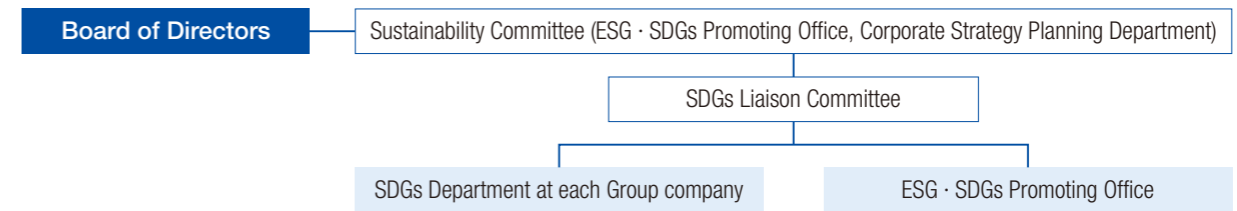


SDGs Strategy

Sustainability Policy

Starting with its Statement of Purpose, the Seiko Group will strive to use its business activities, which aim to create **WITH** (**W** : Well-being-A Better Life / **I** : Inclusion-for all people / **T** : Trust-Certainty and Trust / **H** : Harmony-with the Earth) to realize the Group's steady growth and contribute to the development of a sustainable society.

Promotion System Diagram



Well-being A Better Life

Materiality Overview	Key Actions	Major Initiatives	Specific Initiatives and Progress	SDGs Goals
Contribute to greater job satisfaction and active participation by diverse individuals	Develop human resources as a pillar of our growth strategy, and work to improve engagement and promote diversity	<ul style="list-style-type: none"> Develop human resources (take measures to develop entrepreneurial and digital transformation resources, and environmental improvement, including systems) Conduct engagement surveys Emphasize diversity in hiring and set goals to promote active adoption Promote health management 	SGC Implementation of engagement surveys Recognized under the Certified Health & Productivity Management Outstanding Organizations Recognition Program (SWC, SGC: recognized for three consecutive years starting in 2020, STC, WAKO: recognized in 2022) HC Actively promoting the employment of individuals with disabilities and developing human resources at Aoba Watch Service Co., Ltd.	→ P.44
Promote mental and physical health and achieve social welfare	Develop products to enter medical and healthcare businesses	<ul style="list-style-type: none"> Enter healthcare field through the development and sale of devices and materials for medical applications in cooperation with third parties 	SII Sales of medical devices and materials such as hip prostheses materials SWC Sales of watches for the visually impaired (tactile watches, audio digital watches) SFC Development of an oral sensor device (in clinical trials)	
Implement initiatives for respecting human rights	Conduct thorough investigations regarding human rights	<ul style="list-style-type: none"> Establish and continuously promote a due diligence system for human rights Promote in-house education on human rights 	SGC Established a due diligence system for human rights across the entire Group (in 2022) and starting implementing human rights due diligence (from 2023) In-house education on human rights (seminars, regular educational activities, harassment training)	→ P.42
Cultivate and support the next generation	Support the growth and development of the next generation through hands-on events, classes, etc.	<ul style="list-style-type: none"> Ongoing implementation of the Seiko Exciting School Hold Seiko Jazz Camp 	SGC Held classes, such as at our Exciting Time & Timepieces School and Exciting Sports School (roughly 300 classes and 2,500 participants in FY2022) Held Seiko Jazz Camp	→ P.52

Inclusion for all people

Contribute to the creation of a safe, secure, and inclusive social infrastructure	Create and provide digital solutions to help realize a new age of society, where all people and goods are connected	<ul style="list-style-type: none"> Provide Cloud- / AI- / IoT-enabled platforms to improve social infrastructure Provide products and services that bring about an inclusive world 	SSOL Development of AI smart maintenance services	→ P.35
Contribute to a prosperous society through support for culture and sports	Promote sports, music, and cultural activities that enrich people's lives and enhance our corporate value	<ul style="list-style-type: none"> Sharing the Seiko Museum Ginza's concept of Time Culture with the world Continue sports timing activities, sponsorship of sporting events, and support for athletes Host concerts to support the recovery of East Japan 	SGC Shared the Seiko Museum Ginza's concept of Time Culture with the world through related events Official timer of the Tokyo Marathon (consecutively since 2007) Sound of "Wa" Concert to Support Eastern Japan (held on March 10, 2023 at Bunkamura Orchard Hall)	→ P.52
Contribute to local communities	Support activities in local communities that promote social revitalization at all our facilities, both inside and outside Japan	<ul style="list-style-type: none"> Promote socially beneficial sports events and beautification activities in collaboration with local residents and communities 	WAKO Participation in the Spring cleaning event on Ginza street / Harumi Street and [2023 Strolling on the Ginza with Yukata] sponsored by Ginza Street Association. NPC Support for National Shiobara Onsen Yukemuri Marathon	

Trust Certainty and Trust

Provide high-quality products and services that are trusted by society	Develop high-quality, high-added-value products and services by leveraging the strengths of each business domain to increase sustainable business activities	<ul style="list-style-type: none"> Provide highly reliable products and service infrastructure that generates digital trust (trust in security, privacy, safety, etc. of our services) Enhance after-sales service system and expand quality improvement program globally Strengthen quality assurance system Pass down technical skills and techniques 	SSOL Generating digital trust through the provision of services such as time stamps, electronic contracts, invoicing SII Manufacture and sale of wireless sensor network products and batteries for medical devices, etc.	→ P.32
Promote responsible procurement and supply chains	Establish and operate a sustainable supply chain management system that addresses social issues, including human rights and the environment	<ul style="list-style-type: none"> Revise Procurement Policy Establish and implement procurement guidelines 	SGC Established the Procurement Guidelines (November 2022), operational rules for supplier engagement, the Responsible Procurement Liaison Meeting (July 2023), and the Responsible Mineral Sourcing Policy (October 2023)	→ P.41
Strengthen corporate governance and the compliance structure	Maintain and improve corporate governance and compliance operations based on respect for all relevant laws and regulations	<ul style="list-style-type: none"> Further strengthen the operations of the Corporate Governance Committee, Corporate Ethics Committee, Risk Management Committee, and other bodies 	SGC Harassment training is to be held in the form of a workshop Enhancing the understanding of and communication with Outside Directors (via tours of major facilities, meetings to exchange opinions with employees, etc.)	

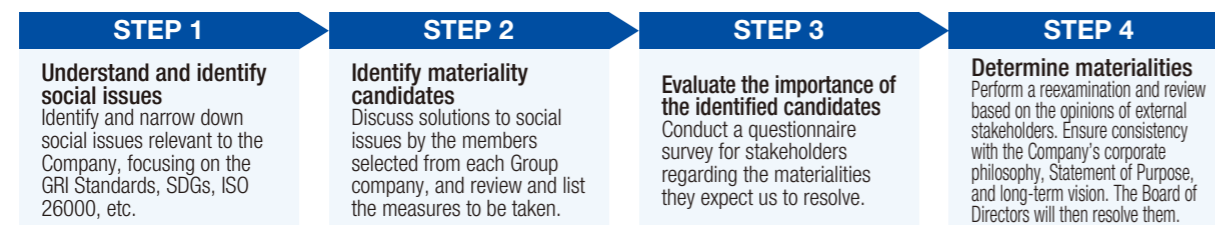
Harmony with the Earth

Implement initiatives for climate change and decarbonization	Plan and promotion of reduction measures in line with the Seiko Group's long-term goal of reducing CO ₂ emissions Provide products and services that contribute to realizing a decarbonized society	<ul style="list-style-type: none"> Promote group-wide energy conservation and active introduction of renewable energy Introduce environmental support systems 	WAKO Achieved 100% renewable electricity consumption at all stores and offices SWC Planning to achieve 100% renewable electricity consumption at all factories, stores, and offices in Japan (2023) SGC Formulation of a brought-forward plan to achieve 100% renewable energy consumption at all of the Group's domestic locations (to be introduced in FY2026)	→ P.38
Help to realize a recycling-oriented society	Create and expand lineup of environmentally friendly products and services Promote 3Rs (Reduce, Reuse, Recycle)	<ul style="list-style-type: none"> Create resource-saving and eco-friendly products Simplify packaging materials and shift to using renewable materials Reduce losses in raw materials and waste products Increase use of reusable parts and recycled materials 	SWC Reduction of paper and plastic in products' auxiliary materials (instruction manuals, warranty cards, boxes, etc.) WAKO Development and sale of original products using materials from REDA, the first textile company to obtain B Corp Certification SPT Expand sales of cassette molds that significantly reduce CO ₂ emissions SSOL Optimization of inventory levels and reduction of food loss by collecting and analyzing restaurant order information WAKO Launch of upcycled products made from leather scraps (MANACO FRIENDS, momiji) STC Reuse of scoreboards used in sports competition (update system equipment parts by utilizing the reusable parts of existing equipment)	
Coexist and harmonize with nature	Aim for coexistence with nature by increasing activities to conserve biodiversity and natural capital in each of our business locations	<ul style="list-style-type: none"> Working together with local residents and outside experts to promote nature conservation (e.g., tree planting and preservation of marine resources) 	SWC Support for and employee participation in environmental conservation activities under our comprehensive cooperation agreement with Iwate Prefecture Sponsorship of and employee participation in conservation activities for the PADI Marine Debris Program Environment School run by Morioka Seiko Instruments	

For more information on our sustainability initiatives, please refer to our website.
<https://www.seiko.co.jp/en/csr/>

SGC Seiko Group Corporation **SWC** Seiko Watch Corporation **STC** Seiko Time Creation Inc. **WAKO** WAKO CO., LTD. **SII** Seiko Instruments Inc. **NPC** Seiko NPC Corporation
SFC Seiko Future Creation Inc. **SSOL** Seiko Solutions Inc. **HC** Human Capital **SPT** SEIKO Precision (Thailand) Co., Ltd.

The Process to Determine Materialities



International and Domestic Initiatives

WE SUPPORT

For more information on our international and domestic initiatives, please refer to our website.
<https://www.seiko.co.jp/en/csr/>