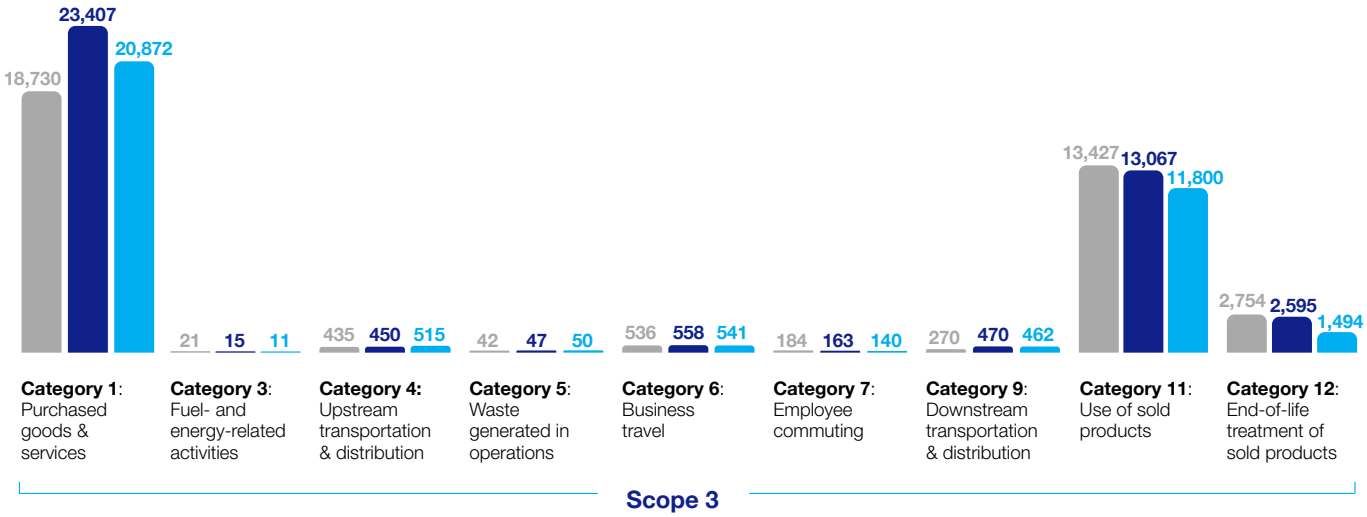
While absolute emissions vary with the volume and mix of products sold, our emissions intensity has continued to improve. In FY25, emissions intensity decreased by 2.6% compared with the FY23 baseline and by 11.7% compared with FY24, indicating progress in reducing emissions relative to value chain activity.

These insights continue to help us focus our efforts in reducing emissions associated with upstream raw materials, manufacturing processes and product energy performance. These emission sources are primarily managed at a global level, with Epson Group continuing to drive improvements through product innovation, operational efficiencies and supplier engagement (See Green Supply Chain Project on page 35) to support long-term emissions reduction targets.

Emission source data, Epson A/NZ

		Scope 1:	Scope 2:[2]	Scope 3:
FY23 Shown in grey below	36,404 Total tCO_2e[1]	Less than 0.01%	0%	99.99%
FY24 Shown in navy below	40,774 Total tCO_2e[1]	Less than 0.01%	0%	99.99%
FY25 Shown in blue below	35,880 Total tCO_2e[1]	Less than 0.01%	0%	99.99%

Epson A/NZ Scope 3 breakdown FY23 - FY25 (TCO_2-e)



1. FY23 and FY24 emissions figures have been updated to align with the FY25 methodology as part of ongoing improvements to data quality and reporting consistency. Previously reported figures were FY23: 33,418 t-CO_2e and FY24: 35,391 t-CO_2e. The key change relates to Use of Sold Products (Category 11), where emissions are now calculated using current-year emission factors rather than forecasted emission factors applied in previous reporting.
2. Based on market-based emissions data. Our total location-based Scope 2 emissions for FY23, FY24 and FY25 were 451 t-CO_2e, 322 t-CO_2e and 236 4 t-CO_2e respectively.

Notes on excluded Scope 3 categories:

- Category 2 (Capital goods) is immaterial for this reporting period, with certain asset spendings already accounted for in Category 1.
- Category 8 (Upstream leased assets) is immaterial in this reporting period. For our North Sydney head office, a shared-building lease, we report Scope 2 electricity from the available floor meter. Data from common facilities is not separately metered but is estimated to have an insignificant impact on total Scope 3 emissions.
- Category 10 (Processing of sold products); Category 13 (Downstream leased assets); Category 14 (Franchises) and Category 15 (Investments) are not applicable.

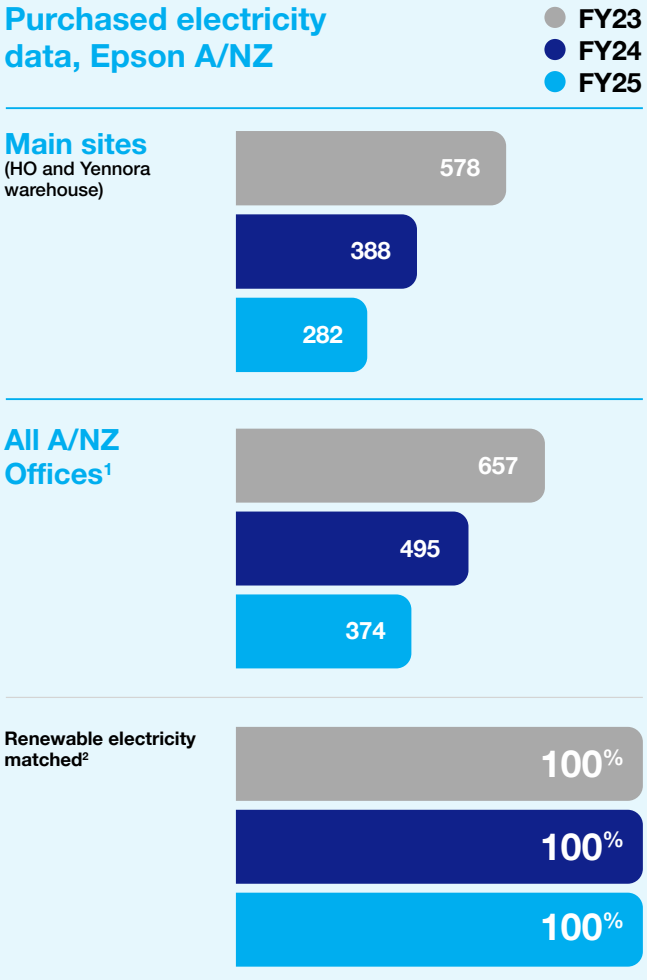
Continuing to optimise freight and logistics

Following the transition of inbound freight from road to rail in FY24, Epson A/NZ continued to identify opportunities to reduce the environmental impact of its logistics network. During FY25, this included increasing direct shipments to customers in New Zealand; reducing the need for warehouse handling and storage and streamlining product movement through the supply chain. We also continued to further reduce transport-related emissions and waste, including assessing the feasibility of electric trucks for selected freight routes and reusable pallet wrap solutions. These initiatives remain under evaluation as part of our ongoing efforts to optimise logistics and reduce Scope 3 emissions.

Strengthening climate reporting readiness in A/NZ

Building on the climate risk assessment and gap analysis completed in FY24, Epson A/NZ progressed its climate disclosure readiness by reviewing identified gaps, clarifying governance and accountability and assessing requirements under the Australian climate-related financial disclosure framework (CRFD). We also continued to integrate climate-related risks and opportunities into broader risk management and business planning, establishing the foundations for future scenario analysis, transition planning and disclosure.

Purchased electricity data, Epson A/NZ



All values are in MWh unless otherwise stated.



Head Office: Epson's North Sydney head office.



Optimisation: Finished goods efficiently loaded into a high-cube container at Epson's factory.

Next steps

- Continue working with local partners and service providers to improve emissions data quality and identify practical initiatives that reduce emissions across our local operations, including transport, logistics and workplace activities.
- Prepare for CRFD requirements for FY28 and submit the first report.

PROUD SUPPORTERS OF CERTIFIED RENEWABLE ELECTRICITY GENERATION

100% We buy GreenPower

1. Adelaide, Brisbane and Auckland offices had some closure periods during relocation, with employees working from home, reducing electricity use by an estimated 10 MWh compared to FY24.
2. Renewable electricity consumption is matched with purchased renewable electricity through GreenPower (bundled and unbundled) in Australia and BraveTrace renewable electricity certificates in New Zealand.

Circularity

Guided by our philosophy of Sho-Sho-Sei (compact, efficient, precise), we are working to use resources wisely by minimising waste, incorporating recycled materials and extending product lifecycles. Our goal is to become free from underground resource use by 2050.[1]

Our commitment

We are transforming the way resources are used across the product lifecycle. This includes reducing total resource inputs through smarter design that makes products smaller, lighter and more durable, eliminating waste through improved production efficiency, minimising landfill waste from our operations and replacing virgin materials with recycled and bio-based inputs to support a more circular material flow. Environmental targets are set early in the planning process, guided by our Design-for-Environment (DfE) framework, which evaluates recyclability, substance safety and energy and resource use.

Our progress

Epson continues to advance product and packaging design to reduce material use, increase recycled content and improve efficiency across its portfolio. These improvements reflect a focus on lowering environmental impact while maintaining product performance and usability.

The following examples highlight progress in product innovation, materials adoption and packaging design, supported by ongoing development efforts to further improve sustainability outcomes.

Smaller footprint, sustained performance

Epson business multifunctional device, AM-C6000, builds on the WF-C20600 with a reduced-material design. Through optimised paper paths and a thinner frame, it is approximately 30% lighter and 34% smaller while maintaining a 60 pages per minute print speed, delivering high performance in a more compact footprint.

Adoption of recycled plastics

Epson is working to reduce reliance on virgin petroleum-based plastics by increasing the use of recycled materials in its products. This helps lower demand for virgin plastic production associated with the extraction, processing and manufacture of raw materials.

Approx 30% recycled plastic used in plastic parts



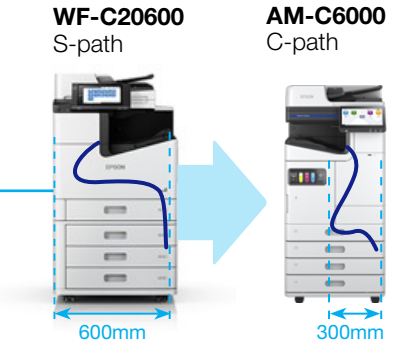
SC-P8560D/ SC-T7760D series
Large Format Printer

EM-C8100 series
A3 Inkjet Multifunction Printer

The percentage refers to the proportion of recycled material in the total mass of plastic used. The mass is calculated considering the ratio of recycled materials and the content may vary depending on procurement conditions.

Revising paper transport path from S-path to C-path

Approx 34% reduction in volume



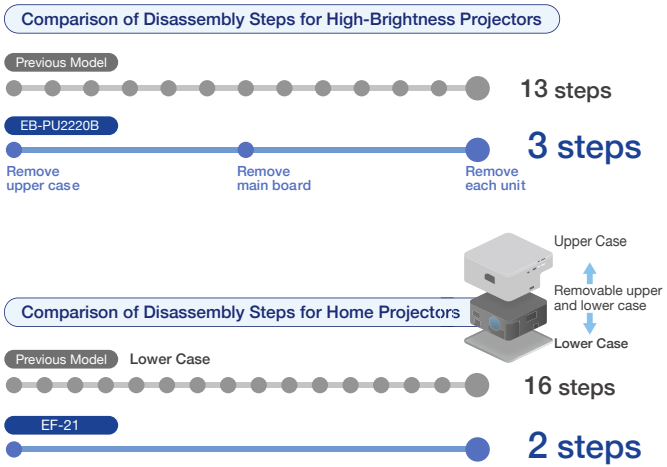
Our circularity targets to become underground resource free by 2050

Phase out expanded plastic packaging from applicable consumer products[2]	**Achieved**
Achieve 50% sustainable resource rate[3] by 2030 (global target)	**On track** FY25 result was 39%

1. Underground resource free: Eliminating use of non-renewable resources such as oil and metals, except where such resources have been recycled.
2. A limited number of consumer products that fall into the category of precision and fragile products will remain exempt until feasible alternatives become available.
3. Sustainable resource rate: The proportion of sustainable resources (renewable resources + closed loop resources + less-depletable resources) to raw materials.

Improved ease of recycling and repairs

We continue to improve product repairability and recyclability. Newer projector models, such as the EB-PU2220 series, reduce the optical engine removal process by 80% through design improvements and fewer components, while the EF-21 series uses 20% fewer parts than previous models and is designed to support easier component replacement and recycling.



Towards more circular products and packaging

Epson has replaced plastic foam packaging materials with recycled and paper-based alternatives across retail product lines. The ET-4810 series uses cardboard cushioning with over 80% recycled content, while the EB-L890E projector series uses moulded pulp cushioning made from 100% recycled materials and packaging cartons with over 80% recycled content.

Old packaging
Plastic foam

New packaging
80% recycled cardboard



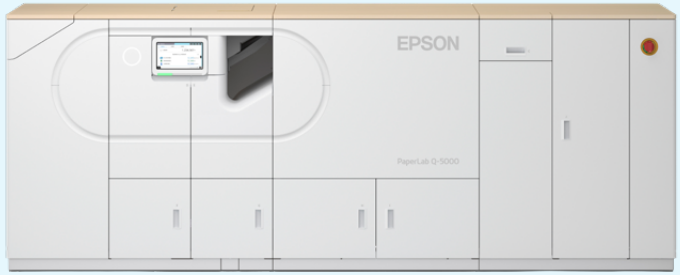
Engineering circular solutions

Epson is leveraging its core technologies, including Dry Fibre Technology, to develop solutions that reduce resource consumption, recover materials and support a circular economy.

Originally developed for PaperLab, Dry Fibre Technology uses a dry process to transform used fibres and waste materials into new resources, enabling on-site recovery of office paper and reducing reliance on virgin paper. The technology is also being applied to products including ink pads, sound-absorbing panels and packaging materials.

DRY FIBRE TECHNOLOGY

PaperLab Q-5000 (Main Unit)





Used paper

Shredding
Shredded into appropriate shapes and sizes

Defibration
Paper is reduced to fibres by mechanical force and without the use of water

Binding
Binders increase paper strength and whiteness

Forming
Sheets are formed by pressure

New paper
Dry Fibre Paper (DFP)

Expanding technology applications

Building on this platform, Epson continues to advance its work on broader material innovation, including repurposing waste paper into products such as ink pads, sound-absorbing panels and packaging materials.

Resource recovery solutions
Epson continues to invest strongly in high added-value recycling technology for used metal.

Metal recycling through Epson Atmix
A group company commencing operations at tis new metal recycling facility in June 2025. The facility upcycles waste metals into high-performance metal powders used in additive manufacturing to produce components for automotive and electronic applications.





Measuring our local waste footprint

Across our A/NZ operations, we are dedicated to supporting the circular economy by minimising waste and diverting as much as we can from landfill. In FY25, total waste generated across our Sydney head office and Yennora warehouse was 48.18 tonnes, which represents a 15.5% reduction compared to FY24. Our local teams reduced waste directed to landfill by 41.3% (dropping from 29.3 tonnes to 17.2 tonnes) through consistent source-separation and waste-reduction initiatives.

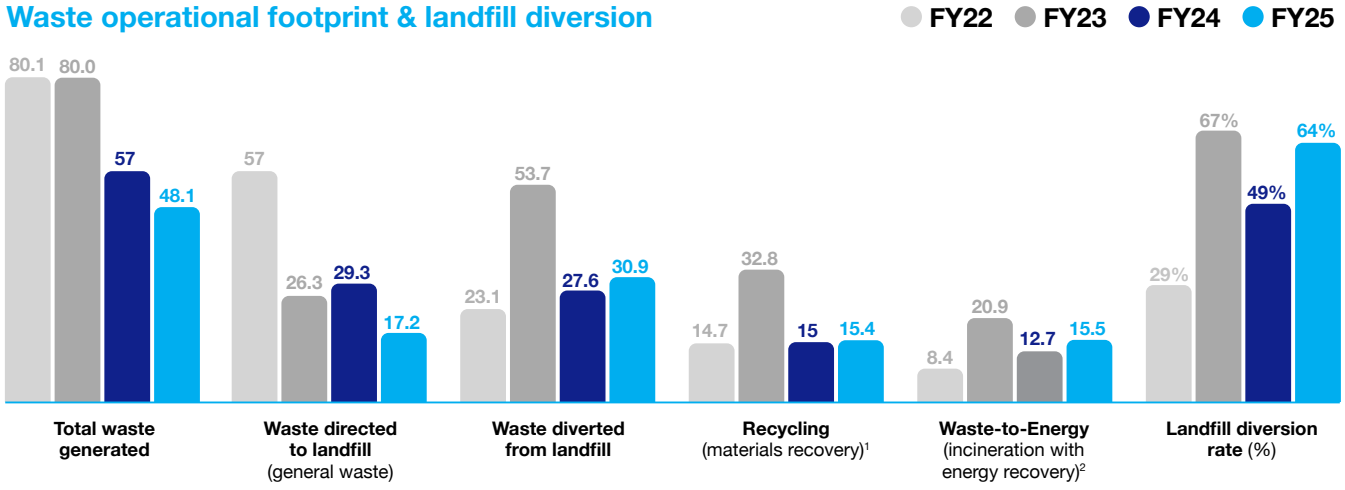
This was our first full year of operations in our North Sydney head office following our relocation in FY24. Moving to this more efficient workspace, combined with staff education, active at-source sorting and digital workflows, helped minimise office paper waste. At our Yennora warehouse, practical circular initiatives, such as reusing pallets and converting incoming cardboard waste into packaging void-fill, helped keep overall waste volumes low.

Our landfill diversion rate can fluctuate year-on-year depending on the volume and physical composition of incoming logistics materials, such as heavy timber pallets and cardboard. However, our ongoing focus on circular resource management helped us achieve a local landfill diversion rate of 64% in FY25.

Next steps

- Improve packaging recyclability across broader product range.
- Continue team education on reduce, reuse and recycle practices to minimise landfill waste.
- Boost cartridge recycling participation in Australia and New Zealand.

Waste operational footprint & landfill diversion



Notes on the waste data

- All values have been rounded to one decimal place and are in metric tons (tonnes), unless otherwise stated.
- Waste data is currently only collected at our head office and Yennora warehouse, which produce the majority of waste (estimated >95%) across Australia and New Zealand.
- Material recovery from the office relocation is not included in the reported 57 tonnes of total operational waste for FY24.

FY25 waste highlights

44% reduction in cardboard waste at Sydney warehouse by reusing cardboard as void-fill packaging, compared to FY23 baseline.

Over **6,400** beverage containers were collected through Vinnies NSW's Container Deposit Scheme since 2023, with proceeds donated directly to support Vinnies (The St Vincent de Paul Society).

Nearly **100 kg** of hard-to-recycle items such as batteries, mobile phones, coffee capsules and soft plastics were diverted from landfill via RecycleSmart.

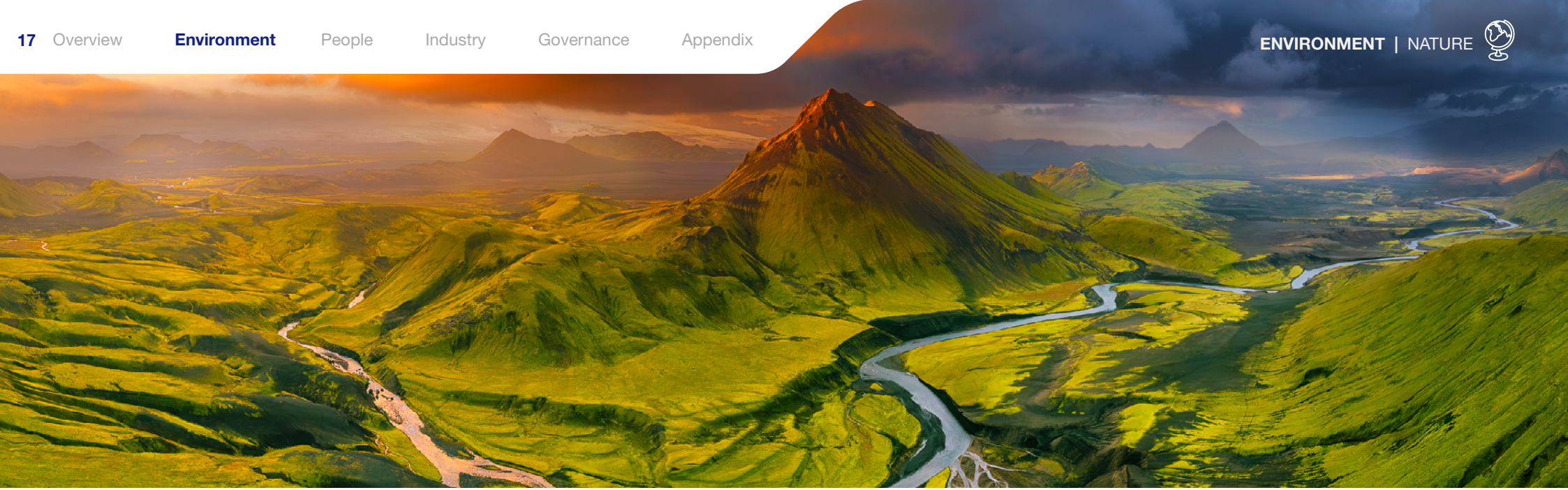
514,800 Epson used cartridges

As founding members of Cartridges 4 Planet Ark, we recycled 514,800 Epson used cartridges (approximately 21.7 tonnes) during the year.

290 tonnes printer cartridges diverted from landfill since 2003.

100% of materials recovered from collected printer cartridges

1. Recycling includes cardboard, soft plastic, secure paper destruction, office cartridge recycling and Container Deposit Scheme.
2. Under the GRI 306: Waste 2020 standard, Waste-to-Energy is classified as a disposal method rather than diversion. Epson A/NZ includes this stream in our landfill diversion calculations to reflect our local operational focus on avoiding traditional landfilling.



Nature

As our understanding of nature-related dependencies and impacts continues to evolve, Epson is embedding these considerations into our governance, risk management and business planning. Through innovation and collaboration, we aim to minimise our impacts on nature while supporting positive outcomes for ecosystems and society.

Our commitment

Following the adoption of the Taskforce on Nature-related Financial Disclosures (TNFD) recommendations in 2024, Epson continued to strengthen its nature-related risk management and disclosure processes in FY25.
We built on our inaugural TNFD-aligned disclosures, further integrating nature-related considerations into our sustainability governance and reporting.

Our progress

Building on our resource efficiency and hazardous substance reduction, we are evaluating our natural capital impacts using the TNFD LEAP[1] framework. Key priority areas across our operations and value chain include water, chemical management, soil protection and resource circulation. These insights directly inform our science-led targets; guiding our transition towards a circular, low-impact future.

Read more about our targets, progress and response to TNFD recommendations at Epson Group website.

TNFD Taskforce on Nature-related Financial Disclosures

1. The LEAP approach is an integrated approach for assessing nature-related issues, including nature contact, nature dependencies, impacts, risks and opportunities.

Our global approach to addressing our nature impact

Measure our impacts on nature	**Achieved** Epson Group published TNFD, with annual reporting to continue
Use natural capital wisely	**Ongoing** This is part of our Mid-Range Environmental Action Plan and underground resource free ambition
Conserve and enhance biodiversity	**Ongoing** Through staff volunteering and partnerships

Image credit: Xuejun Bian.

Preserving Australia's most at-risk rainforest flora

Since 2023, Epson A/NZ has partnered with the Botanic Gardens of Sydney (BGS) to help safeguard rainforest species threatened by deforestation, climate change, invasive pests and disease.

Through the Australian PlantBank's Rainforest Seed Conservation Project, the partnership supports research and conservation activities focused on seed banking and alternative conservation methods for 'exceptional species' – plants that cannot be stored using conventional approaches. To date, more than 3,000 seeds and plant samples have been collected and preserved, creating a secure genetic archive for future conservation efforts.

Recent progress includes strengthening myrtle rust resistance research through the assessment of 572 seedlings, identifying resistant plant families to support future breeding trials and applying the resistance breeding approach to other affected species. The project has also advanced conservation techniques for rainforest seeds, including testing cryogenic and alternative storage conditions to improve long-term seed preservation.

BOTANIC GARDENS OF SYDNEY

The project continues to expand knowledge of Australia's unique rainforest flora. Key highlights include the largest wild collection of Wollemi Pine seeds to date, research into climate change impacts on tropical mountain plant germination, and seed biology studies across several vulnerable Lord Howe Island species.

> **The conservation of Australia's threatened rainforest species requires sustained investment in science and conservation. Through the Rainforest Seed Conservation Project, our scientists are advancing research into seed preservation, disease resistance and climate resilience, helping build practical approaches to protect vulnerable species and preserve their genetic diversity for future generations.**

Dr Karen Sommerville
Rainforest Conservation Scientist
The Australian PlantBank



Image credit: Benjamin Maze.



Collection: Gathering plant material.
Image courtesy of Botanic Gardens of Sydney.



Essential: Australian Botanic Garden Mount Annan.
Image courtesy of Botanic Gardens of Sydney.



Preservation: Tissue culture at the Australian PlantBank.
Image courtesy of Botanic Gardens of Sydney.

Epson NZ grows Trees that Count initiative

Epson New Zealand has strengthened its partnership with Trees That Count. Building on a 2023 campaign that funded one native tree per registered EcoTank printer sold, Epson now commits 1% of all online shop sales to support native forest restoration. Since 2023, the initiative has now funded 700 native trees, supporting biodiversity restoration, carbon reduction and community-led conservation. To date, the partnership has contributed to two restoration projects, Motutapu Restoration and the Havelock Hills planting programme, reinforcing Epson's long-term commitment to environmental sustainability and positive community impact.

"Businesses have a vital role to play in growing a thriving, more resilient future and we're grateful to Epson for their commitment to regenerating Aotearoa New Zealand's native forests and ecosystems."

Kay Eade
Business Relationships Manager
Trees that Count

Partnering to help regenerate Australian habitats with Officeworks

As a Silver Tier supporter of Officeworks' Restoring Australia program since 2018, Epson Australia's support has helped restore degraded landscapes and support biodiversity across the country. Since the program began in 2017, more than 2 million trees and plants have been established, restoring over 2,664 hectares of habitat. Epson Australia's contribution went towards planting 7,344 trees and plants, helping to regenerate native habitats, support biodiversity and build more climate-resilient landscapes for future generations.





Restoration in action: Trees That Count supports the regeneration of New Zealand's native forests through community-led native tree planting.

Key highlights:

Research
continued support for rainforest seed conservation research through our Botanic Gardens of Sydney partnership.

225+
volunteering hours working alongside BGS horticulturalists since 2023, supporting the preservation and care of the Garden's extraordinary Living Collection.

8,000+
trees and plants funded through Trees That Count and Officeworks since 2018, helping to restore biodiversity across Australia and New Zealand.

Next step

We will strengthen our approach to nature and biodiversity through global TNFD reporting and a local nature diagnostic with support from NSW Sustainability Advantage. We will also continue supporting local conservation initiatives.



People

Inclusive workplaces

Fostering a culture of belonging and prioritising employee wellbeing is central to how we innovate and lead responsibly. As we transition into our next decade of growth, we are focused on cultivating a supportive environment that mirrors the diverse communities we serve; translating Epson's core purpose into real-world action across our industry.

Our commitment

Locally, we are building a workplace where every team member feels seen, heard and valued. We actively promote balance, mental health and professional growth while designing bias-free systems that set our people up for success. We believe that when our people have the space to thrive, our entire business moves forward.

Associated SDGs within People



Our progress

Building an inclusive workplace culture

Our focus on diversity, inclusion and employee development is reflected in our day-to-day initiatives. Throughout the year, we focused on bringing these values to life through everyday initiatives. In FY25, we:

- Delivered informal learning opportunities through "Power Hour" sessions covering topics such as diversity and cultural awareness, understanding fast fashion and its impacts, R U OK? Day and redefining resilience.
- Achieved our first Great Place to Work certification, with 88% of employees rating Epson A/NZ is a great place to work, compared with 60% at a typical Australian company.
- Introduced the Annual Epson High Performance Award and Lifetime Achievement Award to recognise employees' achievements and long-term contributions.
- Launched the quarterly Warehouse Rewards Program to recognise and appreciate the team's ongoing commitment and exceptional contributions.

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1. Epson's employee happiness score is based on quarterly employee surveys, where employees rate their happiness from 1–10 and provide feedback. The score helps track engagement and morale and support continuous improvement. The FY25 score is based on Q1 and Q2 surveys, as Q3 and Q4 surveys were replaced by the Great Place to Work survey.

Our strategic commitments to create a healthy and inclusive workplace

Provide mental health training and support programs	**Ongoing**
Introduce a DEI Policy and formal training by FY25	**Off track** DEI Policy implemented, with formal training to be delivered in FY26.
Improve employee happiness score[1]	**Achieved** 7.1 (a 1.4% increase from FY24)

Building an equitable workplace where everyone has the opportunity to thrive is fundamental to our growth. In FY25, we made measurable progress toward this goal, narrowing our reported gender pay gap to 14.9% – a 13.6% improvement compared to FY24. Currently, our workforce comprises 68% men (102) and 32% women (49). While this progress is encouraging, we remain focused on balancing gender representation across all levels of the business through transparent, inclusive recruitment, development and retention.

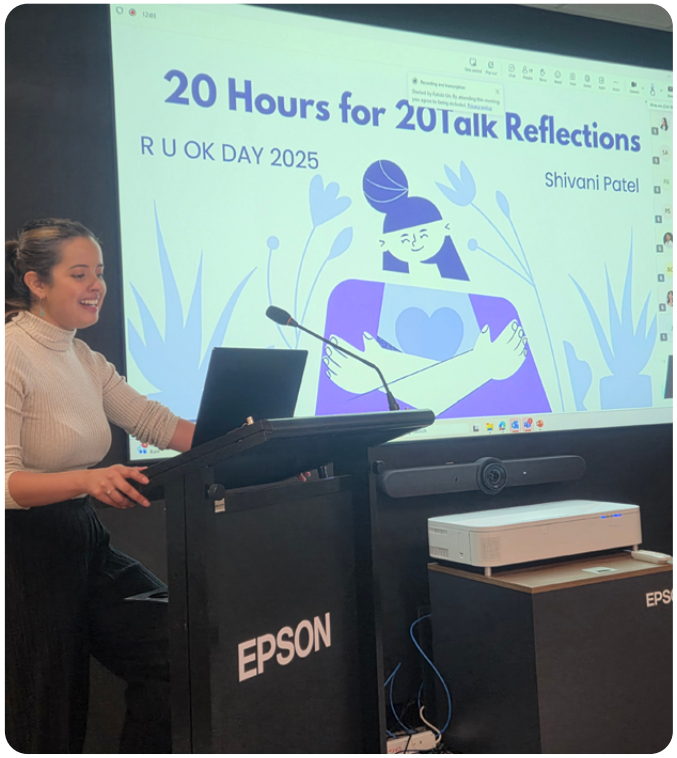
In FY25, Epson expanded its wellbeing initiatives by introducing confidential one-to-one counselling for employees and their families, re-accrediting Mental Health First Aiders and delivering a resilience workshop with Steven Gamble from The Anchor Group.

We also strengthened our commitment to an inclusive workplace through the introduction of a formal Diversity, Equity and Inclusion (DEI) Policy. Organisation-wide training will continue in FY26 to support its implementation.

Epson tracks employee engagement through its employee happiness score, which was 7.1 in FY25, providing a benchmark for tracking progress and supporting continuous improvement. This year, we also introduced the Great Place to Work survey to gain further insights into our employee experience.



Recognition: Epson Australia warehouse team receiving awards.



Power Hour: R U Ok Day activities.



Power Hour: Learning about sustainability in fashion.



Power Hour: Building trust through compliance.

Creating a Great Place to Work for everyone

In FY25, Epson Australia became certified as a Great Place to Work, recognising our ongoing commitment to fostering a positive, inclusive and supportive workplace. Employee mental health and wellbeing remain a key priority, particularly in our dynamic, customer-facing environment and throughout the year we continued to invest in initiatives that strengthened resilience, built leadership capability and provided employees with access to professional support.

"In our first year of participation, Epson achieved Great Place to Work Certification with an 88% trust score, validating the progress we've made in building a workplace where inclusion, wellbeing and trust are embedded in our culture. It reflects our ongoing commitment to creating an environment where every employee has the opportunity to succeed and feel they belong."



Ema Horvat
People & Culture Manager, Epson A/NZ



Training: Management meeting workshop.



Developing skills: Epson New Zealand sales team completing a team development program.

Fostering continuous learning and resilience

In FY25, we continued to invest in our team's capability through digital learning, external training and coaching. These opportunities help our people build the skills needed to thrive and adapt to evolving business and sustainability priorities.

Throughout the year, we supported our team's growth and connection in several key ways:

Digital & professional development:

- Achieved a 98% completion rate for our e-learning program, covering critical topics like AI Ethics, Responsible Business Alliance (RBA) basics and anti-corruption.
- Supported employees pursuing formal qualifications through our study assistance program.
- Delivered a tailored development program specifically for our New Zealand sales team.

Mental health peer support:

- Increased the proportion of employees certified in Mental Health First Aid from 5% to 7%, improving our local peer-support network.
- Partnered with The Anchor Group to provide employees and their families with confidential, professional 1:1 counselling.

Safety & resilience:

- Engaged all employees in a practical resilience workshop delivered by mental health expert Steven Gamble.
- Provided ongoing safety training, leadership development and professional coaching across the business.

Celebrating our people

Our team's daily collaboration and passion are what drive Epson A/NZ forward. We believe in actively celebrating these efforts, which is why our High-Performance Awards spotlight the individuals and teams who champion our values.

In FY25, this peer-driven appreciation was stronger than ever, with employees submitting 125 nominations across five award categories. These awards celebrated everything from emerging talent and outstanding teamwork to the colleagues who make a quiet, positive impact across the business.

Importantly, we also came together to honour a milestone of true dedication: celebrating employees who achieved 25 years of service. By lifting up these achievements, we continue to build a culture where our people are deeply valued, supported and inspired to grow.

Strengthening workplace health and safety

We are committed to providing a safe, healthy and compliant workplace for our people, visitors and others affected by our operations. In FY25, we established a new Work Health and Safety (WHS) Committee to strengthen employee consultation and support the continual improvement of our WHS practices.

The Committee provides a forum for employees to raise safety concerns, contribute to managing workplace risks and support improvements in WHS policies, training and practices.

100%
of individual training requests were fulfilled in FY25 – demonstrating our commitment to tailored professional growth

88%
employees rated us as a Great Place to Work

7.1
Employee happiness score[1]



Our people in action: Epson team members accepting their awards.



Going above and beyond: Epson New Zealand receiving Outstanding Team award.

Next steps

- Continue monitoring employee engagement through quarterly eNPS surveys, aiming to maintain or improve our score.
- Finalise key people policies, including a Parental Leave Policy and strengthen our DEI framework.
- Strengthen Workplace Health and Safety through improved policies, training and governance across Australia and New Zealand.

1. The score is based on Q1 and Q2 employee happiness surveys. The Q3 and Q4 surveys were replaced by the Great Place to Work survey.

Strong communities

As a prolific global brand Epson recognises its responsibility to give back, offering time, technology and expertise to support the communities in which it operates.

Our commitment

Epson A/NZ actively supports the communities we are part of through partnerships, donations and hands-on support that foster learning, inclusion and cultural connection. These initiatives are central to our focus on driving positive social impact and creativity.

In FY25, our team stepped up, increasing volunteering hours by more than 30% to contribute 222 hours to community and environmental causes. This growth highlights the strong engagement with our one-day paid volunteer leave program. Building on this momentum, we are targeting a 25% increase in employee participation for FY26.

We also progressed the development of Epson Australia's inaugural Reflect Reconciliation Action Plan (RAP), strengthening our engagement with Aboriginal and Torres Strait Islander peoples. While the launch extended past our original FY25 timeline, the plan is nearing completion and is set for a two-year rollout in FY26. Meanwhile, we continue to promote cultural understanding internally through NAIDOC Week initiatives and active alignment with Reconciliation Australia.



Community partnership: Supported the Anchor Health Group team at the 2025 Lifeline Surf Classic, contributing to mental health and community wellbeing.

Our progress

In FY25, Epson A/NZ continued to deliver its Community Giving Program, supporting organisations that align with our four priority focus areas. Through one-time financial and in-kind grants, the program helps strengthen communities and deliver lasting social and environmental benefits.

The focus areas we support are:

- **Education and youth development:** Enhancing learning, skills development and opportunities for young people to thrive.
- **Culture and the arts:** Promoting creativity, cultural understanding and heritage preservation.
- **Environmental sustainability:** Supporting conservation, climate resilience and sustainable practices.
- **Health and social equity**: Advancing health, wellbeing, social justice and inclusive community programs tailored to local needs.

In FY25, the program supported 16 organisations across Australia and New Zealand reflecting our focus on creating meaningful social and environmental impact.



Connecting with Country: Exploring Indigenous culture at the Royal Botanic Garden Sydney.

Through donations of printing and projection technology, Epson has enabled partners like **Iron Traks**, **Kanyana Wildlife** and the **Nature Education Centre** to enhance local learning and conservation – freeing up critical resources to focus directly on the people, wildlife and ecosystems they protect.

This commitment extended to New Zealand where Epson supported organisations including the **Movember Foundation New Zealand**, the **Auckland Rescue Helicopter Trust** and **Fair Food New Zealand** helping strengthen health and community services through technology that supports their day-to-day operations and outreach.

Our commitments toward the communities we impact and work in

Grow our philanthropic impacts through strategic partnerships, in-kind support and employee volunteering	**Ongoing** Achieved YOY growth in volunteer hours
Implement our Reflect RAP in FY25, leveraging our capabilities to support First Nations communities	**Off track** Pending final approval, implementation to commence in FY26

The donation of an EcoTank ET-4950 has helped Northern Suburbs Little Athletics Centre (NSLAC) streamline its weekly operations, reducing administrative effort so volunteers can spend more time supporting young athletes and their families.

"During our season, we are printing around 150 pages each week for our Age Managers to record results for our athletes. What I have loved about the ET-4950 is that it has ink tanks that are unlikely to require me to refill for several years."

Terence Turton
Results Officer,
NSLAC



222 hrs

hours contributed through our employee volunteering program, equivalent to a 32% increase in the volunteering rate compared to FY24.

16

organisations in Australia and New Zealand benefited from our Community Giving Program.

Launched

a corporate partnership with The Social Outfit, supporting training and employment pathways for migrant and refugee women through our role as a print partner.

Creating positive social impact through partnerships

Epson A/NZ is committed to creating a positive community impact by working alongside organisations that share our vision for a more sustainable and inclusive world. Together, we are helping create meaningful change across Australia and New Zealand.

Driving social impact with The Social Outfit

Epson's partnership with The Social Outfit demonstrates how technology can help empower communities and create meaningful social impact. As a print partner, Epson supported the Wear the Change Refugee Week campaign by bringing community stories to life through high-quality large format printing, while also matching donations to help raise funds for The Social Outfit's education, training and employment programs for refugee and migrant women.

The partnership continued through The Social Outfit's Summer Collection 'Sama', featuring artwork created by women from the Chester Hill Community Hub and produced using Epson's Monna Lisa ML-8000 digital textile printing technology. The collection transformed personal stories into ethically made garments, with proceeds supporting pathways for women to build skills, confidence and careers in Australia's fashion industry.

"Epson's commitment to creativity, technology and sustainability makes them an ideal partner for this year's Wear the Change campaign, supporting both our in-store activation and fundraising efforts."

Amy Low
CEO, The Social Outfit





Collaboration: The Social Outfit's launch with textile designs printed by Epson's Monna Lisa ML-8000.

Employee volunteering program

At Epson A/NZ, we encourage community involvement by providing one paid volunteer leave day each year, giving employees the opportunity to make a meaningful difference to the causes they care about. In FY25, our team dedicated 222 volunteer hours to supporting impactful initiatives and activities across Australia and New Zealand representing a 20% utilisation rate of our one-day paid volunteering leave[1] and an increase of more than 30% compared with FY24.

Supporting urban diversity at the Royal Botanic Garden Sydney

Epson Australia employees continued to support Botanic Gardens of Sydney through four volunteering sessions at the Royal Botanic Garden Sydney. Our team contributed to gardening and maintenance activities, helping care for this iconic green space and support urban biodiversity and community wellbeing.



Environmental action: Epson Australia team members volunteering at Royal Botanic Garden Sydney.

Supporting food rescue with Fair Food

Epson New Zealand employees volunteered at Fair Food, hand-sorting 3,404 kilograms of fresh produce to help provide 8,753 meals for those in need. The initiative also prevented an estimated 9 tonnes[2] of carbon emissions by rescuing quality food from landfill.

Helping fight hunger in Australia

Epson A/NZ employees volunteered with the Bill Crews Foundation and Foodbank NSW & ACT to support communities experiencing food insecurity and hardship. At the Bill Crews Foundation, our team helped prepare food supplies, cook and serve meals through its free dining restaurants and pack Christmas hampers for families in need. With Foodbank NSW & ACT, we helped sort and pack surplus food for redistribution, reducing food waste while supporting communities in need.

Epson Lifeblood Team

New this year, Epson employees rolled up their sleeves and joined Australian Red Cross Lifeblood's donor program. To date, around 10% of employees have joined our Lifeblood donor team, helping support a reliable supply of lifesaving blood and plasma for communities across Australia and New Zealand.





Lifesaving: Epson Australia volunteer giving blood.



Food Rescue: Epson NZ volunteers helping out at Fair Food.



Volunteers: at Bill Crews Foundation.



Volunteers: at Foodbank NSW & ACT.

Next steps

- Launch our Reflect Reconciliation Action Plan (RAP) to advance Aboriginal and Torres Strait Islander inclusion, cultural awareness and engagement.
- Increase employee volunteering by 25% in FY26, creating more opportunities for meaningful community participation.
- Expand our corporate partnerships initiatives to strengthen community impact and support causes aligned with our sustainability priorities.

1. The utilisation rate is calculated based on total available paid volunteer leave hours. Volunteer hours may include repeat participation by employees across multiple activities.
2. The estimate is provided by Fair Food NZ.

Industry

Value creation through innovation

As a technology leader, Epson is focused on reducing environmental impact through smart, efficient innovation. Our products are engineered with resource efficiency at their core, consuming less energy and minimising the use of hazardous chemical substances. Through sustainable design, we provide an alternative to conventional technology that helps reduce our customers' overall environmental impact.

Our commitment

In Australia and New Zealand we are committed to improving our customers' operations with technology that drives decarbonisation and resource circularity. From resource-saving home and office printing, to on-demand industrial printing and energy-efficient projection technology, our solutions support more productive workplaces and engaging learning environments.

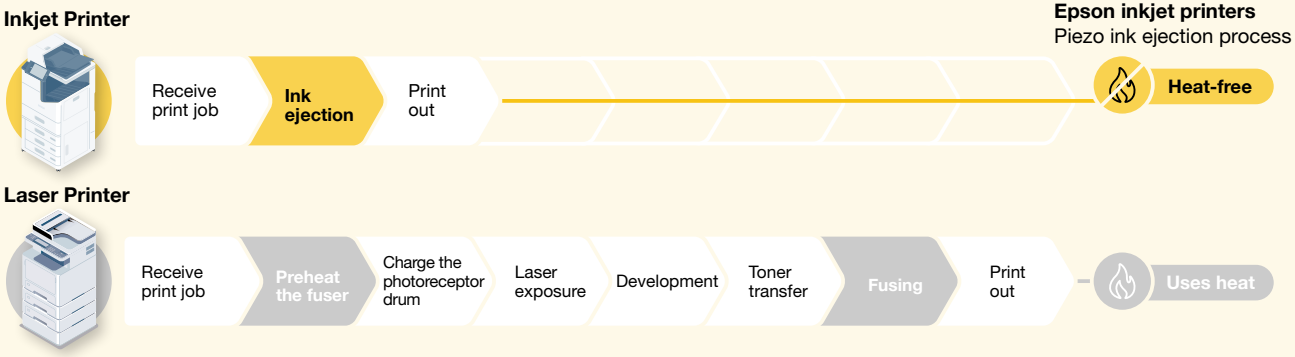
Supporting energy-efficient offices with inkjet printing

Printers and multifunction devices typically account for about 2% of total energy use in an office[1]. Epson's unique heat-free technology offers a compelling alternative, typically using up to 75% less energy than conventional laser printers[2].

This technology also requires fewer replacement parts compared to laser printers and reduces packaging waste through high-capacity ink packs[3].

To quantify potential energy savings, we developed the Epson Optimisation Tool. This tool is used by our team and partners, analysing a customer's existing printer fleet to estimate the potential emissions reductions that could be achieved by transitioning to Epson Heat-Free printers, which do not require heat during the ink ejection process. Since its launch in 2023, the Optimisation Tool has assessed more than 30,600 printer fleets[4]. The results show a potential reduction of more than 16,500 MWh of energy during the five-year lifespan of the products, equivalent to 11,400 tonnes of CO_2e. This represents an average estimated emissions savings of 88% compared to the customers' previous printing solutions.

How Epson's Micro Piezo inkjet technology compares to laser printing



Associated SDGs within Industry



1. Navigating a dynamic energy landscape: A briefing for office-based businesses, Energy Efficiency Council, December 2020.
2. Compared with typical laser printers. Product performance may vary. For more information, visit https://www.epson.com.au/heat-free-technology/.
3. High-capacity ink packs print up to 86,000 mono and 50,000 colour pages without ink replacement. Approximate yields based on EM-C8100.
4. Printer fleets: the number of printers and multifunction devices deployed across a business or organisation.

Image credit: Pedro Nogales.

Pulteney Grammar School reduces energy use with Heat-Free printing

Epson partnered with Pulteney Grammar School to modernise its print environment with WorkForce business inkjet devices powered by Heat-Free Technology. By replacing an ageing print fleet, the new solution[1] improved reliability, productivity and operational efficiency while helping reduce print waste and ongoing operating costs. Over the five-year contract period, the school is projected to save up to 6,036 kWh of energy and reduce CO_2 emissions associated with its printer usage by up to 84%, demonstrating the environmental and operational benefits of Epson's Heat-Free technology.[1]

The Epson solution just couldn't be beaten for Pulteney's requirements. It easily integrated with their ICT environment, is reliable and has significantly reduced their print-related carbon footprint.

Daniel Bartholomaeus
SA State Manager, Compnow



Printer fleet upgrade:
AM-C Series used at Pulteney Grammar School, South Australia.



EcoTank supports our shift towards lower-impact products

In FY25, EcoTank cartridge-free printers contributed to the growth of our products with reduced environmental-impact features, with the ratio of EcoTank units sold to traditional cartridge printer units increasing by 17% since FY24. These models reduce emissions associated with the metal and plastic used in replacement ink cartridges by approximately 95%[2]. With more than 100 million units sold worldwide, they lead the global refillable ink tank printer market[3].



Comparison of consumables used for printing 9,000 pages

Ink cartridge printer XP-2200



95.1 ink cartridges

CO_2 emissions of **13.9kg** CO_2e

High-capacity ink tank printer ET-2910



5.5 ink bottles

CO_2 emissions of **0.7kg** CO_2e

95% reduction

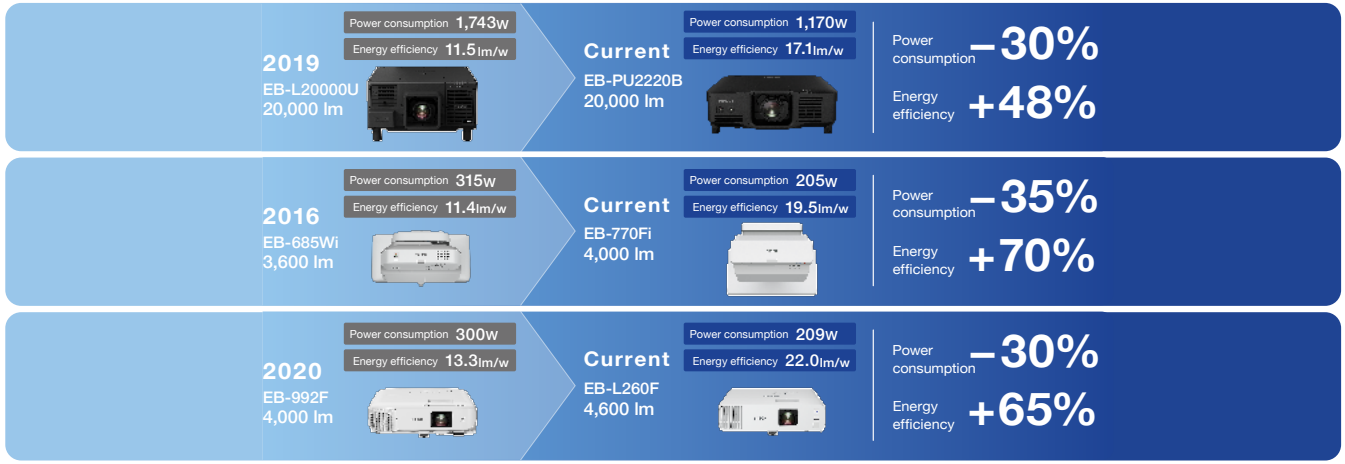


1. Projected savings over 60 months by replacing laser printers and copiers with Epson's Heat-Free Technology.
2. This is a comparison of the CO_2 emissions generated throughout the consumable's life cycle (raw material, production, shipment and disposal), for printing 9,000 pages over three years using XP-2200 and ET-2910 series printers. This calculation is based on Epson's evaluation criteria and may vary depending on different usage conditions.
3. Determined by the number of global high-capacity ink tank products shipped from 2010 to 2024, per research by IDC. (Source: IDC's Quarterly Hardcopy Peripherals Tracker 2024Q2, Share by Brand).

Power consumption comparison between current and past Epson models[1]

Epson's smaller and lighter high-lumens projectors use less power and packaging than standard projectors. With high light efficiency, they are also more energy- efficient than earlier models.

Additionally, we've digitised product manuals, greatly reducing paper consumption while ensuring user-friendliness. Epson remains dedicated to these efforts, continuously seeking ways to further reduce our reliance on non-renewable resources across our portfolio. Read more about how we are supporting a circular economy on page 14.





Bigger and brighter: Swinburne University of Technology, Victoria.

Creating more engaging learning experiences at Swinburne University of Technology

Swinburne University of Technology transitioned its campus display technology by replacing an aging fleet of lamp-based projectors with more than 300 highly reliable, energy-efficient Epson laser models.

Beyond efficiency, this upgrade was strategically designed to enhance the classroom experience. Recognising research which shows that students miss critical content on standard 70-inch flat panels compared to larger displays[2], Swinburne equipped its learning spaces with Epson laser projectors delivering 110-inch projected images.

Smaller size, same brightness

The EB-PU22/PU21 high-brightness business projector series is approximately 60% smaller and 50% lighter than conventional models while maintaining 20,000 lumens brightness. Its optimised design reduces material use, improves efficiency and supports easier transport and installation.

Approx **50%** **Lighter in main unit weight[3]**

Approx **60%** **Smaller in main unit size[4]**



1. Comparison of power consumption is in On mode between EB-L20000U and EBPQ2220B in the 200V-240V area. Other models are compared in the 100V-120V area.
2. Leading 70-inch class 4k resolution flat panel in a 22' (width) by 27' (depth) classroom-style arrangement. When asked to copy down six short items of information from slides being displayed, 58% of students ages 12-22 copied at least one item incorrectly. Based on an independent, quantitative study conducted by Radius Research in multiple U.S. markets.
3. Comparison of weights of the following products, excluding the lens. EB-PU2220S: approx. 24.4kg / EB-L20000U: approx. 49.6kg.
4. Comparison of size (W x D x H) of the following products, including protruding parts but excluding the lens. EB-PU2220S: 586 x 492 x 218 mm / EB-L20000U: 620 x 790 x 358.5 mm.

The future of Australian fashion

Traditional textile printing is resource-intensive. Epson's on-demand digital textile printing reduces production lead time[1], water use, ink and chemical consumption, while enabling demand-driven production that can help reduce waste. Selected inks used in Epson's digital textile printing solutions hold OEKO-TEX® ECO PASSPORT certification, including products within the UltraChrome and Genesta ranges.

Shaping the future of manufacturing

Australia's fashion industry is entering a new era of local manufacturing. In March 2026, the Australian Fashion Council (AFC), in partnership with R.M.Williams, introduced Australia's first National Manufacturing Strategy — a 10-year plan to strengthen domestic production through advanced technology, workforce capability and on-demand manufacturing.

Supporting this vision, Epson partnered with the AFC to explore how AI-powered smart manufacturing could help transform the future of Australian fashion. By enabling more agile, localised and efficient production, these technologies have the potential to reduce waste, support emerging manufacturing capabilities, create new skills opportunities and contribute to stronger local supply chains and economic development.



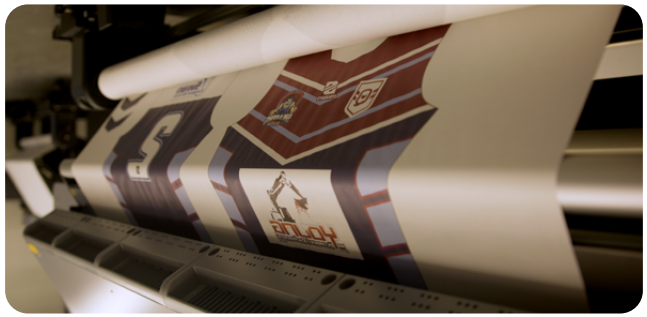
Milestone: Representatives of Epson Australia and Australian Fashion Council (AFC) at National Manufacturing Strategy launch at Parliament House in Canberra.

> **A smart, on-demand factory can give brands of every size access to globally competitive, local making without the burden of large minimum orders while reducing waste at speed to market.**

Samantha Delgos
General Manager Australian Fashion Council

Helping Australian manufacturers scale with innovative technology

Struddys, a family-owned Australian apparel manufacturer, has partnered with Epson for the past four years to strengthen its production capabilities. As the first business globally to install the Epson SureColor F20060, Struddys doubled its production capacity, eliminated bottlenecks and significantly improved turnaround times. Supported by Epson's reliable technology and responsive service, the company continues to innovate and strengthen Australian manufacturing.



Supporting local manufacturing: Struddys in action with Epson SureColor F20060.

Driving on-demand production

This year, Epson also partnered with Australian apparel manufacturer Citizen Wolf to demonstrate smart factory principles in practice. By combining Citizen Wolf's made-to-order model with Epson's SureColor F2260 printing technology, garments are produced only when ordered, reducing overproduction, excess inventory and waste.

The collaboration also showcased a limited-edition merchandise range with OzHarvest Ventures, produced on demand to minimise waste while supporting people in need.

> **By combining Citizen Wolf's and Epson's leading on-demand technologies, brands can now offer a wide range of designs and garments, producing items only when an order is confirmed – no upfront capital, no surplus stock, no unnecessary waste.**

Eric Phu
Co-Founder Citizen Wolf



Smart factory: Epson, OzHarvest Ventures and Citizen Wolf bring to life a Zero Inventory Merchandise solution.

1. Digital textile printing can take between three days to two weeks to complete, in comparison to analog printing which requires a more complex production process (approximately two months).

Industry collaboration

Our commitment

We work closely with industry associations, customers and partners to scale sustainable practices that address broader societal challenges. Moving forward, we will continue to deepen these relationships to foster progress throughout the information and communications technology (ICT) sector – working together to uncover shared opportunities, align on expectations and champion environmental and social change.

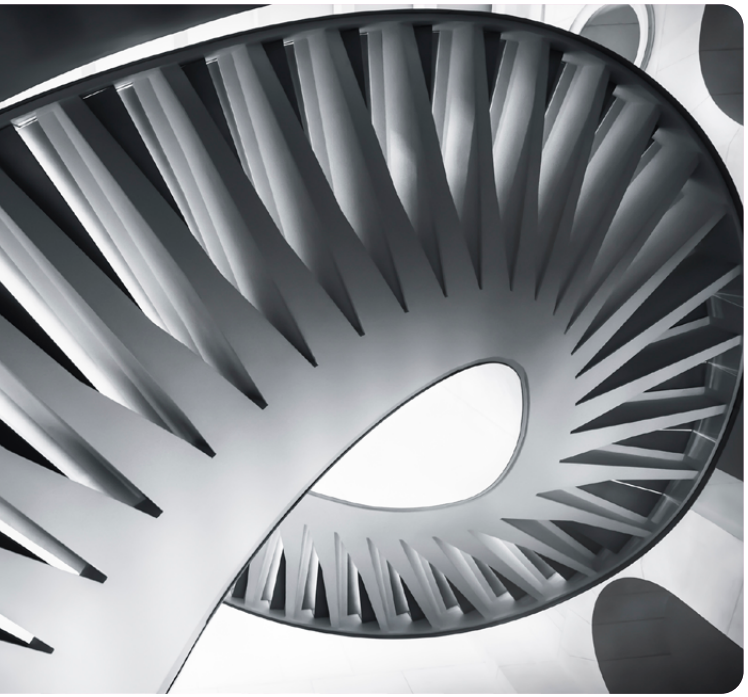


Image credit: Marie-Line Dentler.

1. A limited number of products that fall into the category of precision and fragile products will remain exempt until feasible alternatives become available.

AIIA

Epson Australia is a member of the Australian Information Industry Association (AIIA) and contributes to its Product Stewardship Working Group, shaping policy for the ICT sector across Australia and New Zealand. This supports our response to regulatory changes and advances our circular economy efforts.

Ai Group

Australian Industry Group (Ai Group) connects us with industry networks and insights across Australia, providing opportunities to engage with peers and access resources that support informed practices and continuous improvement.

APCO

As a signatory to the Australian Packaging Covenant Organisation (APCO), Epson Australia supports APCO's 2030 Strategic Plan to improve packaging sustainability. We have progressed our commitment to phase out expanded plastics from applicable retail products[1] and remain focused on continuously improving packaging design and materials across our product range. See this year's report on the APCO website.

Cartridges 4 Planet Ark

We are a founding member and active participant in the Cartridges 4 Planet Ark (C4PA) program, which has recycled more than seven million Epson printer cartridges. As a member of the program's governance committee, we continue to support efforts to deliver on the program's zero waste to landfill promise for all collected cartridges.



Recognition: Epson Australia's Environment and Sustainability Manager Fatida Un and North Sydney Mayor Zoë Baker.

CitySwitch

CitySwitch is Australia's flagship business decarbonisation program, run by council partners and NABERS, supporting office-based organisations to measure and reduce their carbon footprint on the path to net zero. We are proud to have been recognised as a CitySwitch Champion for three consecutive years, reflecting our ongoing commitment to reducing energy use, waste and emissions.

Ecycle Solutions

Since July 2025, Epson Australia and New Zealand has partnered with Ecycle Solutions to provide a free and convenient e-waste recycling service under the National Television and Computer Recycling Scheme (NTCRS). We also recycle expanded plastics packaging returned through our Sydney repair centre, supporting greater recovery of packaging materials.

Sustainability Advantage

As a Bronze Partner of the NSW Sustainability Advantage program, Epson Australia collaborates with industry and government to strengthen our sustainability performance. The program has supported the development of our in-house sustainability capability, informed climate risk assessments and contributed to the development of local pathways to net zero.



Governance

Ethical business

At Epson, sustainability is built on more than ambition. It is underpinned by strong governance, ethical decision making and responsible business practices. Our governance framework guides how we operate, from supply chain management to legal compliance, data protection, risk management and anti-corruption. By embedding integrity into every aspect of our business, we strive to earn and maintain the trust of our customers, partners and communities.

Our commitment

Compliance is a core part of our commitment to being a trusted and respected global company. Employees complete a range of mandatory compliance training modules, including business ethics, anti-corruption and new in FY25, AI Ethics Education for General Employees. We also strengthen awareness through an annual Compliance Month and regular audits, helping ensure accountability and a strong culture of integrity across the organisation.

Our Principles of Corporate Behaviour

Our corporate legal and internal audit teams manage our compliance and ethics structure, ensuring that we fulfil our social responsibility by living up to our global Code of Conduct, and our Principles of Corporate Behaviour, which are:

1. Pursuing customer satisfaction
2. Preserving the natural environment
3. Fostering diverse values and teamwork
4. Ensuring effective governance and compliance
5. Creating a safe, healthy and fair work environment in which human rights are respected
6. Ensuring the security of people, assets and information
7. Working with business partners for mutual benefit
8. Prospering with the community
9. Initiating honest dialogue with our stakeholders

These nine principles allow us to be consistent in mitigating risk and accounting for any potential challenges.

Anti-corruption and compliance training

98% complete[1]

Business and human rights training

98% complete[1]

AI-ethics training

99% complete[1,2]

1. Training is ongoing, and the completion rate reflects participation as at the time of data capture.
2. New module introduced in FY25.
3. Across all our environmental, safety, ethical, legal and data obligations. This commitment covers a range of specific areas at Epson A/NZ, including regulatory incidents, workplace injuries, modern slavery, corruption, product safety, misleading advertising and data security.

Our commitment to maintaining ethical business practices

Maintain zero compliance breaches[3]	Ongoing

Image credit: Danny Au.

Our progress

We continued to strengthen our ethical business practices by expanding employee capability and reinforcing responsible business conduct. In FY25, we introduced AI Ethics Education for General Employees to help employees understand the responsible use of AI technologies, complementing existing mandatory training on human rights, business ethics, anti-corruption, competition law and information security. We also continued to embed anti-bribery and competition law requirements across our business through contractual obligations with partners and vendors, supported by guidelines, employee training and our annual Compliance Month.

Other key updates for FY25 include:

- Zero reportable environmental incidents[1]
- Zero fines for non-compliance[2]
- Zero number of cases involving bribery/corruption related penalties or dismissal
- Zero number of information security breaches
- Annual Compliance Month[3] in October

We take compliance violations extremely seriously and are committed to maintaining our status as an ethical company.

To support this commitment, we provide the **Whistleblower Hotline: 1800 676 787** (domestic); **+61 3 8393 3324** (from abroad), that all stakeholders, including customers, suppliers and local community members can use to report any ethical or compliance concerns anonymously.

Information security, product security and data privacy

Epson recognises information security as a key management priority and continues to strengthen its global governance framework, including the establishment of the Information Security Management Centre in FY26. We promote a security culture across the Group and embed “secure by design” principles into product development to support early vulnerability detection and response. Epson also manages personal data responsibly in line with applicable laws, regulations and international principles, including ISO/IEC 29100, to protect customer, partner and employee information.

Read more about information security at Epson on our website.

“I’ve always believed that our people are the foundation for a strong compliance culture. Compliance is not owned by one person or one team. It is a shared responsibility, built on open communication, ongoing awareness and a workplace environment where people feel comfortable raising issues rather than accepting them as the norm.”



Martin Edmilao
Legal and Compliance Manager, Epson A/NZ



1. No reportable environmental incident to authorities.
2. No breach of legal obligations resulting in formal enforcement actions or significant fines.
3. Each October, we run Compliance Month, a global initiative that provides all employees with targeted training on our Business Code of Ethics and Compliance, reinforcing a consistent understanding of our ethical responsibilities.

Image credit: Jose D Riquelme.

Responsible procurement

Our commitment

Epson's global operations and interconnected supply chain mean our responsibility goes beyond our own business activities. We understand that advancing sustainability requires collective action, working together with our suppliers, business partners and communities to drive positive outcomes.

We are committed to fostering strong, transparent relationships while promoting responsible practices across our value chain. This is reflected in our longstanding membership with the Responsible Business Alliance (RBA) since 2019, joining a global network dedicated to improving social, environmental and ethical standards in supply chains. Through our ongoing participation, we encourage suppliers to uphold these principles and align with our expectations, while recognising their independence and supporting ongoing collaboration.

Our local responsible procurement commitment

Introduce sustainable procurement guidelines by FY25 — **Completed** (with ongoing integration into procurement practices).

1. CMRT: Conflict Minerals Reporting Template, used for surveys on tin, tantalum, tungsten and gold (3TG).
2. EMRT: Extended Minerals Reporting Template, used for surveys on other minerals, including cobalt and mica.
3. Direct suppliers provide materials or components used in Epson's final products, while indirect suppliers deliver goods or services that support operations but do not become part of the end product.

Supply chain CSR strategy

Epson Group's supply chain Corporate Social Responsibility (CSR) strategy remains aligned with the RBA Code of Conduct, the UN SDGs and local regulations. This framework guides our mid- to long-term initiatives across the four material pillars:

- Promoting decent work
- Ensuring work safety
- Responsible mineral sourcing
- Environmental impact mitigation

Epson continues to promote responsible mineral sourcing and supply chain transparency, with key results including:

- **Supplier risk assessment:** 0% of major direct material suppliers were rated high risk.
- **Responsible minerals survey:** CMRT[1] and EMRT[2] survey returned high response rates, 99.1% and 98.5%, respectively. Suppliers with identified risks were asked to develop corrective action plans.

Visit our website for further information on our global supply chain initiatives.

FY25 global procurement snapshot

36% spent within Japan

64% spent outside Japan

Global procurement policy and supplier guidelines

Epson's responsibility extends beyond delivering quality products to promoting responsible practices throughout our supply chain. We work closely with partners to uphold high standards for human rights, labour and environmental ethics, using the Epson Group Supplier Guidelines to set clear expectations.

To monitor compliance, Epson Group conducts annual supplier evaluations and audits key manufacturing sites through the RBA's Validated Assessment Program (VAP). We actively support our suppliers through procurement conferences, training initiatives and confidential reporting channels.

Locally, Epson A/NZ strengthened engagement in FY25 by communicating our Supplier Code of Conduct to suppliers representing 70% of local procurement spend. Looking ahead, we will enhance our due diligence by incorporating supplier declarations into onboarding and developing targeted sustainability training.

Learn more about how Epson Group evaluates suppliers through different due diligence processes at our website.

Global direct vs indirect expenditure[3]

62%
spent on direct material suppliers
for production materials and outsourced manufacturing

38%
indirect spend
on factory consumables, machinery, public relations, logistics and staffing

Human rights due diligence and remediation

Epson is committed to respecting internationally recognised human rights guidelines, including the UN Guiding Principles on Business and Human Rights (UNGPs) and International Labour Organisation (ILO) conventions. Human rights governance is overseen by Seiko Epson Corporation's Board of Directors, with the Sustainability executive officer responsible for implementation. Epson Group's Human Rights Policy and Supplier Guidelines guide responsible practices across our value chain.

Through ongoing human rights due diligence, Epson identifies, prevents and mitigates potential human rights impacts through supplier engagement, self-assessments (SAQs) and third-party audits. During FY25, 0% of major suppliers of direct materials, service providers and labour agents were rated as high-risk. Human rights compliance is further supported through the RBA Validated Assessment Program (VAP), with our main manufacturing sites in Indonesia, Thailand and China achieving Platinum status as of July 2026. Where issues are identified, Epson provides support to suppliers until appropriate remediation is completed.

Locally, Epson A/NZ continues to provide Business and Human Rights training for employees, strengthening awareness of human rights risks and reinforcing our commitment to responsible sourcing across our supply chain.

Examples of corrections in FY25

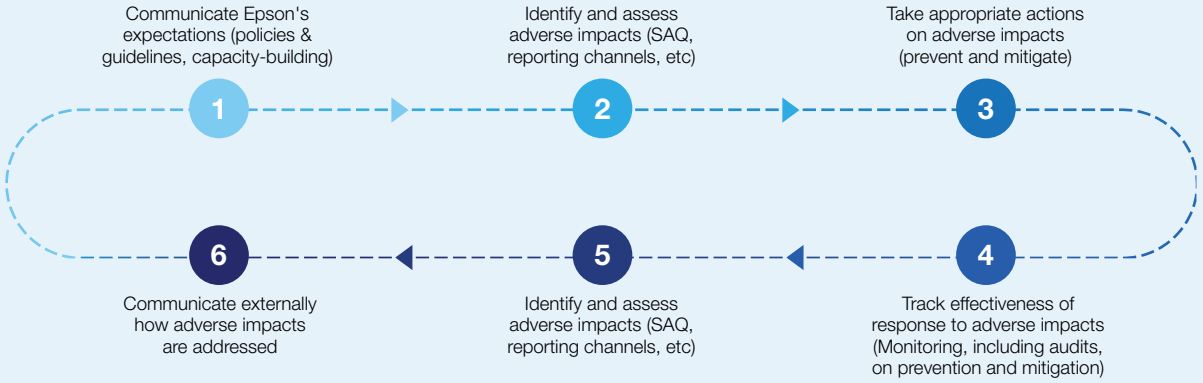
For cases in which deficiencies were identified in the SAQ results, we confirmed the following corrective actions:

- Execution of employment contracts and provision of a copy to the individual
- Formulation of a Zero Recruitment Fee Policy prohibiting the collecting of recruitment fees

Epson's approach to overcoming modern slavery

Epson Group's Modern Slavery Statement outlines our approach to identifying, preventing and addressing modern slavery risks through due diligence processes, training and remediation efforts, supporting transparency and accountability in line with international standards.

Epson Group's approach to human rights due dilligence



Working with suppliers to accelerate emission reductions

Recognising that a significant proportion of our greenhouse gas (GHG) emissions originate from our supply chain, Epson Group is taking action beyond its own operations to reduce environmental impacts across the value chain. Following the transition to 100% renewable electricity across the company's operations since 2023, Epson launched the Green Supply Chain Project to support suppliers in advancing their decarbonisation efforts.

Key elements of the initiative include:

- Supplier workshops and seminars to strengthen awareness and build technical capability
- Guidance and tools to support renewable energy adoption
- Encouragement for suppliers to establish science-based emissions reduction targets
- Ongoing engagement to promote shared responsibility for climate action

The project contributes to Epson Group's Scope 3 emissions reduction goals (see Climate Action section on page 10) and reflects our commitment to working collaboratively with suppliers to build a more sustainable and resilient supply chain.

Next steps

- Epson will continue to strengthen its human rights due diligence processes to prevent and mitigate modern slavery and human right risks across its value chain. This includes improving risk identification, corrective action, remediation tracking, supplier engagement and reporting, while enhancing responsible sourcing initiatives.
- Epson will also continue to monitor evolving global modern slavery and human rights regulations to support ongoing compliance.

Sustainability governance

At Epson, we embrace continuous improvement in sustainability through education, engagement and practical action.

Our commitment

We are committed to embedding sustainability into the fabric of our company by empowering employees with the knowledge and tools to contribute to our sustainability goals. We provide sustainability-focused training modules, including: Basic Environmental Training, Sustainability at Epson A/NZ and responsible sustainability communication training, to build awareness of key environmental topics and support credible communication.

We also encourage employee engagement through our dedicated Sustainability Month in June, which provides opportunities for employees to deepen their understanding, participate in activities and take action on sustainability. Throughout the year, we continue to support learning and engagement through internal resources and practical initiatives that encourage employees to contribute to positive environmental and social outcomes.



Sustainability governance

At Epson, sustainable growth is directed by global leadership and driven through local action. Globally, our Sustainability Office and Strategy Council report directly to the President to ensure our business activities align with societal needs.

Locally, our A/NZ Sustainability Committee translates this global vision into regional operations. Composed of representatives from diverse departments, the committee actively champions sustainable initiatives within their teams, fostering company-wide alignment and daily integration.

The Sustainability Committee meets on a monthly basis. The Committee:

- Reports to Executive Management Team (EMT) on the status of sustainability performance, including its observance of external commitments and obligations.
- Reviews and makes the recommendations to EMT in relation to the development of sustainability-related commitments and improvement initiatives.
- Acts as a co-ordinating unit to support the integration of sustainability across Epson A/NZ.
- Supports the development of sustainability communication and engagement activities to promote understanding and catalyse action across Epson A/NZ.
- Conducts an annual review (at the very minimum) of its performance and effectiveness, which may form part of the ISO 14001 management review.

Our progress

In FY25, we continued to build momentum in embedding sustainability across Epson A/NZ. We launched our inaugural Sustainability Month in June, creating opportunities for employees to learn, participate and connect sustainability with everyday actions. The initiative helped foster conversations across the business and reinforced that everyone has a role to play in supporting our sustainability ambitions. We also continued engaging with our leadership team to explore how sustainability can be further integrated into departmental priorities and goals.

Over the past year, we have seen positive momentum through increased engagement and more meaningful conversations across the business. Our focus now is to continue building sustainability into our ways of working, ensuring it remains a key consideration in how we manage risks, identify opportunities and create long-term value.



Fatida Un
Environment and Sustainability Manager, Epson A/NZ

Next steps

- Looking ahead, we will continue to work with teams across the business to identify opportunities where each function can contribute to our sustainability ambitions.
- In FY26, we will facilitate a workshop with management to explore practical actions and priorities over the next one to three years, helping to translate our sustainability commitments into meaningful business initiatives.
- Through these efforts and with the support of our Sustainability Committee, we will continue to listen, learn and evolve our approach to create lasting positive impact.

Image credit: Merche Llobera.



Sustainability commitments and reporting frameworks

Epson prioritises climate resilience as a cornerstone of sustainable growth. To keep pace with evolving global frameworks, we are continuously strengthening our governance, risk management and performance metrics to enhance transparency for our stakeholders.

In preparation for Australia's mandatory climate-related financial disclosures from FY28, we are progressing work to strengthen our climate-related reporting capabilities and close identified gaps. This includes enhancing our governance processes, climate risk and opportunity assessment approach, data collection and reporting procedures to support future disclosure requirements.

We are also conducting a double materiality assessment to refresh our three-year sustainability strategy, ensuring our priorities continue to reflect evolving stakeholder expectations, business considerations and emerging sustainability challenges. The outcomes of this assessment will inform our updated sustainability strategy and will be reported in our FY26 report.

This Impact Report is guided by internationally-recognised initiatives, principles and standards:

- Our greenhouse gas (GHG) emissions were calculated in alignment with the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Standard.
- Emissions data was consolidated and calculated using the Unravel Carbon platform, and Scope 1, Scope 2 and relevant Scope 3 emissions are reported in tonnes of carbon dioxide equivalent (tCO_2e) using current, geographically relevant emission factors.
- We also reference the United Nations Sustainable Development Goals (SDGs) to identify opportunities for improvement and support prioritisation of our sustainability actions.

Reporting with reference to GRI

This report was crafted with reference to the Global Reporting Initiative (GRI) standards, the world's most widely used framework for sustainability reporting. We believe this commitment to transparency and comparability is the best way to help our stakeholders accurately evaluate our progress and contribution to sustainable development.

You can find our GRI index on page 39 of the report.

Image credit: Fikri Muharom.

Awards, recognitions and certifications

Let's take a moment to recognise the awards, recognitions and certifications that reflect our ongoing commitment to sustainability. These achievements acknowledge the progress we have made and the continued efforts to create meaningful environmental and social impact.

Epson A/NZ:

GPTW - In FY25, Epson Australia achieved Great Place to Work® Certification, highlighting our dedication to creating a positive and supportive workplace culture. This certification reflects our continued focus on fostering an environment where employees feel valued, included and empowered to succeed.

ISO9001/ ISO14001 - Epson A/NZ aims to improve the environmental impact of our operations by reducing energy use, waste to landfill and carbon emissions. Our head office and warehouse facility in Sydney are certified against the ISO9001 and ISO14001 standards.

Sustainability Advantage - Epson Australia was recognised as a Bronze partner of NSW's Sustainability Advantage program, acknowledging our progress in sustainability. Through this collaboration, we've advanced climate risk assessments and developed local net-zero pathways.

CitySwitch - We are proud to be recognised as a CitySwitch Champion for three consecutive years, reflecting our ongoing commitment to measuring and reducing our carbon footprint through lower energy use, waste and emissions.

Epson Group:

Ecovadis - Epson has earned a Gold medal for overall sustainability, a recognition awarded to the top 5% of companies assessed by independent platform EcoVadis. It reflects the quality of our sustainability management system and demonstrates a commitment to promoting transparency throughout the value chain. See our EcoVadis medal.

RBA - Our main Epson manufacturing sites in Indonesia, Malaysia, China and the Philippines have been audited under the RBA Validated Assessment Program (VAP) and achieved platinum status, the highest level, demonstrating strong performance in areas including labour practices, occupational health and safety, environmental standards and ethical business practices.

CDP - Epson was recognised on CDP's Water Security A List, one of the highest ratings in CDP's assessment. Of more than 22,000 companies that disclosed information to CDP, only around 4% achieved an A List rating.

MSCI - Epson received Morgan Stanley Capital International's (MSCI) highest AAA ESG rating for the third consecutive year, recognising its strong leadership in environmental, social and governance (ESG) management. As a leading provider of investment research and indexes, MSCI assesses how companies manage ESG-related risks.

FTSE4Good - For 23 consecutive years, Epson has been included in the FTSE4Good Index Series by FTSE Russell, demonstrating strong ESG performance and signalling to investors and stakeholders its commitment to responsible business practices.

Image credit: Alex Wides.

GRI Index

Epson has reported the information cited in this GRI content index for the period April 2025 - March 2026 with reference to the GRI Standards.

GRI 1: Foundation 2021

GRI standard	Disclosure	Location, page
Universal Standards		
GRI 2: General Disclosures (2021)	2-1 Organisational details	p.4, 7
	2-2 Entities included in the organisation's sustainability reporting	p.4, 7
	2-3 Reporting period, frequency and contact point	p.4
	2-6 Activities, value chain and other business relationships	p.7
	2-7 Employees	p.7
	2-9 Governance structure and composition	p.36
	2-10 Nomination and selection of the highest governance body	p.36
	2-11 Chair of the highest governance body	p.36
	2-12 Role of the highest governance body in overseeing the management of impacts	p.36
	2-13 Delegation of responsibility for managing impacts	p.36
	2-22 Statement on sustainable development strategy	p.6
	2-23 Policy commitments	p.32-35
	2-24 Embedding policy commitments	p.32-35
	2-25 Processes to remediate negative impacts	p.35
	2-26 Mechanisms for seeking advice and raising concerns	p.33
	2-27 Compliance with laws and regulations	p.32-33
	2-28 Membership associations	p.31
	2-29 Approach to stakeholder engagement	p.8, 20–23
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p.8
	3-2 List of material topics	p.8
	3-3 Management of material topics	p.10–36
Topic Standards		
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	p.17
	101-2 Management of biodiversity impacts	p.14-19
	101-4 Identification of biodiversity impacts	p.17
	101-5 Locations with biodiversity impacts	p.17
	101-8 Ecosystem services	p.17
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	p.10-13
	102-2 Climate change adaptation plan	p.13, 37
	102-4 GHG emissions reduction targets and progress	p.10–12
	102-5 Scope 1 GHG emissions	p.12
	102-6 Scope 2 GHG emissions	p.12
	102-7 Scope 3 GHG emissions	p.12
	102-8 GHG emissions intensity	p.12

GRI standard	Disclosure	Location, page
Topic Standards (continued)		
GRI 103: Energy 2025	103-1 Energy policies and commitments	p.10-13
	103-2 Energy consumption and self-generation within the organization	p.13
	103-4 Energy intensity	p.12
	103-5 Reduction in energy consumption	p.13
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	p.34
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	p.34–35
	205-3 Confirmed incidents of corruption and actions taken	p.33
GRI 301: Materials 2016	301-1 Materials used by weight or volume	p.14-15
	301-2 Recycled input materials used	p.14-15
	301-3 Reclaimed products and their packaging materials	p.14-16
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	p.16
	306-2 Management of significant waste-related impacts	p.14-16
	306-3 Waste generated	p.16
	306-4 Waste diverted from disposal	p.16
	306-5 Waste directed to disposal	p.16
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	p.34
	308-2 Negative environmental impacts in the supply chain and actions taken	p.34
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	p.20–23
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	p.20–23
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p.7
	405-2 Ratio of basic salary and remuneration of women to men	p.21
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p.21, 33
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p.34–35
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	p.24–26
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	p.34–35
	414-2 Negative social impacts in the supply chain and actions taken	p.35
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	p.27, 30
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	p.29–30, 36

Acknowledgement

This report features panoramic photographs from the Epson International Pano Awards, the world's largest competition for panoramic photography. For more information, visit www.epson.com.au/pano-awards.

We are grateful to everyone who contributed to this third Impact Report, including our employees, customers, partners and community supporters. It reflects our collective effort and shared commitment to advancing sustainability.

Liability

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Our future
in full colour

IMPACT REPORT 2025/26

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Image credit: Peter Demsulsant.