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Editorial Policy

- Placing importance on CSR (Corporate Social Responsibility) as a principal pillar of corporate management, this year we changed the title of this report from "Environmental Report" to "Sustainability Report" to report on our corporate activities from three aspects; environment, economy, and society. This report was prepared jointly by the Quality & Environment Center and the CSR Operation Section.
- This Sustainability Report 2004 was prepared in compliance with the Ministry of the Environment's Environmental Report Guidelines (2003 edition) and with reference to the Sustainability Reporting Guidelines 2002 of the Global Reporting Initiative.
- As features distinguishing this sustainability report from its previous edition, the following information is newly included:
 - Discussion with Top Management on Environmental Management  pp.5-8
 - Stakeholder Dialog to Read Sustainability Report  p.26
 - Environmental Aspects of Social Responsibility  pp.9-10
 - Responsibility to the Employees  pp.27-28
 - Responsibility to the Customers  p.25
 - Responsibility to the Local Residents  p.29
 - Responsibility to the Business Partners  p.26
 - Environmental Activities of Domestic Sites and Overseas Sites  p.31
- Larger space has been given to introduce our Green Products development.  pp.17-20
- To maintain the transparency of the contents, we held "Stakeholder Dialog to Read Sustainability Report" using the draft report. After having discussions that include questions and answers on our activities and opinion exchange on future measures, we received a continued evaluation from last year in the form of independent message.  pp.26,34
- This report explains the Casio Group's business activities and environmental aspects. It also describes the group's environmental management system, including the group-wide environmental philosophy, environmental policies, institutions, and Environmental Action Plan, to reduce the impact of the group on the environment. The achievements of individual initiatives are also presented.
- For detailed information supplementing this report, including performance data, please refer to the Casio Web site at: <http://world.casio.com/env/> 
- To facilitate two-way communication with readers and provide information, the back cover provides further contact information and our website URL.
- This report, including charts, has been designed color barrier-free in consideration of readers who have trouble seeing certain hues.

Readers

- We target all stakeholders as readers and keep the articles in this report easily comprehensible for all the general users of Casio products and Casio Group employees.

Period and Scope

This Sustainability Report 2004 mainly summarizes the Casio Group's economic, environmental and social activities on environment conducted during fiscal 2003 (April 1, 2003 to March 31, 2004).

Environmental impact data provided in this report concerns both the Casio Group's domestic sites and overseas sites. For domestic sites, all the sites are targeted except for sales-, service-, and information processing-related sites and most of the environmental impact caused by them are covered. For overseas sites, environmental impact data collected at major sites are described.

The Casio Computer Hachioji Research & Development Center is included in the Electronic Component Division, and the Head Office, the Hamura Research & Development Center, and the Tokyo Product Control and Technical Center are included in the Electronics Equipment Division.

as of March 2004

		Casio Group sites	Main businesses	Number of sites
Domestic	Electronic Component Division	Hachioji Research & Development Center, Casio Computer Co., Ltd.	Research and Development for electronic devices (LCDs, etc.)	1
		Kofu Casio Co., Ltd.	Manufacture of electronic calculators, mobile information devices, and LCD devices	2
		Kochi Casio Co., Ltd.	Development and manufacturing of liquid crystals and other electronic devices	1
		Casio Micronics Co., Ltd.	Manufacturing and sales of electronic devices	2
		Head Office, Casio Computer Co., Ltd.	Head office functions	1
	Electronics Equipment Division	Tokyo Product Control and Technical Center, Casio Computer Co., Ltd.	Development, design, and procurement for system equipment	1
		Hamura Research & Development Center, Casio Computer Co., Ltd.	Development, design, and procurement for digital cameras, electronic timepieces, cellular phones, and other products	1
		Yamagata Casio Co., Ltd.	Manufacturing of electronic timepieces, digital cameras, communications equipment, and other products	2
		Casio Electronic Manufacturing Co., Ltd.	Manufacturing of page printers	1
		Casio Support System Co., Ltd.*2	Refurbishing and sales of electronic calculators and other electronic equipment	5
Overseas*1	Electronics Equipment Division	Casio Techno Co., Ltd.	Repair, sales, and maintenance of equipment and other electronic equipment	1
		CCP Co., Ltd.	Manufacturing and sales of toys and sundry goods	1
		Casio Korea Co., Ltd.	Manufacturing of electronic timepieces	1
		Casio Taiwan Ltd.	Manufacturing of parts for electronic timepieces	1
		Jiu Shui Keng Casio Electronics Factory	Manufacturing and sales of electronic timepieces	1
		Casio Electronics (Zhuhai) Co., Ltd.	Manufacturing and sales of electronic musical instruments	1
		Casio Electronics (Zhongshan) Co., Ltd.	Manufacturing and sales of electronic calculators	1
		Casio (Thailand) Co., Ltd.	Manufacturing of electronic timepieces	1

*1. Overseas sites are not included in the Environmental Action Plan for energy conservation and waste reduction.

*2. Casio Refre Co., Ltd. changed its name to Casio Support System Co., Ltd. in fiscal 2002.

- The Information Technology System HQ, which was formerly located in Tokyo Product Control and Technical Center, was relocated to the Hachioji Research & Development Center in April 2004. The site is currently used by Casio Hitachi Mobile Communications Co., Ltd.

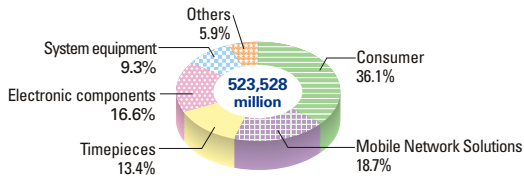
Corporate Data (as of March 31, 2004)

Registered name: Casio Computer Co., Ltd.
Established: June 1, 1957
Head office: 6-2, Hon-machi 1-chome, Shibuya-ku,
Tokyo 151-8543, Japan
President: Kazuo Kashio
Paid-in capital: ¥41,549 million
Net sales: ¥523,528 million (consolidated)

Main lines of business

Consumer : Electronic calculators, electronic dictionaries, label printers, visual-related products, digital cameras, electronic musical instruments
Timepieces : Digital watches, analog watches, clocks
Mobile Network Solutions (MNS) : Cellular phones, pocket computers, handy terminals
System equipment : Electronic cash registers (including POS systems), office computers, page printers, data projectors
Electronic components : LCDs, bump processing consignments, TCP assembly and test processing consignments, carrier tape
Others : Factory automation, molds, toys, etc.
Number of employees : 3,293 (non-consolidated), 11,637 (consolidated)
Consolidated companies : 53 subsidiaries (domestic and overseas), 7 equity-method affiliates (domestic and overseas)

Sales by product category



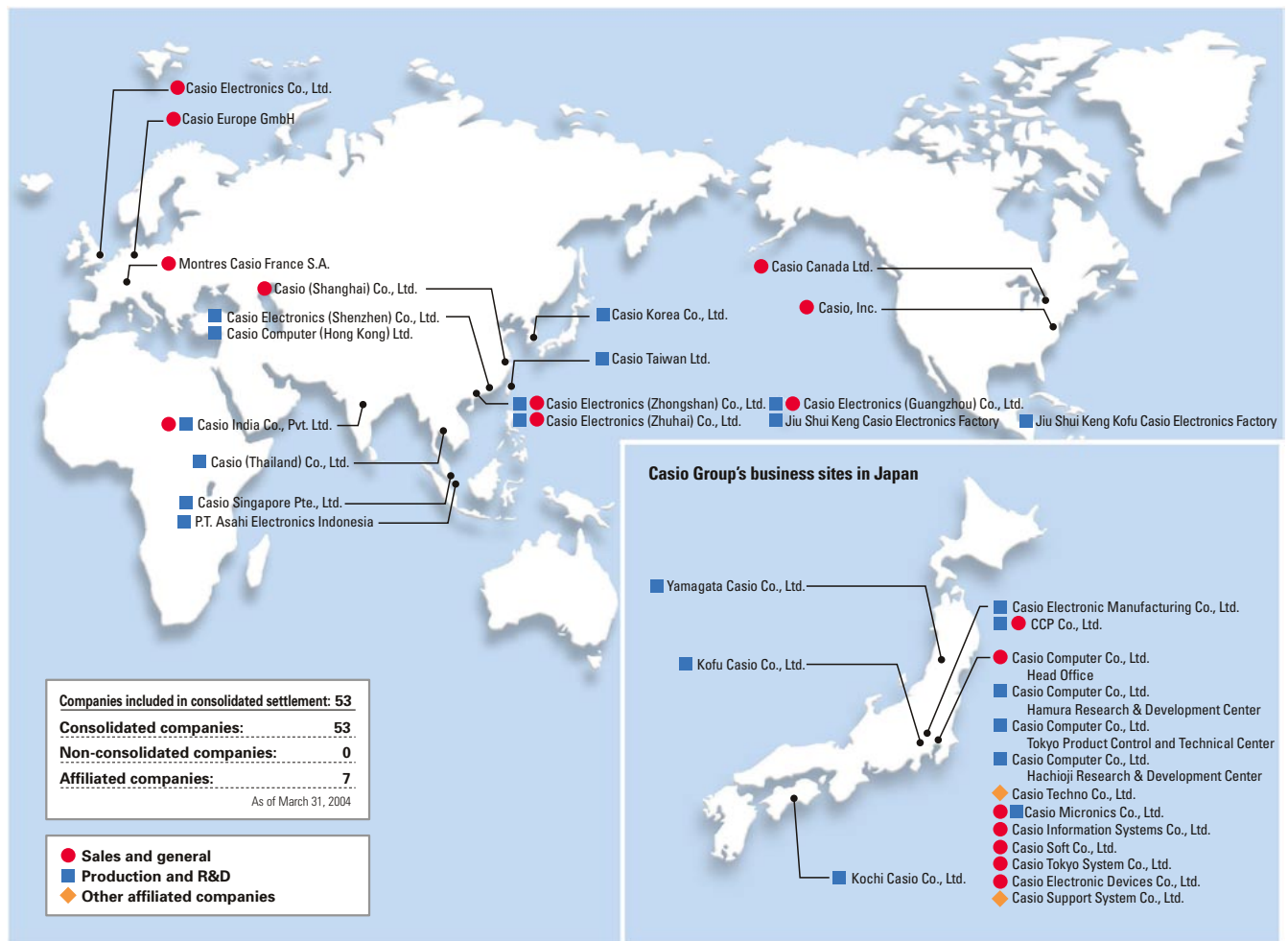
Casio Group Profile

Consolidated financial highlights

(Unit : ¥1million)

	FY1998	FY1999	FY2000	FY2001	FY2002	FY2003
Net sales	451,141	410,338	443,930	382,154	440,567	523,528
Domestic	245,180	231,181	269,536	222,684	268,601	299,224
Overseas	205,961	179,157	174,394	159,470	171,966	224,304
Operating Income	12,551	19,477	17,905	-10,418	17,914	27,491
Total assets	506,566	507,105	445,883	449,224	459,113	496,039
Shareholders' equity	170,721	169,634	162,375	134,317	131,957	144,403
Capital Investment	31,212	35,546	30,278	15,737	11,168	16,213
Employees	17,269	19,325	18,119	14,670	11,481	11,637

Domestic and Overseas Sites (as of March 31, 2004)








To Fulfill our Corporate Social Responsibility

In fiscal 2003, measures to build a sustainable society were further promoted in the international community. We recognize that the tightening of environmental regulations throughout the world, including the European WEEE and RoHS Directives, means that all the companies are required to assume their own Extended Producer Responsibility.

Against this background, Casio Group is committed to contribute to the achievement of a sustainable society through environmental conservation measures and CSR activities.

On June 1, 2003, the anniversary of Casio Computer's founding, we established the Charter of Creativity for Casio. This Charter stipulates Casio Common Commitment and Code of Conduct with which all the employees, including the management, must comply in order to achieve Casio's "Creativity and Contribution" management philosophy. To ensure each and every Casio employee fully confirms, understands, incorporates it into his/her daily business and carries out the actions required for them, all the employees signed this charter.  p.7

In the Environmental Management Survey conducted in 2003 by Nihon Keizai Shimbun, Inc., the Casio Group came in 22nd. Also, in the Sustainable Management Rating* to assess corporate social responsibility, the Casio Group was selected as one of the 20 best practice companies.  p.8 We are determined to further improve our management system through the PDCA cycle  p.14, i.e. repeatedly analyzing the evaluation results, defining the future challenges, and improving the current status.

In April 2004, we set up the CSR Operation Section, which is directly controlled by the President. The CSR Operation Section will implement group-wide activities on environmental conservation, compliance, social contribution, and risk management that were previously dealt with by each division, and will activate the CSR activities and corporate governance throughout the company.

Since its foundation, Casio has been developing creative products that are light weight, thin, short, compact and low power consumption as Casio's core competence. Light weight, compact, and energy efficient literally mean energy and resource saving. In addition, we will expand the sales of those products as Green Products together with data projectors newly launched in the market last year, the "EXILIM" digital camera, electronic dictionaries, and Radio-Controlled and Solar-Powered Watches.

Sustainability Report 2004 provides details and achievements about the Casio Group's environmental management and CSR activities in fiscal 2003. I hope that the report will help as many stakeholders as possible deepen their understanding about our environmental and CSR activities. We sincerely hope to receive our reader's frank opinions and comments on the report.

July 2004

*The Sustainable Management Rating is conducted by the Sustainable Management Rating Institute to rate the companies in the three fields of management, environment and society by reviewing 189 items of evidence and conducting interviews with the top management.

Kazuo Kashio
President and CEO


梶尾和雄



Activities in Fiscal 2003 and Future Measures

In fiscal 2003, we revised the Casio Voluntary Plan for the Environment (CVPE), the Environmental Action Plan “Clean & Green 21” Initiative, and the Casio Group Green Procurement Standard Manual, focusing on the environmental conservation activities to comply with the WEEE and the RoHS Directives in Europe. We also established the Charter of Creativity for Casio to achieve “Creativity and Contribution”, Casio’s corporate creed, and aggressively promoted CSR activities.

Activities and Results

For environmental activities related to products, we added 67 models to the Green Products lineup in fiscal 2003. For C.G.P. 50 Activity  p.17, we increased the rate to 44.4% of total sales. To achieve 50% in fiscal 2005, we will make further efforts on the eco-designs.

Based on the Law for Promotion of Effective Utilization of Resources, we started the recovery and recycling of PCs from Households in October 2003, in addition to PCs from Corporate Customers, which are already being recovered and recycled.

For activities at our group companies, Yamagata Casio, Kochi Casio and the Head Office achieved zero emissions in fiscal 2003, following the achievement by Kofu Casio (head office and Ichinomiya branch) and Casio Micronics (in Yamanashi) and Casio Electronic Manufacturing. As a result, a total of seven companies have achieved zero emissions.

For green procurement activities, Casio Group conducted full-fledged revision of the Casio Group Green Procurement Standard Manual in March 2003 as an effort to comply with the RoHS Directive. We achieved green procurement rates of 91.1% for domestic sites and 70.0% for overseas sites. We will continue to step up our efforts to achieve the fiscal 2005 target of 95% for domestic sites and 85% for overseas sites.

Future Measures

Efforts are underway to establish Casio Group’s internal system to comply with the European WEEE Directive, which requires the establishment of a recycling system by August 2005, and the RoHS Directive, which bans the use of specified chemical substances in and after July 2006. In fiscal 2004, we will promote measures in consideration of the legislation of each country.

For mid-term activities, we will revise the Environmental Action Plan “Clean & Green 21” Initiative on a continuous basis in line with our progress and will continue to improve the products and environmental performances of Group companies. For details, please refer to the text of this Sustainability Report 2004.

July 2004

Yukio Kashio
Executive Vice President
and Representative Director
Chairman of the Casio Environmental
Conservation Committee

桧尾幸雄

Discussion with Top Management on Environmental Management

What can Casio do to achieve a sustainable society? President Kashio discussed this with Mr. Mita, who has extensive knowledge on building a sustainable society. Mr. Mita currently serves as Chairman of the Sustainable Management Forum of Japan, a non-profit organization. He is also Chairman of the Sustainable Management Rating Institute.

Envisioning the ideal state of affairs will lead to the achievement of sustainable environment and the prosperity of companies

Mita: The Sustainable Management Rating Institute is based on the Sustainable Management Forum of Japan non-profit organization. Let me first explain the background of this Institute's foundation. Through an exchange of opinions with experts at the IPCC (the Intergovernmental Panel on Climate Change) during the Kyoto Conference on Climate Change (COP3), their observation coincided with ours; that around 2050, the amount of wealth damaged by natural disasters will surpass that created by humans. "If that is true," I thought, "we have to consider how to recover the environment, and in a wider sense, how to change the human society," setting the year 2030 as a strategic target. This is the reason why we established this Institute. In this regard, although it is just a forum, our organization has clear strategic objectives. Ratings have generally been used for financial purposes such as loans and investments, but in response to a request from the Ministry of the Environment, a rating of human society was conducted to assess the degree of change needed to become a



Kazuo Kashio

President and CEO

green company, compared with the goals. This rating marked its second anniversary this year.

Looking at the world food situation, for example, food production for the population of 6.45 billion is decreasing, affected by poor harvests in recent years. If this trend continues, economically disadvantaged countries will be severely affected. Companies, on the other hand, are powerful in a sense. I think they need to meet expectations of people and to make reasonable efforts toward this situation. I would like to hear Casio's basic response to the current situation in the world, the environmental situation and social confusion.

Kashio: I always manage the company with the question "what is an ideal world?" in my mind. In my opinion, dividing this world into countries may pose a problem when the globe is looked at as a whole. For example, wars are caused by those who want to protect their country. You can see a similar problem in recent discussions on dispatching Japanese Self Defense Forces overseas. I think it will be the best to manage the world as one, sharing the resources with all the others. In this regard, Casio's response will be a focus on compliance including conservation of the environment and CSR.

Mita: I understand what you mean. However, if all the countries are united as one, they will lose their own characters. I believe that it is necessary for all the people in the world to cooperate to unite the world while respecting individual languages and cultures as well as the identities of each ethnic group. In that sense, it may be natural that environmental approaches taken by the United States or European countries differ from our traditional approach. There are many paths leading to the top of Mt. Fuji. Every climber becomes creative and takes his or her own approach to the top. I think this thinking will appeal to the Japanese people. I also think it is natural that rating methods may vary depending on the situation.

Developing environmentally conscious products utilizing light weight, compact, and energy efficient technologies

Mita: As a manager of a global corporation, do you have any idea how to introduce the Japanese way of thinking or technical characteristics in environmental management?

Kashio: There are many methods and ways of thinking. Since our foundation we have developed products that are light

Glossary

The Kyoto Conference on Climate Change(COP3): The 3rd Session of the Conference of the Parties to the United Nations Framework Convention on Climate Change (COP3) held in Kyoto in 1997. Developed countries were required to reduce their greenhouse gas emissions by approximately 5% below 1990 levels in the commitment period of 2008 to 2012.

IPCC: IPCC stands for the Intergovernmental Panel on Climate Change. This panel, established in 1988, organizes and assesses various knowledge on the risks of man-caused climate change and provides advice and counseling to each government.

weight, compact, and energy efficient as Casio's core competence. I believe that continuously developing environmentally friendly, environmentally conscious products utilizing each company's own technology will eventually lead to the conservation of the global environment.

Mita: In 1975, I took a tour of the U.S. and Europe to observe incinerators and incineration technologies. This is partly because I expected that medical waste would pose a serious problem in the future. In the U.S., Canada, Italy, Germany and Sweden, I was often asked why I was there and told that Japanese technology was the best in the world.

Though the technology they meant there was only on environmental pollution control, I rediscovered the excellence of Japanese technology, which the Japanese people should further extend. In the environmental aspect, in particular, Japanese spirituality can be utilized for technological development.

Meanwhile, could you tell me about Casio's efforts in response to the recently seen trend in Europe to tighten control on chemical substances?

Kashio: For hazardous chemical substances used in our products, Casio carries out Green Procurement designating the controlled substances whose use must be banned or restricted. Especially for the chemical substances designated in the RoHS Directive, we are making company-wide efforts, including subsidiaries, and setting the goal to eliminate them totally in our Environmental Action Plan.

Mita: At present, how many controlled chemical substances are used?

Yamada: Basically, we comply with the PRTR law. The Electronics Equipment Division controls 30 chemical substances while the Electronic Component Division controls 40 substances.

Among them, we are striving to eliminate 6 substances containing lead and used in the products totally by 2005 to comply with the RoHS Directive.

Mita: In the environmental conservation activities, how do you establish a system to achieve positive results?

Yamada: Our concept to develop light weight, compact, and energy efficient products, as the President explained earlier, is for producing value-added products with fewer resources. Casio had adopted this approach as our corporate policy before environmental problems came to be an issue. In order to step up the efforts, we established the "Casio Voluntary Plan for Environment," which is revised every year to review the environmentally conscious standard and tighten it to meet the current times. The contents of



Kazutomi Mita

Chairman of the Sustainable Management Forum of Japan, he also serves as Chief Director, Sustainable Management Rating Institute.

He graduated from the University of Tokyo in 1961. After becoming the chief editor of "Kokusai Shicho," he established and has represented a number of public interest corporations, companies and organizations relating to energy and recycling since the 1970s. Has been involved in research and consulting at universities, hospitals and administrative agencies in 60 countries all over the world, and has worked for the advisory committee of the Ministry of International Trade and Industry and the Tokyo Metropolitan government. He has also been a visiting professor of a university, a corporate advisor, and a representative of Mita Environmental Management Consulting INC. The Sustainable Management Rating Institute was established in 2001, based on the Sustainable Management Forum. He serves as Chairman of the Sustainable Management Forum, Chairman of the Sustainable Management Rating Institute, and a visiting professor of Saitama University as of March 2004.

this plan are introduced in this Sustainability Report 2004.

This system is highly esteemed by the judges for ISO 14001 certification.

Always remember the spirit of contributing to the social responsibility expected of us

Mita: Japanese society is not as secure as it used to be, and some people attribute this trend to education. I think that these days people do not seem to make much of the basic rules in society, such as to adhere to laws or not to cause ethical problems to others. In the U.S., for example, management of prestigious companies violated the law, and this trend also applies to Japan. This is also not a good trend in terms of education. Because companies can have great influence on society, society requires the companies to be a model. I think it is necessary for companies to set a code of conduct and establish a solid system that does not allow violation of laws. Please tell me Casio's response.

Glossary

RoHS Directive: An EU directive on restriction of the use of certain hazardous substances in electrical and electronic equipment to be implemented in EU member countries from July 1st, 2006. The substances are mercury, cadmium, lead, hexavalent chromium, polybrominated biphenyls (PBBs), and polybrominated diphenyl ethers (PBDEs). Casio has already eliminated PBBs and PBDEs.

PRTR Law: PRTR stands for Pollutant Release and Transfer Register. Under the PRTR law, the national government tabulates and announces data on the transfer of chemical substances that might be harmful to human health and the ecosystem and their release into the air, water, and soil based on reports submitted by companies.

Discussion with Top Management on Environmental Management

Kashio: Last year, on the anniversary of Casio Computer's founding, we established the Charter of Creativity for Casio. Casio Common Commitment is summarized in a card, which has been distributed for all the employees, including myself, for signature. By raising the ethics of all the employees as an ongoing matter, we ensure that they always take ethical and model actions.

Mita: Casio Group operates a number of factories. Those factories, like it or not, play a central role in the lives and culture of the local residents. Please tell me Casio's approach to interact with the people in the local community.


Kashio: I think companies are inevitably required to contribute to the local community in the management of their operations. We are making efforts based on the spirit of contribution, which is our management philosophy.

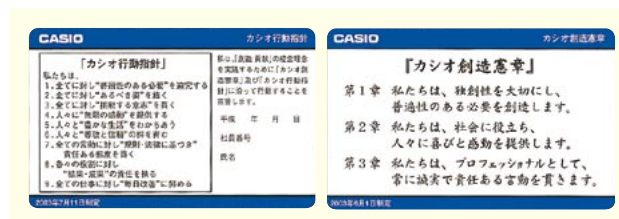
Yamada: Specifically, we held environment-related events tailored to each site, as described in pages 26 and 27 of the Environmental Report 2003 issued last year. In some sites, we maintain good relationships with the local community.

Mita: These days, child education attracts increasingly less attention within society. Adults look the other way even a child does a bad thing. In my hometown of Kamakura, for example, elementary schools invite local residents to see the classes and for outdoor activities with children. In such processes, local residents take care of the school children as their own, through which the basis of child education receiving cooperation from the local community has been gradually established. I heard this was achieved through a teacher's idea. I believe that your company plays an important role in the local area. Could you tell me how your company interacts with the local community?



■ Yoshinobu Yamada
General Manager of the
Quality & Environment Center

Kashio: The other day, we offered our head office building as an aid station for the Tokyo Volunteer Network for Disaster Relief.  p.30 As the entire Casio Group, we are actively engaged in employment and social contribution activities in our production sites in Kofu, Kochi and Yamagata. In addition, we established the Casio Science Promotion Foundation in 1983.



■ The Charter of Creativity for Casio (card)

Since its foundation, we have supported creative research activities in the fields of natural science and human science on a continuous basis.

Mita: I heard that several hundred people evacuated to this head office building (located in Hatsudai) in a disaster drill conducted last September. With real disaster in mind, Casio employees and local residents joined in the evacuation exercise for a few days.

Kashio: This head office building has a state-of-the-art disaster-resistant design. Casio was told by the builder that we were expected to offer this building as an evacuation center for the local residents, and we will be willing to do so in case of emergency.

Mita: After having heard this story, I went to Kasugai City, Aichi Prefecture, to give a lecture for the Architectural Institute of Japan. In my lecture, I made a suggestion on a new field, Super Green Building. What I mean here is companies are required to make more positive contribution to society in addition to passive contributions and those from social aspects. I introduced Casio as an example in which the company plays an important role in protecting local residents in case of emergency. I think this is the attitude required for the industrial circle today. I am planning to introduce Casio as an example in the Eco Design 2004 (the 4th International Symposium on Environmentally Conscious Design and Inverse Manufacturing) to be held in Harajuku this coming December.

Striving daily to improve everything we do is necessary for the development

Mita: This is the last question for you. It seems to me that Japanese companies in general, especially those operated by the owners, are not very good at accepting outside opinions

nor establishing flexible business structures. A rare example is Ieyasu Tokugawa, the *shogun* in the Edo period, who appointed an unknown Buddhist monk called Tenkai Sojo to his staff. Ieyasu, however, achieved political success. How do you deal with outside opinions? Some companies introduce the system used in the U.S. or appoint outside directors or auditors. Does Casio take a similar approach?

Kashio: To ensure soundness and transparency of management, we appointed two outside auditors in charge of accounting audits and operation audits. In addition, for the purpose of communication, we have the Public Communications Dept., General Affairs Division, and the Quality & Environment Center to provide stakeholders with necessary information and to deal with corporate IR. We participated in the Sustainable Management Rating this year because we hoped to have objective comments on the points we should improve.

What is important to keep a company prosperous on a continuous basis will be to envision the ideal state of affairs at all times, without being shortsighted. I therefore believe that all the employees must set their own future goals for the company. For this end, making use of experience is crucial. As people's lives are full of experiences, analyzing past experiences will lead to the right answer. True understanding arises from the experience.



■ President Kashio with Mr. Mita

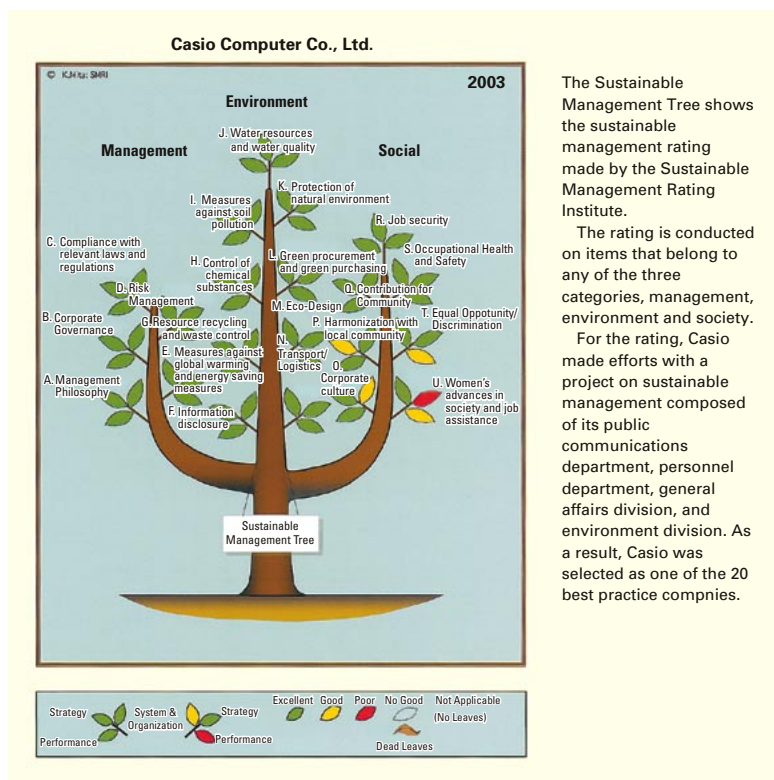
I mean that experiences are made up of one's attitude towards life, and answers are brought out as a story of experience. If one repeats a past failure, he or she will have the same results. In this regard, after a failure, one must consider other ways leading to the ideal state of affairs.

Almost a year has passed since I announced a message of "Mainichi Kaizen"- which means striving every day to improve everything we do - to all the employees, aiming at a dramatic transformation of our corporate culture. I asked all the employees to say these words prior to a meeting or other situations. I believe that all the employees feel they will do so every time they say this message themselves. Improvement comes from sticking to details. Improvement also comes from constantly questioning the status quo and asking oneself "how can this be further improved?"

Companies want uninterrupted growth. So far, companies that continued to make a large amount of profit have been highly esteemed as good-standing corporations. However, this will no longer be enough. The global environment is rapidly deteriorating and corporate responsibility is increasingly drawing attention. I strongly feel the necessity for improvement in terms of corporate compliance.

Mita: When I interact with your officers, I feel that they are quick in taking actions. Companies are required to do so, rather than just thinking about it. Because environmental problems are in an urgent situation, I always say "jump in both feet," otherwise it would be too late. Thank you for sharing your meaningful observation today. I would like to hear your philosophy another time.

Kashio: You are welcome with pleasure.



■ Sustainable Management Tree

Environmental Aspects of Social Responsibility

In order to implement management that is of service to society and delight to customers, Casio Group is making environmental management efforts in accordance with the Charter of Creativity for Casio, placing fundamental importance on its management philosophy of “Creativity and Contribution.”

Management Philosophy



Means “Creativity and Contribution”



The Charter of Creativity for Casio

First Chapter

We will value creativity,
and ensure that our products meet universal needs.*

Second Chapter

We will strive to be of service to society,
providing customers with delight, happiness, and pleasure.

Third Chapter

We will back up our words and actions
with trustworthiness and integrity, and work as professionals.



Casio Common Commitment -A Promise from Everyone Working at Casio-

First Chapter : We will value creativity, and ensure that our products meet universal needs*.

1. We will strive to “ensure that our products meet universal needs” and this includes not only manufactured goods, but also services and support, and everything else that we do.
 - (1) We will accurately understand the universal desires of people all over the world. Our business is creating what people need and delivering satisfaction.
 - (2) We will look at things from a variety of perspectives, constantly seeking new insights, and avoid adhering to conventional ideas, fixed notions or thinking that is dependent on precedent.
 - (3) We will take the way of original thinking, never imitating others.
2. We will be idealistic in all of our work.
 - (1) We will go beyond conventional thinking to envision the ideal state of affairs.
 - (2) With this ideal as our goal, we will think and act creatively to discover the means of realizing it.
 - (3) We will remain idealistic at heart, constantly striving with intense determination to realize our vision.
3. We will carry out our work through to completion, with a strong determination to take on every challenge that comes our way.
 - (1) We will always set our sights high, and continue striving to accomplish what we have set out to do, without compromise.
 - (2) We will make bold and detailed plans for fulfilling our commitments, thinking rationally, without over-dependence on intuition or emotion.
 - (3) We will thoroughly analyze all results, whether successful or not, and make use of what we learn in taking on the next challenge.

Second Chapter : We will strive to be of service to society, providing customers with delight, happiness, and pleasure.

1. We will provide people with “limitless inspiration”.
 - (1) We will take a focused, customer-oriented stance, and consider everything from the customer’s point of view.
 - (2) We will be strongly conscious of the need to offer inspiration and delight transcending mere “satisfaction” to the customer, by providing products and services that dramatically exceed our customers’ expectations.
 - (3) We will always respect the actual opinions of customers, and **contribute to society** by adding new value in accordance with the wishes of customers.
2. We will share a “life of spiritual and material prosperity” with people.
 - (1) We will carefully consider the **irreplaceable resources and environment of the earth, and conduct business activities with concern for the environment as a top priority.**
 - (2) We will work to continue providing products and services that offer people a life of spiritual and material prosperity and provide convenience to the business world, always at a reasonable price.

- (3) We will contribute to the improvement of people’s lives by working in such a way that people recognize “the essence of Casio” in everything we do, making the most of our company’s unique core technologies and expertise.

3. We will foster relationships of “respect and trust”.

(1) We will share growth and development with all of our stakeholders, never simply prioritizing our own gain. We will always adopt a “give-and-take” approach, **respecting others and appreciating their points of view.**

(2) We will be sincere and transparent in disclosing information to the public, and address any issue that may arise rapidly and accurately.

(3) As Casio Group employees, we will value and exercise “respect and trust” toward one another, be sincere in our actions, and be justifiably proud of the Casio brand.

Third Chapter : We will back up our words and actions with trustworthiness and integrity, and work as professionals.

1. We will take complete responsibility for all of our words and actions in accordance with all laws and regulations.
 - (1) We will comply with every law and regulation, whether external or in-house, in all of our business activities.
 - (2) We will, as members of the Casio Group and vital participants in strengthening the Casio brand, take complete responsibility for all of our words and actions, being aware that we each represent the company and, as a citizen of our own community, also have a responsibility to society.
 - (3) We will distinguish between right and wrong in all matters, and act according to proper judgment and personal conscience.
2. We will each take responsibility for our results and success, according to our individual role.
 - (1) We will each obtain a clear understanding of our personal role and organizational mission, and perform our work accordingly.
 - (2) We will each always be responsible for our personal conduct, and will never abdicate our own responsibility or attempt to shift blame to another person.
 - (3) We will each genuinely accept the consequences of our own conduct, and use such experiences as lessons for further improvement.
3. We will strive daily to improve everything we do.
 - (1) We will do our best to improve ourselves, and will value self-reliance as we strive to improve the scope and level of our skills.
 - (2) We will always exercise critical thinking, asking ourselves questions such as “why?” and “what caused this?” in order to find ways to improve.
 - (3) We will not merely fulfill our own duties, but will also, as professionals, think about the good of the larger group and seek solutions for larger issues each day.

*To “ensure that our products meet universal needs” means to create innovative products that everyone needs but no other company has ever produced. At Casio, this is the mission not only of product development, but of every other part of the business.

Casio Code of Conduct

Rules that all Casio employees must comply with in our daily activities that stipulate respect for human rights, separation of personal affairs from business, environmental conservation, and social contribution.

Mechanism to Implement Environmental Management

Casio Environmental Charter

To conserve the global environment, Casio recognizes the importance of its corporate environmental responsibility across the operations of its entire group. Casio establishes basic policies and specific measures for contributing to world prosperity and human happiness from the broad perspective of international society, and endeavors to implement them.



Fundamental Environmental Policies

1. Casio group members shall comply with all environmental laws, agreements, and standards in Japan and overseas.
2. The Group shall establish voluntary "Casio Environmental Conservation Rules"* based on consideration for the environment at all product stages of development, design, manufacture, distribution, repair services, and recovery/disposal. All Casio business divisions shall assume responsibility for their implementation, additionally auditing the degree of compliance and making continual improvements.
3. From the standpoint of corporate social responsibility, and as good corporate citizens, all Casio Group members shall apprehend the importance of global environmental conservation and try to heighten their awareness.
4. These policies shall apply to all Casio Group business divisions in Japan and overseas.

* The Casio Environmental Conservation Rules are specific action programs for environmental conservation, set forth in the "Casio Voluntary Plan for the Environment (CVPE)."



Implementation of Environmental Management

Casio Voluntary Plan for the Environment (CVPE)

Environmental action guidelines for the Casio Group that set forth specific themes and measures to be implemented at each stage: development, design, manufacture, distribution, repair services, and recovery/disposal. (revised periodically)



Casio's Environmental Action Plan

Policies of the quantitative targets or deadlines among the items stipulated by the CVPE.



Promotion of Casio's Environmental Action Plan


Continual improvements through implementation, assessment, and review.

Charter of Creativity for Casio and Casio Environmental Charter

For every employee of the Casio Group to implement the "Creativity and Contribution" corporate creed, we established the Charter of Creativity for Casio on June 1, 2003, the anniversary of the foundation of Casio Computer, as a standard for each employee to judge things and take appropriate actions. Subsequently, in December of the same year, we disclosed the "Casio Common Commitment" that stipulate the concrete action standards that help employees understand and implement each chapter of the Charter. We also established the "Casio Code of Conduct," with which all employees comply to act as sensible members of society and to contribute to society.

The Casio Environmental Charter was formulated in January 1993, together with the four Fundamental Environmental Policies. To implement concrete environmental conservation activities, we established "Casio Environmental Conservation Rules" as the Casio Voluntary Plan for the Environment (CVPE). In January 2004 the CVPE was revised for the 8th edition in

response to changing social circumstances and progress in our activities.

Based on these rules Casio established the Casio Group's Environmental Action Plan "Clean & Green 21" Initiative that explicitly sets forth specific quantitative targets and implementation deadlines and clarifies the medium-term action plan for the entire Casio Group. Efforts are underway to achieve the target. The "Clean & Green 21" Initiative was revised for the 7th edition in June 2004.  p.13

As described above, the Charter of Creativity for Casio clarifies the mechanism to implement environmental management, including social contributions, environmental conservation, information disclosure and communication with stakeholders, and is closely related to the Casio Environmental Charter.

Environmental Management

For a Sustainable Society

The Casio Group values not only the environmental measures in all its business activities, but also the communication with stakeholders for fulfilling our corporate social responsibility.

Casio's Business Activities

From the day of its foundation, the Casio Group has been conducting a broad range of business activities that include the development and design of new products that are light weight, compact, and energy efficient as its core competence in addition to procure-ment, production, distribution and sales, use, recycling, and disposal. For a sustainable society, Casio has strengthened its efforts by focusing not only on environmental but also on social and economic values as a triple bottom line.

On the environmental front, we promote resource saving, energy saving, 3R (reuse, reduce and recycle) and measures to phase out harmful substances in the course of production.

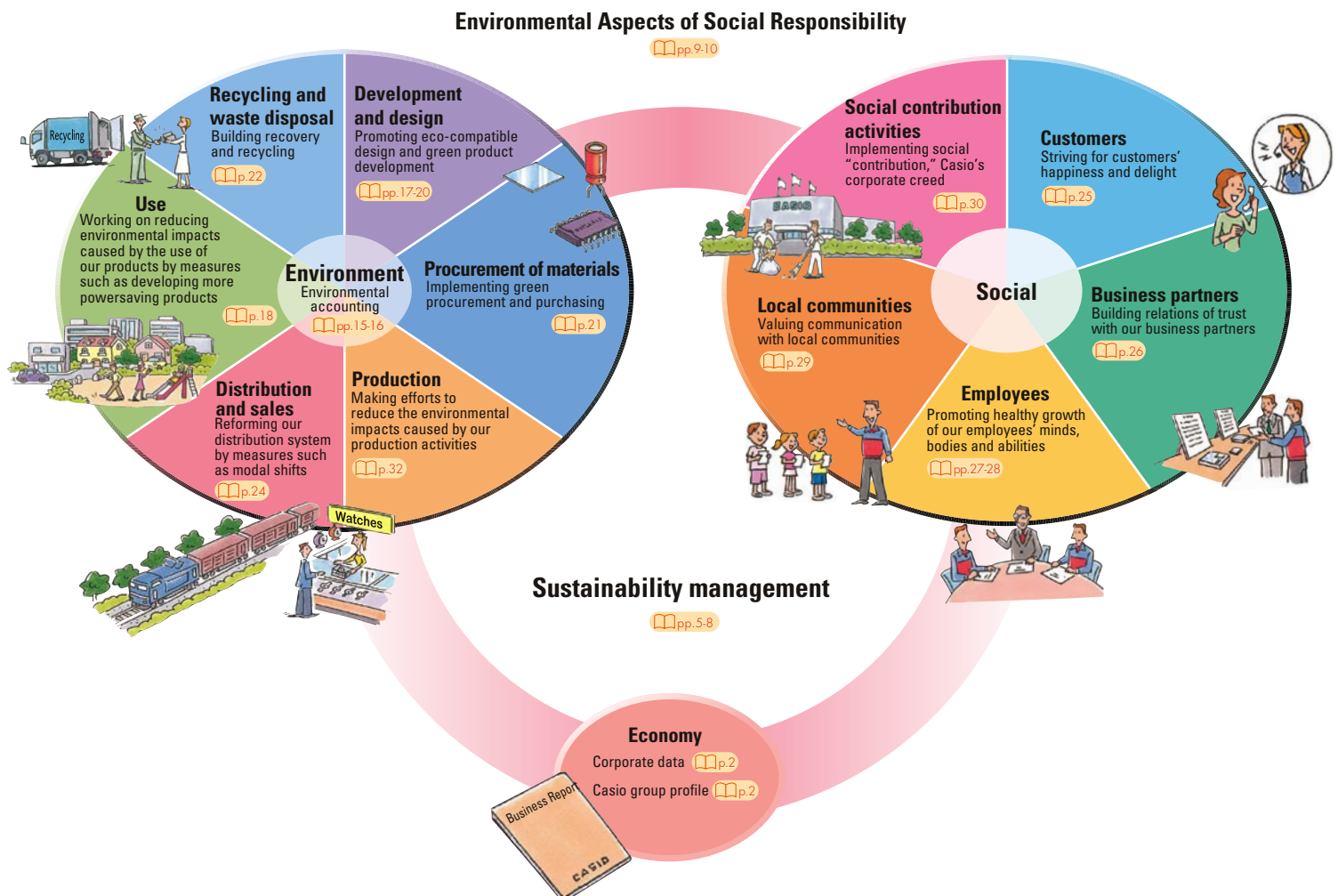
In fiscal 2003, we added our electronic dictionary, data projector, electronic cash registers, handy terminal, page printer and others to the list of Green Products, which boosted the sales of Green Products to 44.4% of our total sales. In addition, to comply with the RoHS Directive in Europe, we are implementing group-wide efforts for the elimination of harmful substances, including a switch to using lead-free solder and a full revision of the Casio Group Green Procurement Standard Manual in Purchasing Department.

On the social front, we actively provide Casio's various stakeholders (customers, shareholders, local communities, business partners, NGOs, NPOs, mass media, financial institutions, rating organizations,

researchers, governments, employees, etc.) with necessary information and promote social contribution activities through mutual communication.

On the economic front, we are conducting business activities through development of light weight, compact, and energy efficient products as Casio's core competence.

To balance these three values, in April 2004 we established the CSR Operation Section to promote group-wide efforts of sustainability management by implementing and vitalizing CSR activities.



Glossary

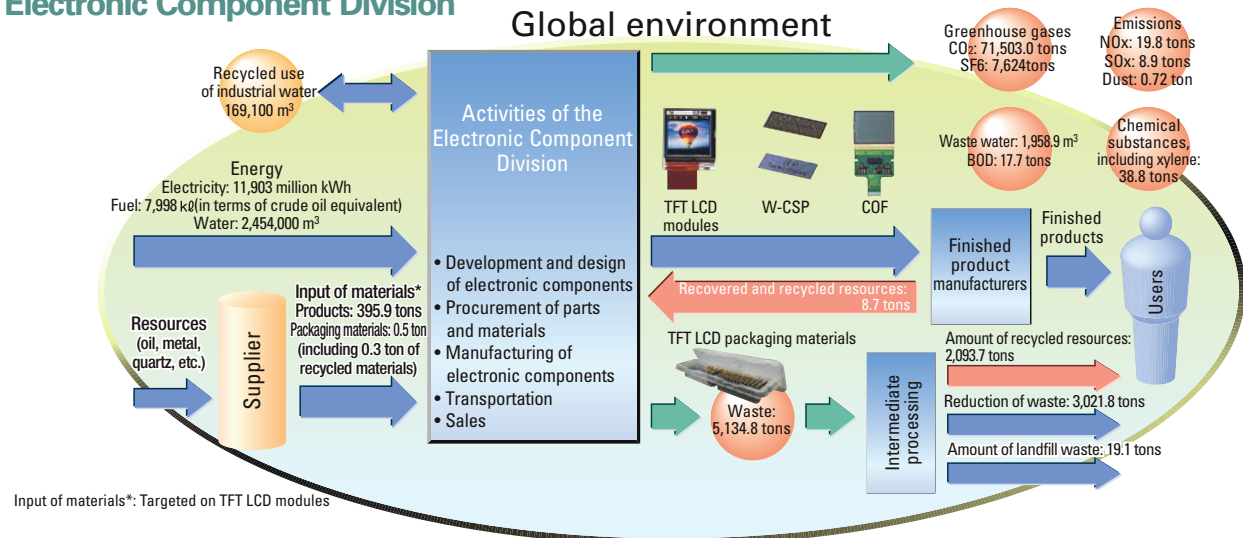
Lead-Free Solder : The solder used for printed circuit boards is an alloy of tin and lead. Lead leaching out of discarded printed circuit boards causes environmental pollution problems. Lead-free solder does not contain lead which is a hazardous heavy metal, and is composed of tin, silver, copper, or other metals.

Input and Output

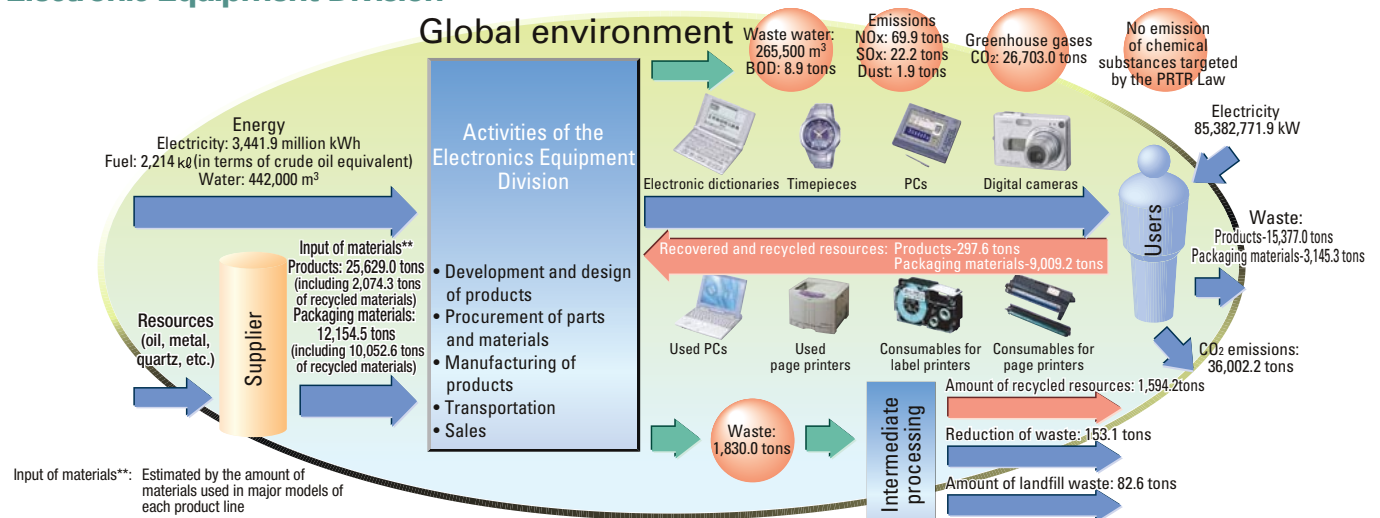
We measure the environmental impact caused by the Electronic Component Division and the Electronics Equipment Division, referring to what substances and energy resources they input for their activities and what were emitted or generated as a result, in order to utilize them in environmental conservation activities.

*The Electronic Component Division is composed of four domestic sites, while the Electronics Equipment Division is composed of eight domestic sites and six overseas sites.

Electronic Component Division



Electronic Equipment Division



The major products of the Casio Group's Electronic Component Division include TFT LCD modules manufactured by Kochi Casio, W-CSP and COF produced by Casio Micronics, and LCDs manufactured by Kofu Casio. These companies have clean rooms that meet the requirements for fine-processing of micron meters, water purifying equipment for cleaning with very pure water during production, and processing facilities for wastewater generated after cleaning. The facilities alone account for approximately 80% of the energy consumed by the entire Casio Group and they also use much more chemicals than the companies and sites belonging to the Electronics Equipment Division.

At our manufacturing factories, we actively implement measures for energy conservation and resource saving, as well as those for preventing soil pollution and reducing greenhouse gases exhausted to the atmosphere. For example, at a Casio Micronics factory, aged facilities for wastewater processing and the piping leading to the underground storage vault were overhauled to prevent soil pollution. Emission cleaning facilities were also fixed.

The companies belonging to the Electronics Equipment Division have transferred most of their production facilities overseas, including to China. The facilities that were transferred use a relatively small amount of energy. The

companies, however, are still domestically manufacturing such high-tech products as digital cameras and cellular phones that boost the necessary level of energy.

On the other hand, we have introduced the concept of energy conservation and resource saving to the product design stage thereby promoting the development of environmentally conscious products. In addition, we are striving to further enhance our technologies to develop light weight, compact, and energy efficient products for users.

At the same time, we encourage each of our factories to devise their own unique methods for energy conservation.



Environmental Action Plan “Clean & Green 21” Initiative

In order to implement environmental conservation measures on a voluntary and consistent basis, we have set specific targets for reducing the environmental impacts caused by our business activities based on the Casio Voluntary Plan for the Environment (CVPE).

Progress on the Casio Group's Environmental Action Plan “Clean & Green 21” Initiative

Product-related initiatives					
☆☆☆:100% Achieved ☆☆:80% Achieved or over ☆:Less than 80% Achieved					
Items	FY 2003 targets	FY 2003 results	Achievement	FY2004 targets	Page No.
Eco product development target	To boost the sales of Green Products to 50% of total sales by fiscal 2005	Sales of Green Products increased to 44.4%. Efforts will continue to achieve the target by fiscal 2005	☆☆	Continuing	17
	To reduce the overall use of packaging materials by 20% by fiscal 2003 (compared to fiscal 2000)	Use of packaging materials was reduced by only 1% due to business expansion. Though this was below the 20% target, a 16% reduction was achieved in packaging materials used per unit of sales.	☆	To reduce the use of packaging materials per sales unit by 30% by fiscal 2007	23
Hazardous substance phaseout target	To discontinue the use of lead (contained in purchased goods), cadmium, mercury, and hexavalent chromium specified in the RoHS Directive by the end of 2005	To comply with the RoHS Directive, the revised Casio Group Green Procurement Standard Manual was introduced. Efforts will continue to achieve the target by the end of 2005	☆	Continuing	21
	To discontinue the use of solder containing lead by fiscal 2004	A 50% reduction was achieved for all the timepieces. For other products, reduction was accomplished for one or two models. Efforts will continue to achieve the target by fiscal 2004	☆☆	Continuing	20
Business site-related initiatives					
☆☆☆:100% Achieved ☆☆:80% Achieved or over ☆:Less than 80% Achieved					
Items	FY 2003 targets	FY 2003 results	Achievement	FY2004 targets	Page No.
Energy conservation targets	To reduce carbon dioxide (CO ₂) emissions per unit manufactured by 10% by fiscal 2005 and by 25% by fiscal 2010 (compared to fiscal 1990)	In fiscal 2003, the target was achieved, as the Electronics Equipment Division reduced 25% and the Electronic Component Division reduced 27% of CO ₂ emissions per unit manufactured, compared to fiscal 1990. Throughout the company, however, CO ₂ emissions increased by 2%, which is attributable to a significant production increase of the Electronic Component Division.	☆☆	Continuing	32
Resource saving targets				To reduce water consumption per unit manufactured by 5% as compared to fiscal 2000 by fiscal 2005.	32
Waste reduction targets	To achieve zero emissions (no landfill waste) by fiscal 2005	Kochi Casio, Yamagata Casio and the Head Office achieved zero emissions in fiscal 2003. In total, seven companies have thus achieved zero emissions, including Kofu Casio (head office and Ichinomiya), Casio Micronics (Yamanashi) and Casio Electronic Manufacturing.	☆☆	Continuing	32
	To reduce waste generation per unit manufactured by 30% by fiscal 2005 (compared to fiscal 2000)	In fiscal 2003, waste generated per unit manufactured was reduced by 6.8%. Contrary to this, the Electronic Component Division observed a 9.7% increase, which makes target achievement difficult.	☆	Continuing	32
Hazardous substance phaseout targets	To discontinue the use of CFC substitutes at all production sites, including subcontractors, by fiscal 2004	Use of CFC substitutes is planned to be totally discontinued by transferring a production site in fiscal 2004 to Jiu Shui Keng Casio Electronics Factory in China, which does not use CFC substitutes.	☆☆	Continuing	14
	To detoxify stored devices containing PCB by fiscal 2005	The Casio Group has 19 capacitors (4 still in use) and 258 small ballasts for fluorescent lamps that contain PCBs (numbers unchanged from fiscal 2002). Best measures for detoxification are being studied paying attention to the activities of the relevant industry associations and the Japan Environment Corporation's detoxification facility establishment plan.	☆	Continuing	14
Green procurement implementation targets	To increase the average green procurement rate at domestic sites to 95% by fiscal 2005	In fiscal 2003, the average green procurement rate at domestic sites increased to 91.1%. Efforts will continue to achieve the target by fiscal 2005.	☆☆	Continuing	21
	To increase the average green procurement rate at overseas sites to 85% by fiscal 2005	In fiscal 2003, the average green procurement rate at domestic sites increased to 70.0%. Efforts will continue to achieve the target by fiscal 2005.	☆☆	Continuing	21
Green purchasing implementation targets				To increase the green purchasing rate for stationeries, office supplies and OA equipment at domestic sites by 60% (based on the number of cases) * Targeted at the sites that have introduced the CATS e-P system	21
Targets against global warming in regard to distribution				Through seeking efficiency in domestic distribution, to reduce CO ₂ emissions per sales unit by 50% as compared to fiscal 2000 by fiscal 2007.	24

Environmental Management System

For the constant implementation of our environmental conservation activities, we have set our Environmental Action Plan.

All the production sites have been ISO 14001 certified and are carrying out systematic management.

The Thinking behind Environmental Management

The Casio Group is conducting environmental conservation activities based on the Casio Voluntary Plan for the Environment [p.10](#) and the Environmental Action Plan [p.13](#) under its environmental conservation committee system through continuously improving a Plan, Do, Check and Action (PDCA) cycle.

■ Casio's environmental conservation system



Obtaining ISO 14001 Certification

Our major production sites, both within and outside Japan, are already ISO 14001 certified. Among 21 sites, 15 sites have undergone review for renewal and have transferred to the stage of continual improve-

ments on the systems and their performance.

We will encourage our sites engaged in sales activities to acquire ISO 14001 certification, in order to establish a group-wide environmental management system.

■ ISO 14001-certified Sites

As of March 2004

Name of the site	When certified	Name of the site	When certified
Domestic		Overseas	
Yamagata Casio Co., Ltd.	Nov. 1997	Casio Korea Co., Ltd.	Apr. 1998
Kofu Casio Co., Ltd.	Jan. 1998	Jiu Shui Keng Casio Electronics Factory	Sep. 1999
Kochi Casio Co., Ltd.	Mar. 1998	Casio Computer (Hong Kong) Ltd.	Dec. 1999
Casio Electronic Manufacturing Co., Ltd.	Sep. 1999	Casio Electronics (Zhuhai) Co., Ltd.	Sep. 2000
Casio Support System Co., Ltd.	Jan. 2000	P.T. Asahi Electronics Indonesia	Feb. 2001
Casio Micronics Co., Ltd.	Mar. 2000	Casio (Thailand) Co., Ltd.	Sep. 2001
Casio Computer Co., Ltd., Tokyo	Jun. 2000	Casio Taiwan Ltd.	Dec. 2001
Product Control and Technical Center		Casio Electronics (Shenzhen) Co., Ltd.	Feb. 2002
Casio Computer Co., Ltd., Hamura	Oct. 2000	Casio Electronics (Zhongshan) Co., Ltd.	Apr. 2002
Casio Computer Co., Ltd., Hachioji	Oct. 2000		
Casio Computer Co., Ltd., Head Office	Dec. 2000		
Casio Soft Co., Ltd.	Dec. 2001		
Casio Techno Co., Ltd.	May 2002		

Environmental Risk Management

The Casio Group, by obtaining ISO 14001 certification for all the sites and its major group companies, has established a risk management system and actively promoted the prevention of environmental pollution through such measures as providing

training for emergency responses and conducting activities to reduce the use of hazardous substances and CFC substitutes. For example, Casio Micronics has overhauled the aged facility for wastewater processing and underground pit piping to strengthen its

measures to prevent soil pollution. Also, in installing chemical tanks, all the companies have prepared a wall to prevent soil pollution to appropriately respond to any possible leakage.

Compliance with environmental laws and regulations

From past to present, in relation to the environment, none of the Casio Group's companies and sites violated any laws or regulations, paid fines or penalties, received complaints, or suffered lawsuits.

FY	1999	2000	2001	2002	2003
Number of cases	0	0	0	0	0
Monetary amount	0	0	0	0	0

Discontinuation of the use of CFC substitutes

Use of CFC substitutes is planned to be totally discontinued by transferring a production site by fiscal 2004 to Jiu Shui Keng Casio Electronics Factory in China, which does not use CFC substitutes.

Soil pollution

In a survey conducted when Hachioji Research & Development Center was rebuilt, hazardous substances exceeding the standard values were detected. Accordingly, we restored the quality of the soil. Having completed the measures to prevent soil pollution, there are no safety and health problems.

Hazardous air pollutants

The Casio Group uses none of the 13 substances* specified for control in October 1996 by the Ministry of Economy, Trade and Industry.

* The 13 substances: acrylonitrile, acetaldehyde, vinyl chloride monomer, chloroform, 1,3-dichloroethane, dichloromethane, tetrachloroethylene, trichloroethylene, 1,3-butadiene, benzene, formaldehyde, nickel subsulfide, nickel sulfate

Reporting in compliance with PRTR Law

We submit reports on the substances specified in the PRTR Law. [p.32](#)

PCB-containing equipment in storage

The Casio Group currently stores 19 capacitors and 258 small ballasts for fluorescent lamp that contain PCBs, which must be appropriately detoxified by the end of fiscal 2005. We are promoting appropriate storage and reporting in accordance with the law, and formulating the treatment plans while considering each prefecture's plan on PCB disposal facilities.

Environmental Education and Awards

We conduct environmental education and awareness activities making it possible to be constantly mindful of the environment. New employees are given general environmental education before being assigned. Also,

through general and specialized education programs, general employees, managers, and those in charge of the environment are provided training suitable to their working responsibilities in order to improve their

environmental awareness and knowledge. For environmental conservation activities conducted in fiscal 2003, the following awards were granted for activities that achieved praiseworthy results:

Award	Target	Details	Frequency	Number of award winners
Award for Improvement Proposals	Production sites	Award for environmental conservation activities that have achieved results		2 winners at Kofu Casio for: •Reduction in waste disposal costs by reviewing waste control, making waste valuable and recycling it ¥3,641,631 → ¥1,511,335 (−¥2,130,296) •Reduction in the use of electricity and costs by installing air compressors operated during nighttime and on holidays 12 winners at Casio Micronics including the following: •Recycling of the ashing device quartz chamber •Reduction of man-hours by installing adhesive rollers in the visual tests •Cost reduction by developing new industrial waste processors
Eco Bonus Award	Kofu Casio	Award for participation in volunteer environmental activities	As needed	Total number of winners: 44 persons
President's Prize	Casio Micronics	Award for excellent achievements made in the course of business	Twice a year	9 winners in the first half: 3 teams, 5 employees and 1 special award •25% improvement of storage capacity for COF films •Others
Workplace Action Guidelines Compliance Award	Casio Micronics	Award for workplaces or employees for excellent activities (compliance) based on the action guidelines set for the workplace	Twice a year	Total number of winners: 87 persons Total number of workplaces that won the award: 18 workplaces among 87

Glossary

ISO14001: ISO 14001 is an international set of standards that set forth the requirements for a company to meet in the process of establishing an environmental management system. It covers such issues as the choice of targets for environmental impact reduction; environmental education for employees, and procedures for establishing an appropriate system.

Chlorofluorocarbon alternative: Substances used in the semiconductor cleaning process or as refrigerants in refrigerators, and in other appliances in place of CFCs that deplete the ozone layer. The COP3 Kyoto Protocol stipulates the reduction of CFC substitutes.

PCB-containing equipment: Polychlorinated biphenyls (PCBs) were used as electrical insulators, insulating oil for capacitors, and as a heating medium for transformers. They can also act as environmental hormones or endocrine disruptors.

Enviromental Management

Enviornmental Accounting

We analyze the cost effectiveness of our environmental activities in course of business and tabulated relevant accounting data for fiscal 2003 based on the Ministry of the Environment's Environmental Accounting

Results for Fiscal 2003

In fiscal 2003, there was no change in our environmental accounting policies. The scope of accounting targets also remained unchanged.

For environment-related capital investments, the total amount increased by ¥372 million compared to fiscal 2002, which is mainly attributable to ¥278 million spent by Casio Micronics to introduce exhaust air ducts, wastewater treatment facilities and an Econo-Pilot system for environmental conservation and ¥89 million spent by Hachioji Research & Development Center to introduce state-of-the-art energy saving technologies in the Electronic Component Division.

Environment-related costs of the Electronic Component Division and the Electronics Equipment Division increased by ¥28 million and ¥53 million, respectively. In addition, ¥23 million was posted for restoring soil quality when soil pollution was detected during the work to rebuild the Hachioji Research & Development Center. [p.14](#)

For the Electronics Equipment Division, the composition ratios for upstream/downstream costs and management activity costs both increased due to the promotion of product recovery and recycling as well as the environmental management efforts.

While the economic effect remained at ¥129 million as a result of increased consumption of materials in line with the business expansion, environmental conservation effects were improved as shown by CO₂ reduction of 975 tons and landfill reduction of 52 tons.

$$(1) \text{Economic effectiveness} = \frac{\text{Total economic effects}}{\text{Total environmental cost}}$$

Economic effectiveness represents the economic rationality of total cost spent on environmental activities.

FY 2003			FY 2002		
Electronic Component Division	Electronics Equipment Division	Total	Electronic Component Division	Electronics Equipment Division	Total
0.01	0.21	0.13	0.07	0.53	0.34

$$(2) \text{Environmental efficiency (CO}_2\text{)} = \frac{\text{Sales (in ¥1 million)}}{\text{Environmental impact (in CO}_2\text{ emissions: ton-CO}_2\text{)}}$$

Environmental efficiency represents the sales per 1 ton of CO₂ emissions.

FY 2003			FY 2002		
Electronic Component Division	Electronics Equipment Division	Total	Electronic Component Division	Electronics Equipment Division	Total
1.37	18.17	4.10	0.98	15.77	3.40

Future measures

We will continue to improve our environmental accounting through effective management of environmental capital investment and analysis of the data accumulated up to the present and use it as a tool to assess environmental management, so that environmental impact can be further reduced.

We will also strive to enrich the content of material on environmental accounting to be publicly released.

Results for FY 2003

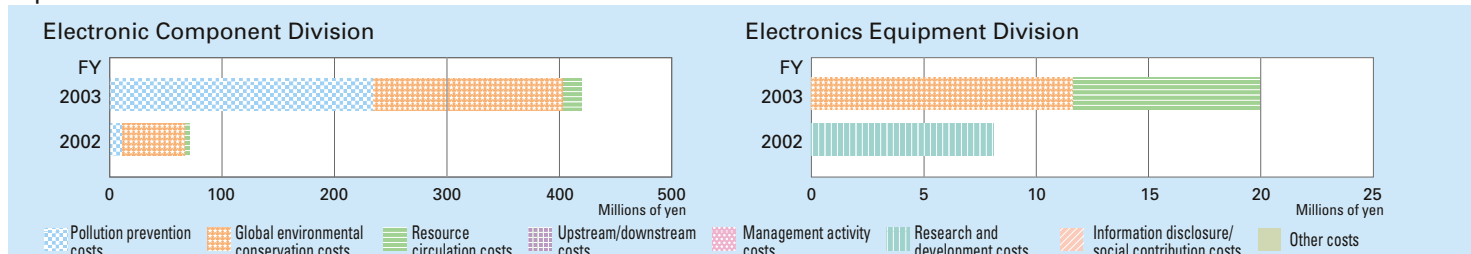
The Electronic Component Division is composed of 4 domestic sites, while the Electronics Equipment Division is composed of 8 domestic sites.

Item		Environmental conservation costs																				
		Capital investment amount									Environment-related costs											
		Electronic Component Division			Electronics Equipment Division			Total			Major details	Electronic Component Division			Electronics Equipment Division			Total			Major details	
		FY 2003 result	FY 2002 result	Change	FY 2003 result	FY 2002 result	Change					FY 2003 result	FY 2002 result	Change	FY 2003 result	FY 2002 result	Change	FY 2003 result	FY 2002 result	Change		
Business area costs		423	63	360	20	0	20	443	63	380		333	344	-11	215	206	9	548	550	-2		
Breakdown	Pollution prevention costs	238	11	227			0	238	11	227		Exhaust air ducts and waste-water treatment facilities	151	165	-14	3	3	0	154	168		-14
	Global environment conservation costs	165	50	115	12		12	177	50	127	Econo-Pilot and Supermizer	14	13	1	20		20	34	13	21		
	Resource recycling costs	20	2	18	18		8	28	2	26	Sludge treatment facilities	168	166	2	192	203	-11	360	369	-9		
Upstream/downstream costs					0		0	0	0	0				0	160	137	23	160	137	23	Product recovery costs Green purchasing related costs	
Management activity costs					0		0	0	0	0		56	48	8	130	108	22	186	156	30	ISO compliance costs/ Personnel expenses for management activities/ Educational costs	
Research and development costs					0		-8	0	8	-8				0	63	59	4	63	59	4	Environmentally efficient product development costs Lead-free solder research costs Environmentally efficient packaging research costs	
Information disclosure/social contribution costs					0		0	0	0	0		21	13	8	19	20	-1	40	33	7	Green product development costs/ Lead-free solder research costs	
Other costs					0		0	0	0	0		23		23		4	-4	23	4	19	Expenses to restore soil quality	
Total		423	63	360	20	8	12	443	71	372		433	405	28	587	534	53	1,020	939	81		

* Depreciation costs for fixed assets are not included in the total for environment-related costs.

* Personal expenses are calculated using average unit figures.

Capital investment



Examples of Projects Achieving Results from Environmental Investments

In addition to the group-wide efforts, each company and production site in the Casio Group promotes environmental impact reducing activities by implementing various projects unique to each company or site.

The projects shown below are examples of achieving results from environmental investments. Each site grasped the facility status in detail and made efforts through effective facility operation with the aim of energy saving.

Project details	Formula for calculating cost effectiveness (Units: ¥1 thousand)	Economic effectiveness
Co-generation system	$= \frac{49,900 \text{ (Benefit of using co-generation system) (cost reduction per year)}}{277,200 \text{ (total amount paid for leasing: 10 years)}} =$	0.180 Energy costs are reduced by approximately 20% and the costs for leasing will be recovered within six years.
Inverter control of pump and fans for air conditioning	$= \frac{1,642 \text{ (reduction of yearly expense for electricity)}}{7,853 \text{ (investment amount)}} =$	0.209 Control a water supply pump and eight fans for air conditioning by using an inverter to optimize the air conditioning effect and save energy. The investment will be recovered within five years.
Control of water heating/cooling system for air conditioning	$= \frac{11,779 \text{ (reduction of energy per year)}}{54,800 \text{ (investment amount)}} =$	0.215 To save energy, a system is introduced to control heat source units to allow only necessary units work. The investment will be recovered within five years.
Controlling heat storage tank and air conditioning systems with less energy	$= \frac{8,487 \text{ (reduction of energy per year)}}{56,330 \text{ (investment amount)}} =$	0.151 A heat storage tank will be introduced to store cold water using nighttime electricity to be used for air conditioning during daytime. Various kinds of energy saving equipment are attached to peripherals of the air conditioning unit to save the use of electricity. The investment will be recovered within seven years.

* We calculate the effects of environment improvement activities by company/site and by project by dividing the annual monetary effects of energy conservation by the investment amount. It would be ideal if the calculation result is 1 or more, but we think it acceptable for environmental management if the value obtained by multiplying the result by the number of years comprising the depreciation period is not less than 1.

* The investment amounts were calculated based on the actual results for fiscal 2002 and the effects based on the actual results for fiscal 2003. The monetary effects shown below are actual results by project and do not include future effects calculated based on hypothetical estimations.

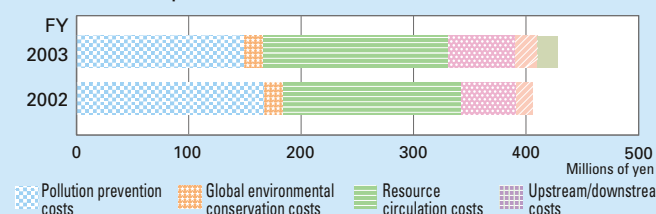
Unit: millions of yen

Economic effects of environmental conservation measures										Environmental impact		Environmental conservation effects (compared to previous fiscal year)			
Electronic Component Division			Electronics Equipment Division			Total			Major details	Electronic Component Division	Electronics Equipment Division	Electronic Component Division		Electronics Equipment Division	
FY 2003 result	FY 2002 result	Change	FY 2003 result	FY 2002 result	Change	FY 2003 result	FY 2002 result	Change		Total for fiscal 2003	Total for fiscal 2003	Change (in quantity)	Change (in percentage)	Change (in quantity)	Change (in percentage)
-7	25	-32	29	53	-24	22	78	-56		CO ₂ 71,503 tons	CO ₂ 13,891 tons	747 tons down	1% down	228 tons down	2% down
-14	3	-17	39	39	0	25	42	-17	Energy saving (compared to previous fiscal year)	NOx 20 tons	NOx 69 tons	3 tons down	13% down	67 tons up	335% up
8	52	-44	-3	12	-15	5	64	-59	Effects from the promotion of resource saving	SOx 9 tons	SOx 21 tons	0 ton down	0% down	18 tons up	600% up
-1	-30	29	-7	2	-9	-8	-28	20	Reduction of waste-related costs (compared to previous fiscal year)	Waste volume 5,134 tons	Waste volume 1,626 tons	136 tons up	3% up	234 tons up	17% up
13	5	8	94	232	-138	107	237	-130	Recycling of products, reuse of subsidiary materials, income from sales of used materials	Landfill volume 19 tons	Landfill volume 76 tons	26 tons down	57% down	26 tons down	26% down
										Substances under PRTR 157 tons	Substances under PRTR 1 ton	33 tons up	17% up	2 tons down	66% down
6	30	-24	123	285	-162	129	315	-186		For the Electronic Component Division, CO ₂ emission was reduced thanks to the introduction of energy saving facilities even when production was increasing. For the Electronics Equipment Division, NOx and SOx emissions substantially increased at Yamagata Casio, which is attributed to the 24-hour operation of the co-generation system. On the other hand, CO ₂ emission was reduced considerably due to the reduction in the use of electricity. We have promoted reuse and recycling of waste and successfully reduced the ratio of landfill despite an increase in the generated amount resulting from the rise in production. Although there was an increase in PRTR controlled substances for the Electronic Component Division resulting from increased production, use of those substances by the Electronics Equipment Division was reduced substantially thanks to the introduction of lead-free solder.					

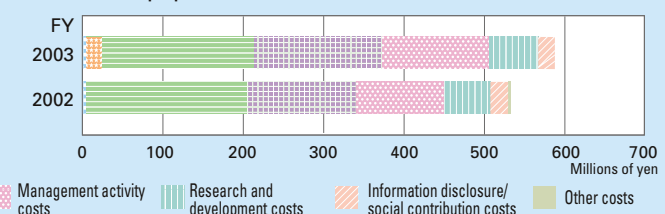
* Economic effects based on theoretical calculation are not included.

Environment-related costs

Electronic Component Division



Electronic Equipment Division





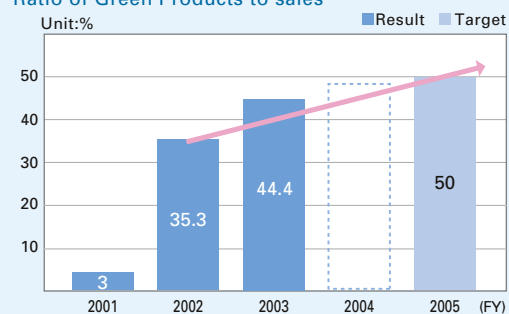
C.G.P. 50 Activity

C.G.P. 50 Activity, which was started in fiscal 2001, is for boosting the sales of Casio Green Products meeting the standard to 50% of total sales.

Green Products Certification Results (number of certified models)

Item	FY	2001	2002	2003
Consumer product		1	61	55
System product		0	5	12
Total		1	66	67

Ratio of Green Products to sales



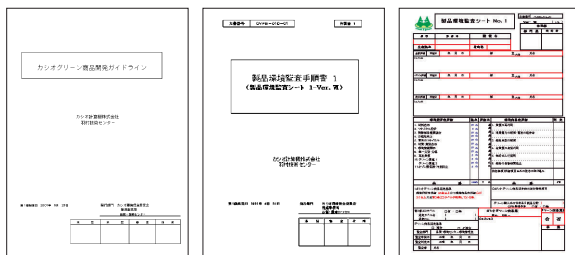
Development of Green Products

The Casio Group considers products that are light weight, compact, and energy efficient as its core competence and that developing environmentally conscious products having little environmental impact is one way to contribute to the environment.

Eco-Designs Assessment and Green Products Certification

Under its Casio Voluntary Plan for the Environment (CVPE), the Casio Group has been conducting assessments of new products since 1993. In 2001, we created the Casio Guidelines for Green Product Development to clarify the standards for developing Casio Green Products as eco-products. Based on these guidelines and documented procedures for product-related environmental audits, we prepare product environmental audit sheets,

which are used to conduct product assessment at every stage of planning, design review, and design. Based on the assessment results, we certify products that meet 90% or more of requirements in the Environmental Design Assessment and two or more items in the Environmental Compliance Assessment as Casio Green Products.



■ Casio Guidelines for Green Products Development ■ Documented procedures for product environmental audits ■ Product environmental audit sheet

Environmental Design Assessment

Degree of adoption of basic eco-designs
 • Implementation of 3R, use of Green Parts, disclosure of product environment information, etc.

Environmental Compliance Assessment

Degree of adoption of advanced eco-designs
 • As an industry leader, energy conservation, resource-saving use of lead-free solder, etc.

Product Assessment results

Product type	FY2001 results	FY2002 results	FY2003 results
Electronics Equipment Division products	121	92	73
Electronics Component Division products	45	80	84
Total	166	172	157

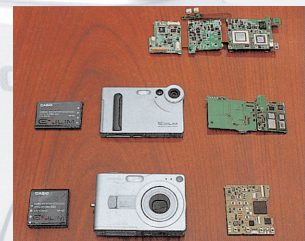
Green Product Development Technology Applied to Digital Cameras

For downsizing the internal circuit packaging area composed of the image processor and memory that are keys for realizing a thin card-size body, we have developed three-dimensional multiple-LSI packaging using an ultrahigh-density packaging technology. We have also adopted SiP (System in Package), which enables multilayer stacking of each package and forming of a single chip composed of the packages. Through these technologies, we have developed digital cameras with high performance – high-speed operation, high-resolution images, and low power consumption – and thin card-size bodies.

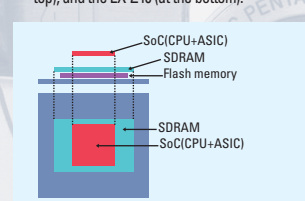
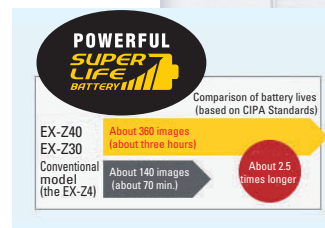
For semiconductors, low power consumption has been promoted whenever SiP has been upgraded in accordance with new product development. The power consumption of the SiP installed in the latest model is approximately one-fourth that of conventional SiP. Thanks to the high-capacity battery installed in the space created as a result of downsizing the circuit packaging area, the battery life of the EX-Z30/Z40 is about 2.5 times that of conventional models. According to CIPA Standard Procedure for Measuring Digital Still Camera Battery Consumption established in December 2003, fully charging the battery once enables continuous recording of about 360 still images (about three hours).



■ EX-Z40



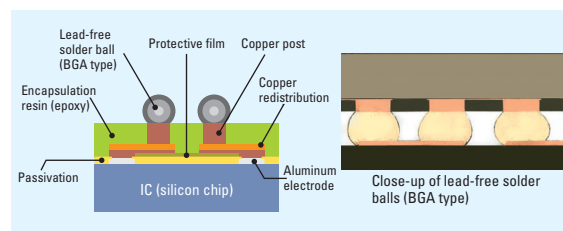
■ The photo shows changes in appearance and the batteries installed in circuit packaging areas with the EXILIM (the first model, placed at the center), the previous model (at the top), and the EX-Z40 (at the bottom).



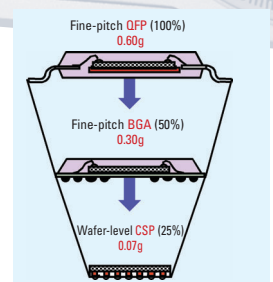
■ High-density circuit packaging area of the EX-Z40

WAFER-LEVEL CSP Technology Supporting High-performance Image Processing

By adopting WAFER-LEVEL CSP (Chip Size Package), a high-density packaging technology developed by Casio Micronics Co., Ltd. that leads to downsized, light weight, and low-cost products, we have drastically reduced the number of parts and downsized the circuit packaging area so that the circuit can be packaged on conventional boards. In addition, lead-free solder is used for circuit packaging area joints.



■ Structure of WAFER-LEVEL CSP



■ Size comparison

Green Product Development Technology Applied to Watches

Maintenance-free radio-controlled solar-powered watches, which keep accurate time and do not need battery replacements, are rapidly expanding in the market. The WVH-500DJ and the WVH-100DJ, both of which are thin radio-controlled solar-powered watches, have thicknesses of 6 mm and 7 mm respectively.

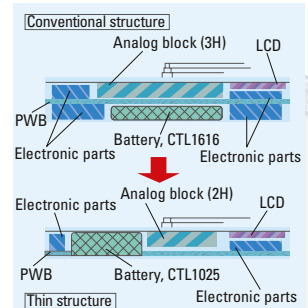
To make them thin, all parts are newly designed; especially the antennas and the batteries are custom-made (Casio original). Accordingly, compared with conventional watches in terms of size, the two thin watches are downsized as follows: 36% in antenna, 61% in battery, and 73% in IC together with peripheral parts.



■ WVH-500DJ



■ WVH-100DJ



■ Comparison between the conventional combined module structure and the thin structure

To Reduce Resources, Casio Actively Promotes Paperless Lifestyles through the Electronization of Paper

Green Product Development Technology Applied to Electronic Dictionaries

Our electronic dictionaries employ a new Casio-original structure, TAF-COT^{*1}, which emphasizes portability and is designed for realizing robustness, and with which a long life is achieved. With this structure, the electronic dictionaries are resistant against drops, bangs, and shakes that they are subject to during carrying or commuting.

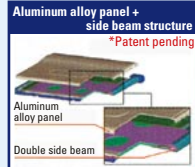
Especially, the EX-word H series features excellent portability that comes from a stylish body whose thickness is 9.8mm^{*2} – the thinnest electronic dictionary in the industry.

^{*1} Totally Advanced Force Control Technology

^{*2} The thinnest part of the main body (when the dictionary is closed and not covered by the My Panel cover) among full-fledged electronic dictionaries as of February 2004

Original reinforced structure reduces shocks

Reinforcing the body

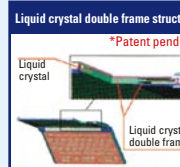


Side beams made of a high-tension special material and an aluminum alloy panel are packaged together. The panel thus made protects the liquid crystal and the electronic circuit parts from external pressure such as bending and pressing.

Note: Although the EX-word XD-V series featuring an LCD with a backlight has a different structure, its robustness is the same.

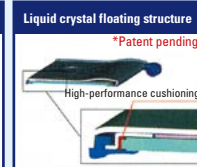
Note: The above contents are derived from data on tests carried out according to our standards; they do not guarantee that the actual product is free from cosmetic flaws, damage, or failures.

Protecting the liquid crystal from both directions



Liquid crystal double frames made of a high-tension special material are inserted in spaces derived from the downsized circuit packaging area created by high-density circuit packaging technology. The double frames protect the liquid crystal.

Absorbing shocks



High-performance cushioning is adopted to reduce stress caused by a sudden impact on the liquid crystal.



■ XD-H9100

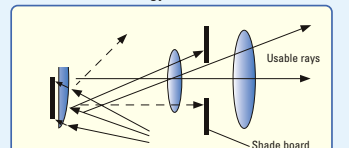
Paper reduction achieved by the spread of electronic dictionaries
..... Equals the preservation of about 300,000 trees

We estimated the effect of using electronic dictionaries by assuming that how many paper dictionaries are needed to cover the content of the electronic dictionaries that Casio sold in fiscal 2003. The total weight of the paper dictionaries (14,895 tons) required to cover the content + 50 kg (on the assumption that 50 kg of paper equals one tree) = the preservation of about 300,000 trees

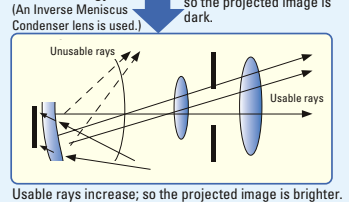
Green Product Development Technology Applied to Data Projectors

Data projectors project images by adjusting the light projected onto a screen. Casio adopts the Digital Light Processing (DLP) technology (in which mirror reflection is used) as the projection method so Casio data projectors will take up less volume. We also adopt the Inverse Meniscus Condenser (IMC) lens technology which, with the help of a special lens placed in front of the reflector, increases light-gathering ability. A reflector is provided around the light source to project the light onto the screen more efficiently. We adopt the Acornic Reflector (ACR) technology, which uses a reflector with an original shape to increase the brightness by 30%.

Conventional technology

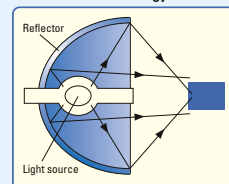


IMC technology

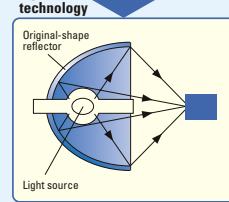


■ Projection method

Conventional technology



ACR technology



■ Light-gathering method



■ XJ-350



■ XJ-450

The XJ-350 (ultra-compact package, 230 x 55 x 171mm, 1.8kg) delivers 2200 ANSI lumens. The XJ-450 (compact package, 278 x 64 x 197mm, 2.4kg) delivers 2800 ANSI lumens. They are the smallest and the lightest among projectors with equivalent brightness in the world. (As of November 2003)

Note: The value is derived from a comparison between the expected brightness obtained by conventional technology and that by the ACR technology.

LCA Evaluation



We conducted LCA (Life Cycle Assessments) of 1.6-inch TFT LCD modules and virtual digital cameras.

Evaluated objects

TFT LCD modules

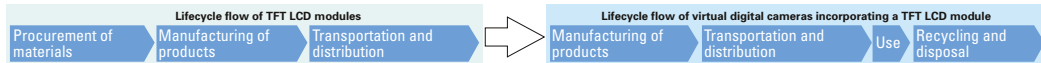
Model	2002 model	2000 model
Name	1.6-inch digital interface TFT color LCD monitor (80,000 pixels)	1.6-inch analog interface TFT color LCD monitor (60,000 pixels)
Main specifications	Power consumption: 0.16 W, Weight: 9 g, Dimensions (mm): 40.1 (W) x 32.5 (H) x 3.3 (D), LED backlight	Power consumption: 0.53 W, Weight: 12 g, Dimensions (mm): 42.6 (W) x 36.4 (H) x 5.9 (D), Cathode ray tubes backlight

Virtual digital cameras*

Virtual digital camera incorporating the 2002 model	Virtual digital camera incorporating the 2000 model
	

*A virtual digital camera is a non-existent camera that incorporates one of the TFT-LCD modules on the left.

Lifecycle flow



Conducting an LCA (per module/model)

TFT LCD modules: We calculated the environmental impact generated in the lifecycle stage of each model.

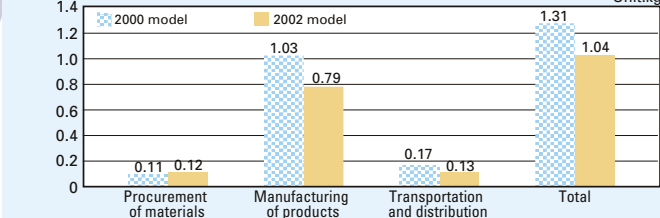
Virtual digital cameras: We estimated the difference** between the environmental impacts generated by the lifecycle stages of each of the two cameras.

** Difference between the environmental impacts = Environmental impact generated by the use of the virtual digital camera incorporating the 2000 model - Environmental impact generated by the use of the virtual digital camera incorporating the 2002 model; the difference shows how well eco-designs have contributed to the improvement in environmental impacts.

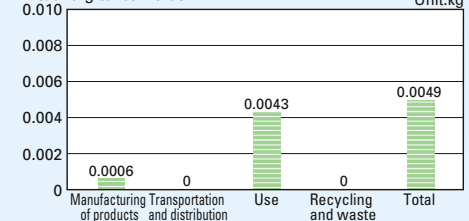
Inventory analysis (per module/camera)

CO₂ emissions

TFT LCD modules



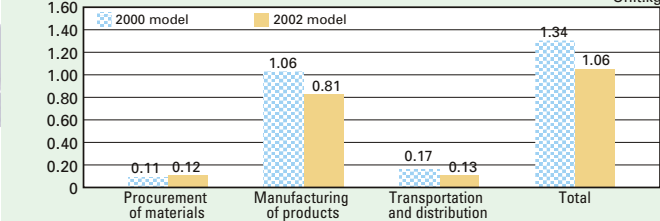
Virtual digital cameras



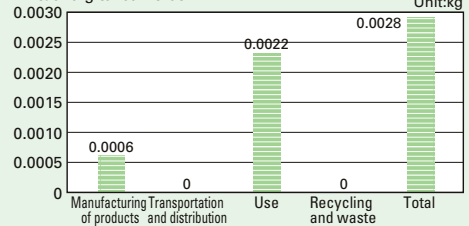
Impact assessment (per module/camera)

Global warming (in terms of CO₂)

TFT LCD modules



Virtual digital cameras



Conclusions

[TFT LCD modules] The inventory analyses and the impact assessments show that the 2002 model is superior to the 2000 model in terms of LCA.

Especially, the value difference in the manufacturing stage was brought about by the great reduction of environmental impacts (electric power, water, etc.) achieved by manufacturing plants.

[Virtual digital cameras] The reason why the value difference in the use stage is large is that the 2000 model consumes more electric power than the 2002 model. The LCA result shows that the reduction of electric power consumption achieved by the 2002 model, which is due to design improvement, greatly contributes to the reduction of whole environmental impacts.

Utilizing the data in Casio

We are going to utilize the assessment data on the TFT LCD modules as in-house data.

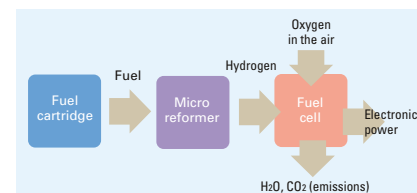
Note: The recycling and waste stage of virtual digital cameras does not contain a process in which mercury used for cathode ray tubes is made harmless.

Measures to Develop Micro Fuel Cells

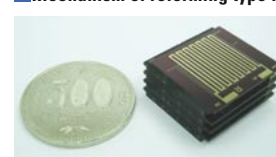
Micro fuel cells attract attention as a new technology that realizes the environmental consciousness and high energy characteristics which are required for future portable devices. By using technologies for processing electronic components, Casio has drastically downsized a hydrogen generator (reformer) which is said to be a lifeline to fuel cells.

The size of the reformer is only about 2 (W) x 2 (H) x 1 (D) cm. A fuel cell with the reformer on it can drive a common notebook PC for 8 to 16 hours.

The micro reformer shown on the right incorporates five types of reactors (a catalytic combustor, two types of evaporators, a steam reformer, and a CO selective oxidizer) and two types of control sensor (a temperature sensor and a thin film heater), all of which are necessary for generating hydrogen. Since the micro reformer is made up of an inexpensive glass material, it can be produced at a low cost. We will continue research and development in finding practical uses for micro fuel cells, which will lead to the development of environmentally conscious portable devices.



Mechanism of reforming type fuel cells system



Size comparison between a 500-yen coin and an all-glass integrated micro reformer

Progress on the Use of Lead-Free Solder

In fiscal 1999, Casio started using lead-free solder for environmentally conscious calculators. In fiscal 2003, all divisions completed establishing technologies for lead-free solder packaging, and the percentage of our products made with lead-free solder increased to 15%. We will actively promote the use of lead-free solder, and try to phase out leaded solder by the end of fiscal 2004.

Glossary

Inventory analysis: Environmental impacts are quantified for each stage, regarding inputs (energy, materials, parts, etc.) and outputs (CO₂, waste, etc.), and are listed in a table. Inventory analysis thus enables the quantification of input- and output-related environmental impacts.

Impact assessment: Based on the inventory analysis results, environmental impacts are assessed for each category item (energy resource, global warming, acidification, etc.). Specific impacts caused on the global environment are identified through such impact assessment.

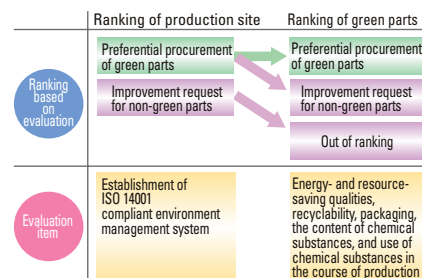
Green Procurement and purchasing

We are promoting green procurement based on the Casio Group Green Procurement Standard Manual. We also conduct green purchasing of office supplies and consumables.

Green Procurement Activities

Since November 2000, based on the Casio Group Green Procurement Standard Manual, Casio has preferentially bought parts with less environmental impacts from green factories with ISO 14001 certified environmental management systems. We encourage the suppliers of parts and materials used in Casio products

to establish ISO 14001 certified environmental management systems at their production sites. We also ask suppliers of parts to disclose information on resource saving qualities, recyclability and the content of chemical substances in compliance with environmental regulations.



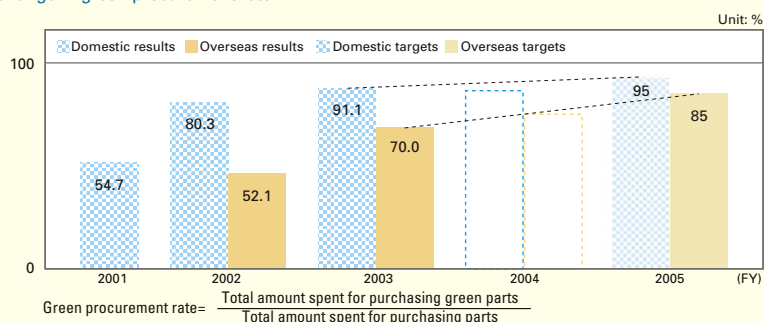
FY2003 Achievements

Achievement: 91.1% for domestic sites and 70.0% for overseas sites

In fiscal 2003, the Casio Group's green procurement rate increased to 91.1% for domestic sites, and to 70.0% for overseas sites. We have thus achieved the respective targets of 85% and 65%.

For the future, we will make steady efforts to achieve the target of increasing the rate to 95% for domestic sites and to 85% for overseas sites by fiscal 2005 as stipulated in the Environmental Action Plan.

Change in green procurement rate



Future Measures

Explanatory meeting on the green parts database and the revision of the Casio Group Green Procurement Standard Manual

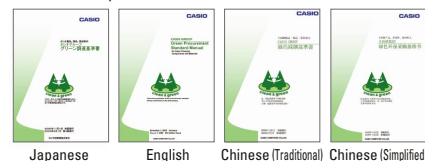
In March 2004, we fully revised the Casio Group Green Procurement Standard Manual. Specifically, regarding the survey on the chemical substances contained in the parts supplied to Casio, we changed the unit of survey from parts to the materials that constitute parts. This change is based on the European RoHS Directive standard proposed in December 2003. In addition, the manual includes the requirements of chemical substance control regulations other than those of the RoHS Directive effective at the end of April 2004, which makes it easy for designers to check the compliance with the regulations of respective areas in the world.

Also, by establishing a database of green parts survey results, we have built a system that allows the designers of new products to efficiently check the compliance with relevant regulations. We will make further efforts to achieve our goal to fully comply with the RoHS Directive by the end of 2005, which is stipulated in the Environmental Action Plan.

Along with the revision of the manual, we held an explanatory meeting for domestic suppliers in March 2004 and asked for their understanding and cooperation. We also held a meeting for overseas suppliers in China, including Hong Kong, and in the Southeast Asian countries in May 2004.



Explanatory meeting for suppliers on the revised Casio Group Green Procurement Manual



Green Purchasing Rate

Increased to 36.7%

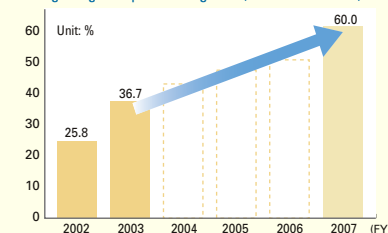
Casio has introduced the CATS e-P system for the central management of purchasing activities regarding indirect materials (stationery, office supplies and business machines) in November 2002. Those items covered in the green purchasing and meeting eco-standards are certified with the Casio Environmental Mark to ensure that the employees in charge of purchasing goods can

easily choose Casio Environmental Mark-certified products. As a result, our domestic green purchasing rate* increased to 36.7% in fiscal 2003.

We plan to further increase our green purchasing rate to 60% by fiscal 2007 by familiarizing employees of the Casio Group with the green purchasing policy.

*From fiscal 2004, green purchasing rate is calculated by number of items.

Change in green purchasing rate (number of items)



Recovery and Recycling

We are actively recovering and recycling end-of-life products and consumables for the effective use of limited resources.

Recovery of Information Devices from Corporate Customers

We established and operate a recovery and recycling system for end-of-life information devices used by corporate customers.

	Main body		Monitor		Printer		ECR/other	
	PC/OC		CRT/LCD		Dot/Page/other		ECR/POS/UPS/other	
	FY 2002	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003
Amount recovered	12.2 tons	17.1 tons	5.1 tons	9.0 tons	18.1 tons	24.4 tons	4.5 tons	11.5 tons
Recycling	Amount recycled	11.0 tons	15.0 tons	4.0 tons	7.1 tons	15.8 tons	21.4 tons	4.0 tons
	Recycled rate	90.1%	87.5%	78.0%	78.4%	87.0%	87.9%	88%
Targeted recycling rate	50%		55%		-		-	

Recovery of PCs from Households

Based on an ordinance under the Law for Promotion of Effective Utilization of Resources that came into effect on October 1, 2003, we established and operate a recovery and recycling system for PCs used in households. The table on the right shows the recovery results in fiscal 2003 (from October 2003 to March 2004).

	Main body		Monitor
	Desktop	Notebook	CRT/LCD
Amount recovered	52 kg	3.2 kg	34 kg
Recycling	Amount recycled	37.3 kg	1.59 kg
	Recycled rate	71.65%	49.6%
Targeted recycling rate	50%	20%	55%

Recovery of Portable Rechargeable Batteries

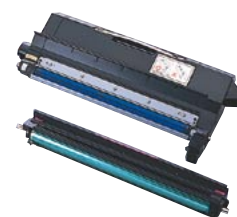
The table on the right shows the recovery results of portable rechargeable batteries.

	NiCd battery		Nickel hydrogen battery		Lithium-ion battery		Small sealed leadacid battery	
	FY 2002	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003	FY 2002	FY 2003
Amount recovered	385 kg	436 kg	0 kg	20 kg	230 kg	84 kg	75 kg	0 kg

Recovery of Drums and Toner-set

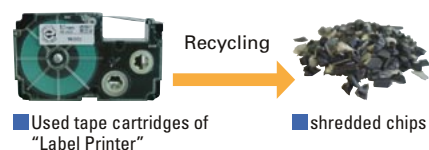
The reduction of the amount processed and reuse (amount recycled) compared to that of last year is due to the extended lifecycle of targeted models of drums and toner-sets.

	FY 2002	FY 2003
Amount processed	276.9 tons	235.0 tons
Recycling	Reuse	98 tons
	Recycling	179 tons
Recycled rate	100%	100%



Recovery Results of "Label Printer" Tape Cartridges

We aggressively promote our recovery and recycling system for used cartridges of our label printer "Label Printer" and used DISK title printer ink ribbon cassettes that are widely used in offices and households.

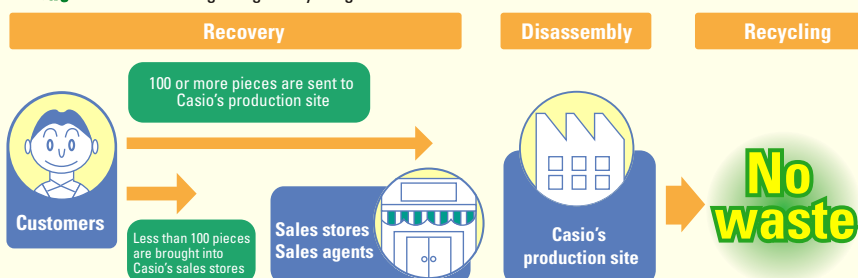


	FY 2002	FY 2003
Quantity recovered	42,500 pieces	57,200 pieces
Weight (tons)	1.35	1.82



Tape Cartridge Recovery and Recycling System

We established a used tape cartridge recovery and recycling system that leads to achieving a high recycling rate.



- If you have fewer than 100 cartridges, please bring them to the store where you purchased them.
- If you have 100 or more cartridges, please send them in a box directly to the address below, COD. The address is also written on the side of the box

Send the cartridges to: Eco Station, Kofu Casio Co., Ltd.
217, Iccohata Tamaho-cho, Nakakoma-gun,
Yamanashi Prefecture 409-3896
Tel: 055-273-3111

Glossary

Law for the Promotion of Effective Utilization of Resources: A new "3R" concept was introduced. 3R comprises Recycling, to strengthen recycling measures to reuse the products recovered by companies; Reduce, to control the generation of waste; and Reuse, to reuse the products and parts. This law obliges companies to design and produce energy-saving, long-life products and enrich repair services with regard to the products that generate a large amount of waste after use.

Portable Rechargeable Batteries: Rechargeable batteries that can be used more than once by charging. To distinguish them from dry batteries that cannot be charged (first battery), they are also called second battery. According to the Law for Promotion of Effective Utilization of Resources, battery makers and equipment manufacturers launched the recovery and recycling of portable rechargeable batteries.

Effort to Reduce Packaging Materials

By comprehensively reviewing the flow from packaging to distribution, we are able to reduce the environmental impacts of our operations through such means as reducing the amount of packaging materials used and utilizing recycled resources.

Measures for Packaging Materials

As a result of reviews on the composition and forms of packaging, and the strength of the products themselves, the use of inner packaging boxes was discontinued. Individual packaging and outer packaging were also made smaller and lighter for reducing the use of packaging materials and the amount of wasted packaging materials. Also, we promote the use of recycled materials such as recycled paper and resin.

Reducing the total use of packaging materials: 1%
Reduction remained at 1% against the target to reduce the total use of packaging materials by 20% of the fiscal 2000 level by fiscal 2003. This was due to the production increase of 21.6% compared to fiscal 2000, but a reduction of 16% was achieved per unit of sales.

(1) Reducing the use of polystyrene foam: 18.2%

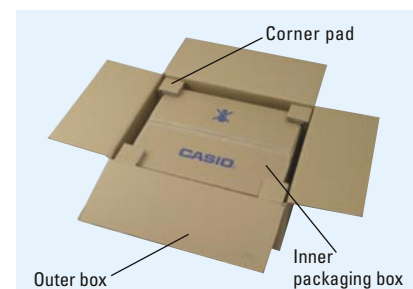
A reduction of 18.2% was achieved against the target to replace polystyrene foam with paper-based materials and reduce the total use of polystyrene foam by 30% of the fiscal 2000 level by fiscal 2003. This equals a reduction of 30.7% per unit of sales.

(2) Reducing the use of cardboard: 1% increase

As a result of having to replace resin-based packaging materials with cardboard, the total use of cardboard increased by 1% against the target to reduce the total use of cardboard by 20% of the fiscal 2000 level by fiscal 2003. This equals a reduction of 14.3% per unit of sales.

Excessive packaging for electronic

components using both an outer box and corner pads was discontinued after reviewing the distribution method.



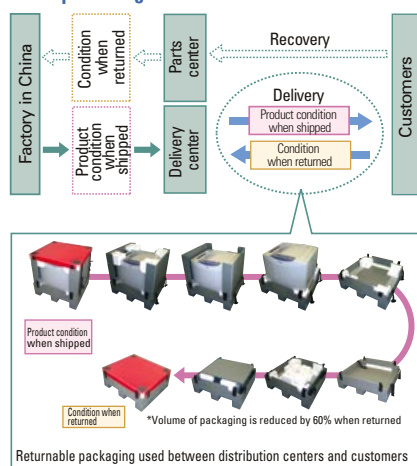
■ Conventional packaging for electronic components

Introduction of Returnable Packages

Most packaging materials are eventually disposed of as waste. It is therefore effective for environmental conservation to use returnable packaging that can be used repeatedly. Targeting large-sized products, we are making preparations for the use of returnable packaging boxes.

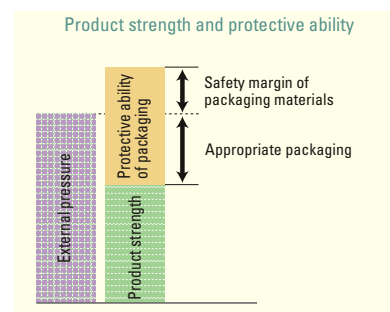
First, we introduced returnable packaging for office-use printer samples. The returnable packaging is repeatedly used between distribution centers and customers, and is currently introduced in Tokyo, Nagoya and Osaka areas.

Conceptual diagram



Future Measures

In order to pursue appropriate packaging (protective ability of packaging), it will be important to know exact external pressures and the level of product strength that can sustain such pressures. The external pressure the packaging receives during the distribution process includes shocks caused by falls during freight handling, vibration of the transport vehicle, and stacking load during storage. Once the exact product strength is known and appropriate packaging is achieved, we will make efforts to reduce packaging materials and reduce the volume with the aim of reducing environmental impact. We will promote these measures by setting a new goal to reduce the packaging materials by 30% per unit of sales, compared to fiscal 2000, by fiscal 2007.

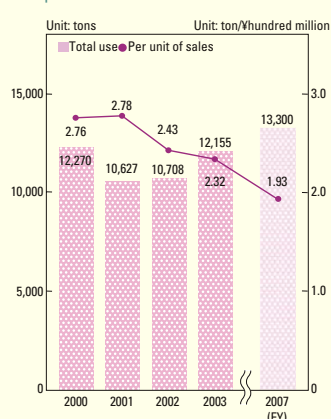


Specific measures

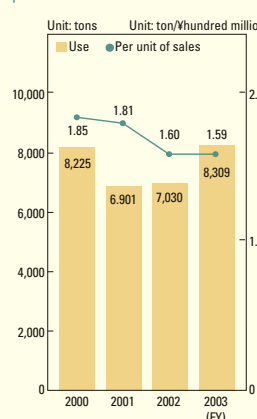
- To know the exact product strength:
 - Understanding product strength in terms of numerical values
 - Feedback to the product design division (to improve strength)
 - Resetting regulations, standards, evaluation processes, and product testing methods without packaging
- To know exact external pressures:
 - Resurvey of transport, storage and freight handling environments
 - Resetting the quality standard for packaging used in distribution
 - Pursuit of more efficient packaging methods based on SCM (supply chain management)

Change in Use of Packaging Materials

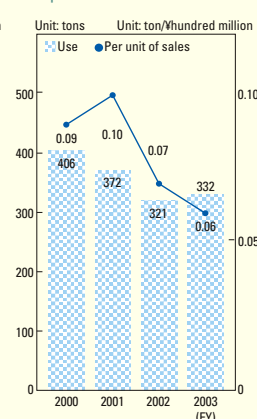
Total use of packaging materials and per unit of sales



Use of cardboard and per unit of sales



Use of polystyrene foam and per unit of sales



Glossary

SCM (Supply Chain Management):

To manage the process flow among manufacturers, distributors and sales companies from material supply to product delivery to customers, aiming at meeting customers' needs for quick delivery.

Promotion of Distribution Measures

In consideration of global warming, we are reducing environmental impacts caused by our distribution activities through modal shifts and an effective delivery system in Japan and overseas.

Domestic Distribution

Reduction of use of trucks and CO₂ emissions by modal shift

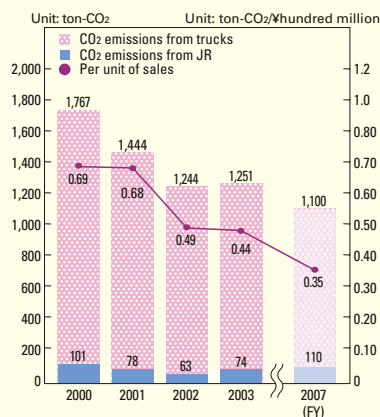
We now make it our policy to promote a modal shift from transportation by trucks with large environmental impacts to rail freight transportation.

Modal shift for distribution between sites and sales outlets

FY2003 Results

In fiscal 2003, total CO₂ emissions increased by 18 ton-CO₂ compared to fiscal 2002. This is attributable to an increase in truck transportation and delivery by Japan Railways (JR) with an increase in sales. JR delivery accounted for 11 ton-CO₂ and the remaining 7 ton-CO₂ was by trucks. In per unit of sales, CO₂ emissions were reduced by -0.05 ton-CO₂ per hundred million yen.

Total CO₂ emissions and CO₂ per unit of sales



Future target

With an aim of reducing CO₂ emissions per unit of sales by 50% compared to fiscal 2000 (by fiscal 2007), we will positively promote modal shifts to JR rail containers and rationalization of distribution.

CO₂ emissions were reduced by 5.5 tons by introducing modal shifts for import cargo

Up to fiscal 2002, LCD televisions imported at Shimonoseki port from South Korea were transported to Suzuka Distribution Center by truck. By switching the truck transport to JR rail containers in fiscal 2003, CO₂ emissions were reduced by 5.5 tons.

- Transport interval: From Shimonoseki port to Suzuka Distribution Center
- Transport distance: 731km by truck (702km by rail)
- Transport volume per year: 180 tons

Calculation method

- By truck
 $731 \text{ (km)} \times 180 \text{ (tons)} \times 48^* \text{ (g-c/ton-km)} \times 10^{-6} = 6.3 \text{ (tons)}$
- By rail
 $702 \text{ (km)} \times 180 \text{ (tons)} \times 6^{**} \text{ (g-c/ton-km)} \times 10^{-6} = 0.8 \text{ (ton)}$

Reduction of CO₂ emissions

$$6.3 \text{ (tons)} - 0.8 \text{ (ton)} = 5.5 \text{ (tons)}$$

* 48: CO₂ emissions from the transport over 1km of goods weighing 1 ton by ordinary truck (converted into carbon)

**6: CO₂ emission from the rail transport over 1km of goods weighing 1 ton (converted into carbon)

Reducing CO₂ emissions by promoting direct or shared delivery

Reduction of annual CO₂ emissions by 1.6 ton-CO₂ by establishing a direct delivery system to major customers (mass merchandisers of consumer electronics)

Until July 2003, goods were first delivered from Suzuka Distribution Center to our distribution centers all around the nation by exclusive trucks, and then delivered to the customers' delivery centers by route trucks. By establishing a direct delivery system from Suzuka Distribution Center to customer delivery centers, CO₂ emissions were reduced by 1.6 ton per year.

Calculation method

- Total reduction of transport distance: 1,200 km
- Total reduction of transport weight: 28 tons
- Reduction in ton-km: 33,600 ton-km
- Reduction of CO₂ emissions (ton-CO₂)
 $= 33,600 \text{ (ton-km)} \times 48 \text{ (g-C/ton-km)} \times 10^{-6} = 1.6 \text{ (ton-CO}_2\text{)}$

CO₂ emissions were reduced by 4.2 tons by integrating distribution from Yamagata Casio to Suzuka Distribution Center

Until July 2003, delivery of digital cameras and timepieces had been commissioned to different transport companies. Now, by commissioning all the deliveries to one company, we achieved a reduction of CO₂ emissions by 4.2 tons by December 2003.

Overseas Distribution

Reduction of CO₂ emission by 73.9 ton-CO₂ by shipping directly from Chinese ports

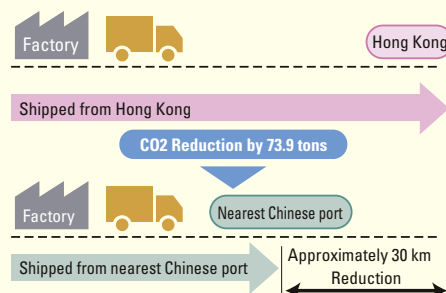
Most of the goods shipped from factories in China were transported to Hong Kong by truck. Starting from fiscal 2004, we plan to increase the direct shipment rate from Chinese ports (Shekou, Yantian and Chiwan) near the factory, expecting a reduction in annual CO₂ emissions by 73.9 ton-CO₂ in fiscal 2004.

Calculation method for reduction in CO₂ emissions

$$\text{Reduction in CO}_2 \text{ emission (ton-CO}_2\text{)} = \text{Estimated production amount: } 183,300 \text{ (m}^3\text{)} \times \text{Transport distance: } 30 \text{ (km)} \times 280^* \text{ (kg/m}^3\text{)} \times 48 \text{ (g-C/ton-km)} \times 10^{-9}$$

280*: The volume is converted to weight assuming that 1m³ is equivalent to 280kg

CO₂ emission reduction by shipping goods from Chinese ports



Glossary

Modal shift:

To replace truck transportation with sea or rail transportation that causes smaller environmental impacts in order to reduce CO₂ and emissions of suspended particulate matter and traffic jams. Modal shift is mainly promoted by Japan's Ministry of Land, Infrastructure and Transport in an effort to improve transportation

Responsibility to the Customers

We not only provide high-quality and reliable products to customers but also value the communication with customers as a trusted manufacturer.

Through Reliability and Delight of the Products Delivered to Customers

Casio is making efforts on product development and services to meet customer expectations and to bring “delight” more than “satisfaction” to them. Always asking ourselves “what do they need?”, “what do they want?”, and “what products will make their lives more convenient?”, we are unceasingly striving to create products that realize the customers’ needs. “Casio quality” guarantees that the customers’ needs are surely realized in our products. We are making every effort to provide customers with easy-to-use, durable and high-quality products.



■ Casio Promotion Committee for Group-wide Quality Enhancement

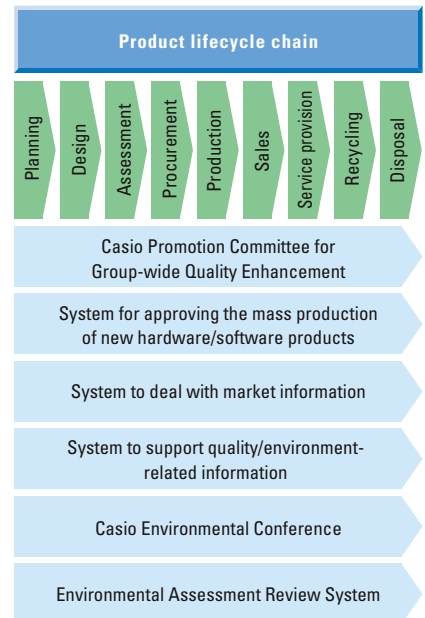
Quality assurance activities focusing on reliability

To ensure the quality of our products, we set various in-house standards for each of our business processes, including those for product planning, design, assessment, procurement of materials, production, sales, service provision, and product recycling and disposal. We operate the system to fully comply with the standards to improve our quality.

■ Casio quality



■ Process and management systems for product development



To Provide Reliable Products to Customers

To provide the purchasers of our products with a service that ensures reliable and comfortable use, we have established full-fledged after-sales service including repair and arrangement of consumables to quickly respond to possible problems with the products.

Mission of our service division

Quick response

To send a product back to the customer as soon as possible, we are making efforts to improve our business activities concerning procurement of parts, repair system, and repair skills, with the aim of reducing repair time.

Reliable skills

To live up to the expectations of customers by providing sufficient repair quality, we are striving to improve our repair skills.

More inexpensively

To reduce repair costs, to lessen the financial burden on customers, and to bring the repair costs to the level that customers want, we are devising ways to conduct repairs effectively.

Valuing Communication with Customers

Casio values communication with customers. This is because we hope that customers trust Casio as a maker and use our products for a long time.

Activities of our customer service center

At the customer center, we observe the following basic rules when receiving customers’ comments, requests and questions, to respond to them fully considering the intention of the customers.

- Quick, appropriate and polite response
- To take customers’ words seriously and to appropriately understand the facts
- Strive to find a solution from the viewpoint of customers
- Reflect customers’ voices for improvement

To this end, while appointing qualified persons to the right positions, we are striving to improve our communication and technical skills. Also, we are always encouraged by customers’ words of gratitude in the course of our daily business activities.

Customer satisfaction research activities

In order to reflect customers’ voices in our next products, we conduct regular assessment of customer satisfaction with Casio products, researching not only their responses on product function, performance and design, but also on usability and the service for respective products.

Casio always hopes to nurture products with customers.



■ Contact point for communication with customers: Customer service center

Responsibility to the Business Partners

To solidify the relationship of trust with our business partners, Casio is promoting the following efforts.

Procurement Policies

In April 2004, we held a meeting to explain our material procurement policies targeting 200 major clients. There we explained the necessity for expanded cooperation and accelerated technological development, and that we will evaluate our business partners by their cost competitiveness, technological strength, and comprehensive response capabilities such as observance of delivery dates and response to our green procurement policy in order to realize a new partnership.

For the competitive suppliers in Japan and overseas hoping to have business relations with Casio, we provide open, fair and equal business opportunities regardless of their nationalities, business scale and past business records.

We will build a mutual partnership with selected suppliers to enhance cost competitiveness and technical edge and to reduce lead time in order to cope with the recent trend requiring shorter product development cycles, multifunctionality and shorter delivery times.



■ Explanatory meeting on our procurement policies

Technology Exchanges and Exhibitions

Targeting mainly LSI manufacturers, we hold technology exchanges and exhibitions to help them develop new technologies and make quick proposals for electronic component parts. Through this, we facilitate communication with our business partners.



■ Technology exhibitions

Awards to Our Business Partners

Starting from fiscal 2004, CASIO will present awards to selected suppliers who have shown their understanding and cooperation toward Casio's policies.

Stakeholder dialog to Read Sustainability Report

In June 2004, we held "a meeting to read Sustainability Report" to facilitate communication with the stakeholders. Casio employees as stakeholders and the Quality & Environment Center and the CSR Operation Section as those responsible for making the report together hosted this meeting that marked the first occasion for stakeholders to deepen their understanding of Casio's environmental management through mutual communication. Eight stakeholders in total participated in the meeting comprising six Casio employees (designers from Consumer Products Div., Timepiece Mfg. Div., System Equip. Div. and Electronic Device Div., a packaging technology designer and an employee from Personnel Dept.) and two outside stakeholders (Ms. Mizue Unno and Mr. Tsutomu Iijima).

Explanation of Casio's environmental management policies was given using the draft version of this Sustainability Report 2004. Then we received questions and comments on Casio's environmental management and CSR activities.



■ Stakeholder dialog to read Sustainability Report

◆ Casio's future challenges chosen from comments on Sustainability Report 2004

- Concrete measures to comply with the WEEE & RoHS Directives are not explicitly described.
- Animated simulation of "Examples of Projects Achieving Results from Environmental Investments" ([□ p.16](#)) and "LCA Evaluation" ([□ p.20](#)) provided on the Web will be easily comprehensible by children and can be a good material of environmental education.
- It would be better to include the description of communication with customers at the shops in the "Responsibility to the Customers" ([□ p.25](#)) section.
- The flow from Top Commitment, Environmental Action Plan to the body text is difficult to understand.
- It would be better to change the title on each page of social responsibility to "develop products with customers," giving specific description of actions.
- CSR policies referred to in the discussion are not described in the body text, making the whole report incoherent.



■ Mr. Tsutomu Iijima



■ Ms. Mizue Unno

◆ Our response to the challenges

We will accept the comments sincerely and reflect them for further improvements of our future environmental management activities and the sustainability reports.

Responsibility to the Employees

For our employees, Casio's invaluable asset, we are putting a great deal of effort to help their healthy growth of mind, body and ability, to nurture them as balanced human resources and to improve their working environment.

Education and Training System

Based on our "grow through work" education policy, we nurture our employees by providing both on-the-job training (OJT) and off-the-job training (Off-JT) opportunities.

OJT includes instructions, guidance and advice given by superiors in the daily business activities, while Off-JT is composed of training by grade, that by function, and self-development. Training by grade and self-development are provided by the personnel department, while training by function is accomplished by each division.

For the training by grade, the personnel department chooses target employees from all divisions, regardless of their functions, and provides training for them. The

employees, after learning required levels in carrying out their functions, appropriate roles they should play, target management as well as future career design and planning, will put what they learned into practice.

For the training by function, each division provides education and programs that reflect the needs required by the employees in their daily business activities in order to obtain appropriate skills and expertise.

- Training for new employees (first year in the company)
- Career development training (third year in the company)
- Training for the senior staff who will take a test to become assistant manager
- Career development training for assistant managers

For self development support, we mainly subsidize the cost for correspondence courses. Details of the support are disclosed on our Intranet.



■ Fiscal 2003 career development training

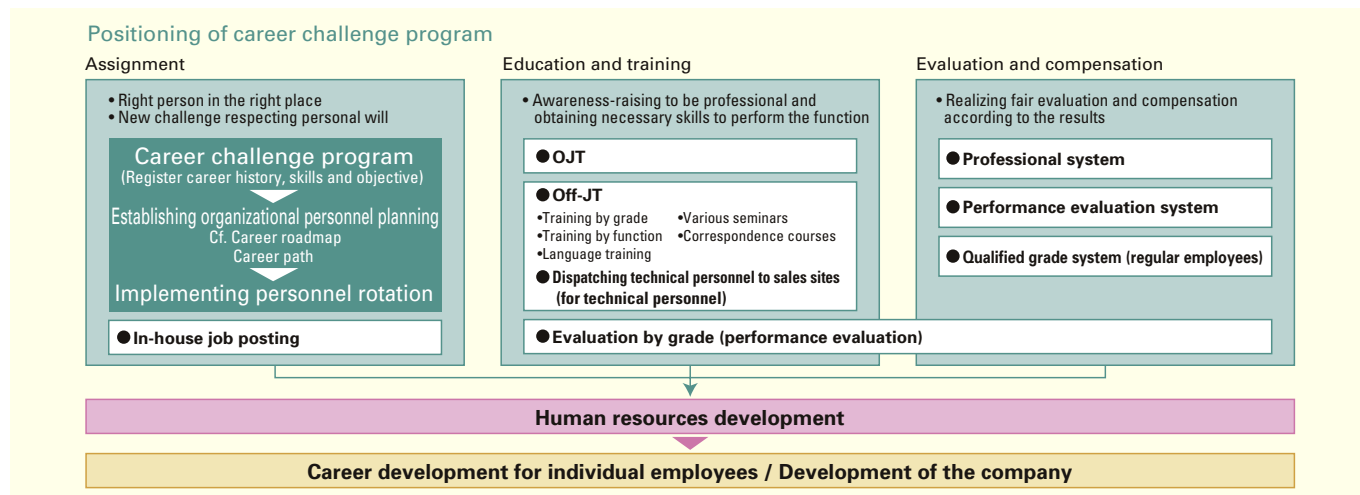
Career Challenge Program

Our career challenge program aims at achieving career development taking each employee's career, skill and purpose into consideration. Each employee and his/her superior (division manager) register for this program on the Web, and the registration and other information are utilized for establishing human resources development

measures including development rotation, transfer and assignment for each employee, and provision of education opportunities.

- ◆ Employees themselves declare and register their "career appeal" and "new assignment they want to challenge".

- Career appeal → Employees register their current position, career history, achievements, and functions and skills they want to appeal.
- New assignment they want to challenge → If they want to try another assignment, they report and register it.
- ◆ Also, superiors register the policy to foster their subordinates.



In-House Job Posting

In developing new or important businesses, we invite applicants from all divisions to the position to be assumed by personnel with special skills or a certain level of expertise, explicitly defining required knowledge, job experience, skills and expertise. Along with balancing our business needs and each employee's career development, we invigorate the employees and foster a working environment full of challenge.

After interviews with a director of a division offering a new job, a manager of applicant's present division and personnel department decide if the applicant meets all three requirements described below. A board member in charge of human resources will make the final decision.

In the past two internal job openings, seven applicants that passed were transferred to new positions.

- Points to be checked in the interview
 - If the skills, ability and qualifications match the needs of the division offering the new job
 - Comparison of the disadvantages for the applicant's present division and the advantages for the division offering the new job if the applicant is assigned a new job
 - Spirit of challenge

Counseling Service Regarding the Casio Code of Conduct

In September 2003, we launched counseling services regarding the Casio Code of Conduct on our Intranet site. This will be another way of solving problems that occur in the course of daily business activities that were addressed to superiors or the personnel department. This service is expected to facilitate the resolution of the problems.

Mental Health Care

To improve internal communication, we hold a mental health care workshop for managerial officials. We also provide counseling services to resolve employees' worries in the course of their business activities at a clinic in the company and at outside counseling offices. With a plan to open a special counseling room, we will further focus on mental health care.

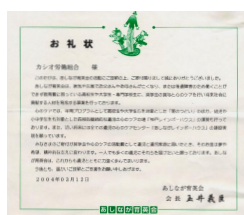
Management of the Working Environment

As a part of measures to deal with mental health care and VDT operations, we separated smoking sections at workplace. In addition, chairs are provided in the non-smoking refreshing sections to improve the working environment.

Fund-Raising Activities by the Casio Labor Union

Placing importance on the support for education, health and health care of handicapped children in and outside of Japan, the Casio Labor Union started fundraising activities in 2003 to make its utmost efforts at social contribution. From now on, fundraising will be held twice a year. We raised ¥243,137 in total and donated ¥60,000 to a UNICEF general donation, UNESCO World Terakoya Movement and Ashinaga Scholarship, respectively. The remaining ¥63,137 was added to the social welfare contribution fund. We also collect used stamps, cards and foreign coins. Foreign coins were donated to a UNICEF foreign currency donation, while

used stamps and cards were donated to the Japanese Organization for International Cooperation in Family Planning (JOICFP). The Casio Labor Union will further strengthen the support for children in the world through relative organizations.



■ Certificate of appreciation from Ashinaga Scholarship



■ Certificate of appreciation from UNICEF

Walking Campaign

We promote a walking campaign to help employees to maintain and improve health and prevent lifestyle-related diseases, and thereby keep their healthy life expectancy.

Every year, more and more employees, including their family members, join the campaign with increased consciousness toward health.

■ Breakdown of walking campaign participants from fiscal 2000 to 2003

	Male		Female		Total	
	Employee	Family member	Employee	Family member	Employee	Family member
Fiscal 2003	733	68	417	256	1,150	324
Fiscal 2002	582	55	360	137	942	192
Fiscal 2001	235	20	247	73	482	93
Fiscal 2000	147	7	107	18	254	25

Health Management

For our 8,400 employees, a medical examination is provided once a year.

Efforts are continuously made to increase the number of examination items. We also pay careful attention to the employees who need reexamination, and carry out follow-ups in cooperation with nurses.

Both medical and dental clinics have been set up at the head office, where resident doctors deal with employees' health management.

A resident dentist serializes a column "Yamai wa Kuchikara" (All illness comes from the mouth) to heighten awareness toward oral health.

Basic Policies on Information Security

The Casio Group established basic policies on information security in October 2002 and has implemented them.

Casio Computer Co., Ltd. stipulates the Information Security Policies as essential rules to ensure that corporate information is always reliable and is utilized stably by appropriate persons. Based on these rules, we declare that we conduct a standardized information security management targeted at all relevant persons who handle information.

The following measures are taken as basic policies:

- ① To take necessary measures to prevent risks on information assets from occurring
- ② Regardless of ① above, if a risk on information assets occurs, to take quick and appropriate measures to minimize the impact and damage to other assets and to fully prevent the recurrence of the risk.
- ③ To provide information security education on a consistent basis so that the consciousness of all the related parties who handle information is heightened and such increased awareness is maintained.
- ④ To comply with the laws and regulations on information security
- ⑤ To review the information security control measures on a continuous basis to respond to changes in the environment.

Occupational Safety and Health

At the head office, an occupational safety and health committee meeting is held on a fixed day of the month to discuss and determine various themes. Industrial doctors and health supervisors also attend the committee meeting.

Casio Micronics' Ome Factory has received the Ome Labor Standards Inspection Office's Director Award on the occasion of National Industrial Health Week 2003.

In the occupational safety and health activities, we mainly take the following five measures:

1. Establishing an annual plan
2. Hosting monthly occupational safety and health committee meetings
3. Implementing an occupational safety and health patrol
4. Offering regular and special medical examinations and follow-ups
5. Developing activities to improve the working environment

We consider that the award was in recognition of our daily activities, and will positively promote occupational safety and health improvement activities.

Responsibility to the Local Communities

We strive to build relations of trust with local communities through organizing factory tour projects to provide learning and discovery opportunities. We also promote disaster prevention measures, valuing the exchanges with the local residents.

Factory Tour for 10,000 People

Under the title of "factory tour for 10,000 people"*, we open Casio facilities to the public and organize factory tours starting from February 2004, mainly for elementary school children.

Concepts of this project are as follows:

1. To open Casio facilities to the public to offer learning and discovery opportunities for the visitors.
2. To provide employees' children with a chance to realize and cherish family ties by seeing their fathers or mothers working.
3. To encourage the visitors to understand product functions and to find science exciting through an experience of watching our production line and trying easy assembly work.

We also explain the importance of our environmental efforts and "Kids ISO" activities.

* Co-hosted by Casio Computer, Casio Micronics, Kofu Casio and Casio Business Service

■ Elementary school children with Kids ISO certificates in their hands



■ Kids ISO Program

Publication of Environmental Reports

We began preparing annual environmental reports in 1999. Previous issues, as well as the latest one, can be viewed on World Casio Web site.



Organizing a Lecture on the Environment

In November 2003, we organized a lecture on the environment at Kofu Casio, given by Mr. Michio Ishii from Yokogawa Human Create Corporation and Chairman of the Japanese Standards Association's Environmental Review Judgment Committee. Participants in and outside the company totaled 38.



■ Lecture on the environment

Information Provided on the Web

For the entire environmental activities conducted by the Casio Group, please refer to World Casio Web site, which includes the latest information about the Group's environmental activities (world.casio.com/env/).

Also, the Web site provides site-specific data and performance concerning the Group's domestic and overseas sites that could not be included in the sustainability report for lack of space.

Hosting the Casio World Open Golf Tournament

The Casio World Open golf tournament was held at Ibusuki Golf Club in Kagoshima Prefecture for the first time in 1981, and marked its 23rd anniversary in 2003. We have donated Casio products to Ibusuki-shi and Kaimon-cho to be used for school education. We also host golf lessons for young golfers in the local area, given by the professional golfers who join the tournament, with the aim of promoting sports. In addition, we conduct a charity during the tournament period and donate the proceeds to the Ibusuki City Council of Social Welfare and Kaimon Town Council of Social Welfare.



■ Casio World Open 2003



■ Lesson for young golfers

Certificate of Appreciation from Hamura-shi

Executive Vice President Kashio received a certificate of appreciation from the Hamura City Mayor, Mr. Namiki. This was in appreciation of Casio's Hamura Research & Development Center offering digital cameras as gifts for a stamp rally held in the Hamura City Industrial Festival three years in a row. This festival is held on the first Saturday and Sunday of November every year. In 2003, we offered six EXILIM EX-S1 units.

We will continue to support local events and offer our products to contribute to local communities and be closer to them.



■ Certificate of appreciation

Participation in the Exhibition

We have been participating in the Eco-Products Exhibition, the largest exhibition for environmentally conscious products and services in Japan, since its first organization. At Eco-Products 2003, we exhibited products developed based on the concept of light weight, compact, and energy efficient, and introduced our environmental conservation activities by using video for the eco-communication with the stakeholders.



We also plan to participate in Eco-Products 2004.

■ Eco Products 2003

Publication of Site Reports

In 2003, Kofu Casio published an environmental report of its own continuously from last year. This report provides specific information about its efforts in environmental conservation, resource saving, energy saving and eco-communication.



■ Kofu Casio's site report

Social Contribution Activities

We are developing various social contribution activities based on the spirit symbolized by our corporate creed of “Creativity and Contribution.”

Tokyo Volunteer Network for Disaster Relief

If an inland earthquake hits Tokyo during daytime, over 3.17 million people will have difficulties in returning home. Casio joined “Citizen’s disaster drill 2003 to deal with people that have difficulties in returning home,” organized by the Tokyo Volunteer Network for Disaster Relief for establishing a route for the disaster victims to return home on foot.

We offered the head office building as a first aid center on a route. Many participants recognized our building as an aid center, and we received words of gratitude from them. Hoping that we will be of service to as many people as possible in case of emergency, we

will continue to participate in the disaster drill.



■ Drill to help disaster victims

Support for the Fourth Dolphin & Whale Eco-Research Network Project

After the International Dolphin & Whale Conference held in 1994, G-Shock & Baby-G have been supporting education and research activities on the world’s dolphins and whales in cooperation with the International Cetacean Education Research Centre Japan (I.C.E.R.C. Japan). In 2004, which marks the 10th anniversary of this project, we will focus on dolphin and whale watching that provides an opportunity to meet invaluable nature under the fourth Dolphin & Whale Eco-Research Network Project, “Feel the Time of Nature.” We donate a portion of G-Shock and Baby-G sales in order to support efforts to realize more fruitful dolphin & whale watching.



■ Dolphin & Whale Eco-Research Network model

Blood Donation Campaign

We conduct blood donation campaigns twice a year (summer and winter) at a public space in front of the head office building, co-hosted by the Tokyo Red Cross Blood Donation Center and the Tokyo Babasakimon Lions Club. More than 100 Casio employees responded every time, which surprised the organizers into saying that this figure was rarely seen at other places recently except at blood donation rooms.

Our Hamura Research & Development Center has been awarded a Golden Medal of Merit for its longstanding blood donation campaign. This medal is awarded by the Japanese Red Cross Society in appreciation of the individuals and organizations that continuously supported its blood donation activities. The center has been awarded a medal for its blood donation campaign stretching more than 20 years. At the center, two blood donation cars are installed twice a year where 120 to 130 employees donate their blood.



Golden Merit Award



■ Blood donation at the Hamura R&D Center

Activities of the Casio Science Promotion Foundation

The Casio Science Promotion Foundation, since its establishment in 1982 with the aim of contributing to the development and promotion of academic research in Japan, supports research projects, dispatch of researchers overseas, and study groups. It subsidizes about 40 research projects a year, focusing on supporting advanced and original research by young researchers, especially in promising areas. It also subsidizes a total of 10 overseas dispatch or study group projects per year. In fiscal 2003, the Foundation spent a total of 55,000 thousand yen in subsidies to 40 research projects and 18 overseas dispatch or study group projects.



■ Research subsidy awarding ceremony

Lecture by Our Employee at an Outside the Company

In June 2003, Mr. Otsuka, Manager of the Quality & Environment Center was invited to speak by the Association of Consumer Affairs Professionals (ACAP) and gave a 2-hour lecture on “Casio’s Efforts on Green Products.”

Participation in the Fuel Cell Committee

We participate in the Micro FC Committee that defines fuel cell standards to promote standardization.

List of Social Contribution Activities by Casio Group Companies

Social contribution activities by Casio Group companies are as follows:

■ Social contribution activities in Japan

Company/ Site	Activity	Details	Number of participants	Date
Kofu Casio	Cleanup day	Cleaning within factory and public facilities in the neighborhood	117/94 persons	June/ December 2003
Yamagata Casio	Cleaning of the neighborhood	Cleaning along the city marathon course	6 persons	February 2004
Casio Micronics	Implementation of cleanup	Cleaning pathways around the factory	Commission to a contractor	Every Monday
	Implementation of cleanup	Cleaning the area surrounding the factory	100 persons in the company	October 2003
	Presentation of energy saving examples	Presentation of energy saving examples of the company	150 persons in and outside the company	February 2003
Head Office	Enhancement of international exchange and mutual understanding	International exchange with Thai youths from a company management group in response to a request from the Junior Executive Council of Japan	28 persons in total	July 2003
Casio Techno	Cleaning of the neighborhood	Cleaning pathways around the head office building	3 to 5 persons in rotation	Every day (except holidays and rainy weather)

Glossary

I.C.E.R.C. Japan : I.C.E.R.C. Japan stands for the International Cetacean Education Research Centre Japan. This is a global network to provide correct knowledge on dolphins and whales or the natural environment by supporting activities conducted by dolphin and whale research organizations around the world as well as transmitting their activities and messages to the world.

Environmental Activities of Domestic Sites and Overseas Sites

We are making various kinds of efforts to establish a sustainable society, including energy-saving measures at our distinctive sites in Japan and overseas.

Domestic Sites



■ Head Office 1-6-2, Hon-machi, Shibuya-ku, Tokyo 151-8543

For the first time in the Casio Group, BEMS* and an ice thermal storage tank were introduced at the head office building. As a result, compared to a building of like scale and specification, energy consumption within the building is lowered by 1,000,000 kWh per year, the equivalent of 400 tons of CO₂ emissions. Also, to contribute to the local community, we actively accept mainly elementary and junior high school children from outside Tokyo for the company tour and offer the head office building for disaster drills.

*BEMS stands for the Building and Energy Management System for controlling building



■ Under control of BEMS

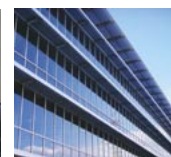


■ Hachioji Research & Development Center 2951-5, Ishikawa-cho, Hachioji-shi, Tokyo 192-8556

Hachioji Research and Development Center is engaged mainly in the development of electronic components. The new building completed at the end of 2003 is equipped with BEMS, chilled/hot water storage for air-conditioning using nighttime electricity, automatic blinds that respond to sunlight and highly insulated double windows. The system, on the whole, can reduce energy consumption by approximately 35%, compared to the same area in the old building.



■ Automatic blinds that respond to sunlight



■ Highly insulated double windows



■ Yamagata Casio Co., Ltd. 5400-1, Oaza Higashineko, Higashine-shi, Yamagata Prefecture 999-3701

Yamagata Casio is engaged in the production and molding of timepieces and cellular phones, and consumes the largest amount of energy in the Electronics Equipment Division of the Casio Group. In fiscal 2003, however, Yamagata Casio saved energy by 65% per unit manufactured, compared to fiscal 1990, thanks to the introduction of a co-generation system. Yamagata Casio achieved zero emissions in fiscal 2003 by reviewing the waste disposal method, focusing on recycling and reuse, and by changing the waste processor.

<http://www.yamagata-casio.co.jp/> (Japanese)



■ Co-generation system

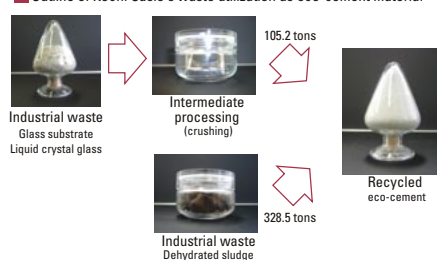


■ Kochi Casio Co., Ltd. 2420, Kureda, Nankoku-shi, Kochi Prefecture 783-0062

Kochi Casio manufactures TFT LCDs on a 24-hour basis, emitting 38% of the total CO₂ generated by the Casio Group. Kochi Casio's continuous efforts for reducing electricity consumption resulted in its winning the 2001 Award for Factory Energy Management Excellence (Electricity Division), Agency for Natural Resources and Energy Director-General's Commendation. Also, Kochi Casio is implementing environmental conservation measures such as the utilization of waste as eco-cement material under the concept of protect nature, pass clean water and air onto future generations.

<http://www.k-casio.co.jp/> (Japanese)

■ Outline of Kochi Casio's waste utilization as eco-cement material



Overseas Sites



■ Casio (Thailand) Co., Ltd. 60/70 Moo 19, Klong Luang Nava Nakorn Industrial Estate Pathum thani 12120, Thailand

Casio Thailand launched timepiece production in 1998 and has shipped 16 million units of new-type watches such as radio-controlled solar-powered watches to date. About 40% of the solder used has been replaced by the lead-free type, and the company expects full introduction of lead-free solder for all models by fiscal 2004.

In promoting waste reduction at the factory, Casio Thailand is strengthening waste separation for recycling. Also, Casio Thailand is focusing on occupational safety and health for employees by regularly conducting education in this area. These measures are achieving an effect.



■ Education on occupational safety and health

[For site-specific performance data, please refer to our Website at: world.casio.com/env/](http://world.casio.com/env/)

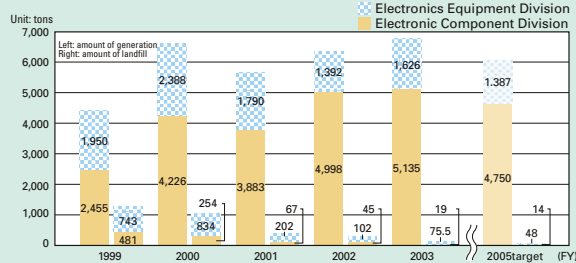
Glossary

Eco-cement: Cement made by recycling sewage sludge or incinerated ash waste. Eco cement is drawing a lot of attention recently, being regarded as effective to reduce waste at dump yards, which continues to increase.

Environmental Performance Data

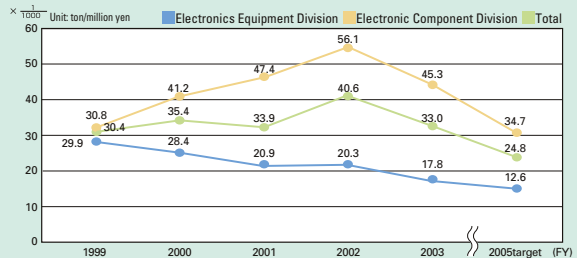
The following provides waste generation, CO₂ emissions, use of water resources and release and transfer of chemical substances based on the PRTR Law.

Change in waste generation and landfill

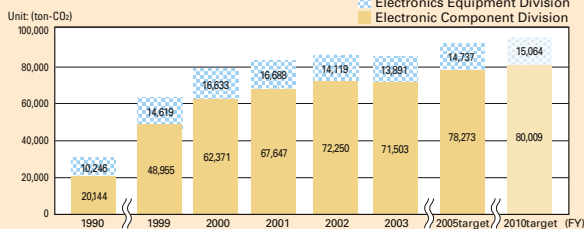


With increased production volumes, waste generation is also increasing. However, with the cooperation of parts, sub-material and chemical suppliers, we promoted the reuse of plastic bottles and packaging materials as well as chemicals used in electronic components (thus reducing the total amount of waste generated). In fiscal 2003, we reduced the waste generation by 20%, compared to the previous year. The entire company will put forth efforts to achieve the goal to reduce waste generation by 30% per unit manufactured, compared to fiscal 2000, in fiscal 2005. In fiscal 2003, the Head Office, Yamagata Casio and Kochi Casio achieved zero emissions. In total, 7 companies have thus achieved zero emissions. We will make further efforts by defining and analyzing the problems at sites that have not yet achieved zero emissions.

Change in the waste generation per unit manufactured

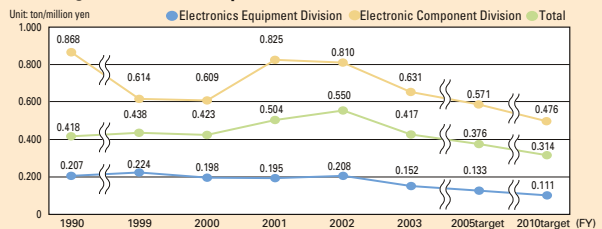


Change in CO₂ emissions

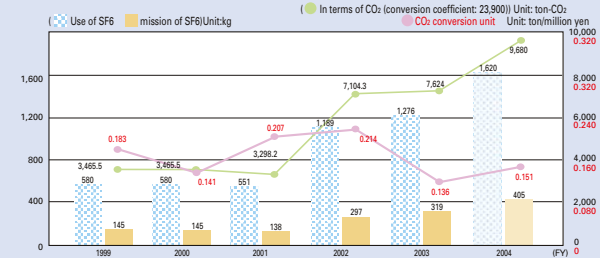


Since 1990, total CO₂ emissions have been increasing due to the growth of the Electronic Component Division, which uses a great deal of energy for certain operations (around-the-clock operation of clean rooms, pure water/wastewater treatment facilities, etc.) on a constant basis. Over the past four years, CO₂ emissions have increased. This is due to the further expansion of factories in the Electronic Component Division and the subsequent trial operation and adjustment of these factories. We, however, reduced CO₂ emissions by 24% per unit manufactured, compared to the previous year, thanks to an energy saving design at Kochi Casio, a co-generation system introduced at Yamagata Casio, and the installation of highly efficient equipment at other sites. To promote more effective environmental measures, each site will introduce an environmental self-audit system aiming at reducing CO₂ emissions by 10% per unit manufactured, compared to fiscal 1990, in fiscal 2005.

Change in CO₂ emissions per unit manufactured

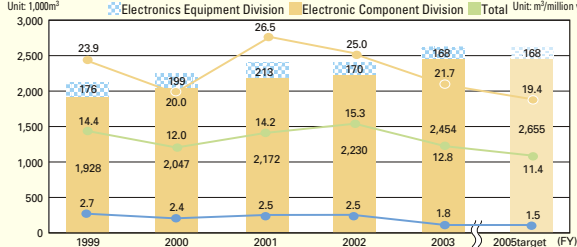


Use and emission of SF₆ greenhouse gas and emission amounts in terms of CO₂ and CO₂ conversion units



In the TFT manufacturing process, the use of SF₆ increases in accordance with the production hike. The use and emission of SF₆ therefore increased from fiscal 2001 to 2003 in accordance with the production expansion. To meet this challenge, we are examining the introduction of a system for breaking down SF₆. Looking at this chart in CO₂ conversion units, use and emission of SF₆ was reduced 36% in fiscal 2003, compared to the previous year. This was due to the production increase, the denominator, despite the fall in TFT unit price.

Change in the use of water resources



Use of pure water in the cleaning process of the Electronic Component Division is increasing in accordance with the growth of the Division. We are, however, attempting to decrease its use by adopting a waste water recycling system. As a result, 169,100 m³ of water was recycled. Per unit manufactured, water usage was reduced by 16% in fiscal 2003, compared to last year. Aiming at achievement of the fiscal 2005 target to reduce water usage by 5% per unit manufactured, compared to fiscal 2000, we will further strengthen the efforts to control the optimal use of water and introduce facilities that effectively reduce water usage.

Data on Release and Transfer Collected Based on the PRTR Law

(Unit: tons)

Type I chemical substances specified in the PRTR Law	Substance No.	FY 2002							FY 2003						
		Sites using one or more tons of the substance	Amount handled	Amount released		Amount transferred	Consumption	Amount recycled	Sites using one or more tons of the substance	Amount handled	Amount released		Amount transferred	Consumption	Amount recycled
				Atmos-phere	Public waters	waste					Atmos-phere	Public waters	waste		
Antimony and its compounds	25	1	2.25				2.03	0.22	Decreased below 1 ton in fiscal 2003 by reviewing used materials						
Ethyl benzene	40	1	13.23			13.23			1	11.71	3.55		8.16		
Ethylene glycol	43	1	1.98			1.98			Decreased below 1 ton in fiscal 2003 by reviewing used chemicals						
Xylene	63	1	47.07	23.04		24.03			1	49.25	24.13		25.12		
Octylphenyl ether	308	1	Not used in fiscal 2002						1	1.18			1.18		1.18
2-ethoxyethyl acetate	101	2	16.00	5.02		6.38		4.60	3	16.99	6.87		10.12		
Thiourea	181	2	12.22			12.22			1	15.36			15.36		
Water-soluble copper salt	207	2	17.41		0.03	14.48		2.90	1	16.89	0.00	0.04	16.85		
Toluene	227	1	2.73	2.72		0.01			1	1.47	1.47				
Lead and its compounds	230	1	2.49			0.00	2.31	0.17	Decreased below 1 ton in fiscal 2003 by the increased use of lead-free solder						
Hydrogen fluoride and its water-soluble salts	283	1	11.17	0.06	1.90			9.22	1	13.30	0.07	2.59			10.62
2-Aminoethanol	16	1	32.92	0.08	0.03			32.80	1	29.83	0.03	0.03			29.77
Total			159.47	30.92	1.96	72.33	4.35	49.91		155.96	36.12	2.67	75.61		41.57

Boxed figures are the final ones that have been reported in accordance with the relevant laws. Figures in the Environmental Report 2003 have been updated.

*The Casio Group discontinued the use of 1-1-dichloro-1-fluoroethane (HCFC-141b). *Specified Class I chemical substances are not used. *Blank column: meaning that the amount handled is zero

History of the Casio Group's Environmental Conservation Activities

We have constantly been implementing various measures for environmental conservation. The list below shows our major activities since the establishment of the Casio Environmental Conservation Committee in 1991.

Environmental Activities

Year	Month	Casio Group's environmental conservation activities	Environmental trends (in Japan unless otherwise specified)
1991	8	Establishes the Casio Environmental Conservation Committee	Keidanren Global Environment Charter established
1993	1	Formulates the Casio Environmental Charter and the Casio Voluntary Plan for the Environment	The Basic Environment Law enacted
	12	Discontinues the use of specified CFCs and 1,1,1-trichloroethane	
1994	10	Revises the Casio Voluntary Plan for the Environment (2nd Edition)	The Basic Environmental Plan and the Product Liability Act enacted
1995	4	Publishes a brochure on the environment	The Law for Promotion of Sorted Collection and Recycling of Containers and Packaging enacted
1996	4	Revises the Casio Voluntary Plan for the Environment (3rd Edition)	ISO 14000 series started
1997	2	Introduces the Group's environmental activities on the Web site	The Environmental Impact Assessment Law enacted
	5	Revises the brochure on the environment	
1998	7	Revises the Casio Voluntary Plan for the Environment (4th Edition)	The Home Appliances Recycling Law enacted
1999	6	Formulates the Casio Group's Environmental Action Plan "Clean & Green 21" Initiative	The Law Concerning Special Measures against Dioxins enacted The Law Concerning Reporting, etc. of Releases to the Environment of Specific Chemical Substances and Promoting Improvements in Their Management (PRTR Law) enacted The Environmental Impact Assessment Law enforced
	9	Establishes the Green Procurement Guidelines	
	10	Revises the Casio Voluntary Plan for the Environment (5th Edition)	
	12	Starts the recovery of tape cartridges of electronic stationery "Label Printer" from corporate users	
		Publishes the Environmental Report 1999	The Construction Materials Recycling enforced The Law Concerning Special Measures against Dioxins enforced The Basic Law for Establishing a Recycling-Based Society enacted The Waste Management and Public Cleansing Law amended The Law for the Promotion of Utilization of Recyclable Resources enacted The Law for Promotion of Sorted Collection and Recycling of Containers and Packaging enforced The Law on Promoting Green Purchasing enacted
		Participates in Eco-Products 1999	
2000	3	Completes the acquisition of ISO 14001 certification at all the domestic production sites	
	4	Introduces environmental accounting	
	6	Starts the full-scale recovery of printer drums and toner sets	
	8	Publishes Environmental Report 2000	
	11	Publishes the Green Procurement Standard Manual and holds explanatory meetings for suppliers	The Law for the Promotion of Utilization of Recyclable Resources enforced The Waste Management and Public Cleansing Law enforced The Home Appliances Recycling Law enforced The Law on Promoting Green Purchasing enforced The Law Concerning Special Measures against PCB Waste enacted and enforced The Basic Law for Establishing a Recycling-Based Society enforced
		Revises the Casio Voluntary Plan for the Environment (6th Edition)	
	12	Completes the acquisition of ISO 14001 certification at Casio Computer's four sites	
		Participates in Eco-Products 2000	
2001		Revises the Casio Group's Environmental Action Plan "Clean & Green 21" Initiative	
	6	Implements Casio Green Products 30 (C.G.P. 30)	The Law for the Promotion of Utilization of Recyclable Resources enforced The Waste Management and Public Cleansing Law enforced The Home Appliances Recycling Law enforced The Law on Promoting Green Purchasing enforced The Law Concerning Special Measures against PCB Waste enacted and enforced The Basic Law for Establishing a Recycling-Based Society enforced
		Starts recycling the documents discarded by Hamura R&D Center as materials for boxes for timepieces	
	8	Publishes the Environmental Report 2001	
	9	Joins JBRC and begins recycling secondary rechargeable batteries	
	12	Casio (Taiwan) and Casio Soft acquire ISO 14001 certification	
		Participates in Eco-Products 2001	The Construction Recycling Law enforced Kyoto Protocol ratified The Soil Pollution Control Law enacted The Johannesburg Summit held (by the United Nations) The PRTR Law enforced
2002	2	Launches a system to recover and recycle end-of-life PCs and information/communications equipment from corporate users	
		Casio Electronics (Shenzhen) acquires ISO 14001 certification	
	3	Three sites of the Group (Head Office and Ichinomiya factory of Kofu Casio and Casio Micronics in Yamanashi) achieve zero emissions	
	4	The entire Group discontinues use of CFC substitutes	
		Casio Electronics (Zhongshan) acquires ISO 14001 certification	
	5	The Head Office of Casio Techno acquires ISO 14001 certification	
	6	Starts the recovery of tape cartridges of electronic stationery "Label Printer" from general consumers	
		Revises the Casio Group's Environmental Action Plan "Clean & Green 21" Initiative	The Soil Pollution Control Law enforced The WEEE & RoHS Directives come into effect (in Europe) The Law for Promotion of Environmental Education enforced
	8	Publishes the Environmental Report 2002	
	12	Revises the Casio Voluntary Plan for the Environment (7th Edition), participates in Eco-Products 2002	
2003	3	Casio Electronic Manufacturing achieves zero emissions	
	6	Revises the Casio Group's Environmental Action Plan "Clean & Green 21" Initiative	
	8	Publishes the Environmental Report 2003	
	10	Starts recovery of home-use PCs	
	12	Participates in Eco-Products 2003	
2004	1	Revises the Casio Voluntary Plan for the Environment (8th Edition)	
	3	Three sites, Kochi Casio, Yamagata Casio and the Head Office, achieve zero emissions	
	6	Revises the Casio Group's Environmental Action Plan "Clean & Green 21" Initiative	

Environmental Conservation Awards

Year	Month	Company/Site	Award/commendation	Awarding body
1999	2	Casio Computer's Head Office	Outstanding Energy Management Facility Award from the Kanto Region Electricity Usage Rationalization Committee	Kanto Region Electricity Usage Rationalization Committee
2000	2	Hamura Research & Development Center	Best Energy Management Facility Award from the Kanto Region Electricity Usage Rationalization Committee	Kanto Region Electricity Usage Rationalization Committee
	11	Tokyo Product Control and Technical Center	Award for Distinguished Service by Hazardous Materials Handling Personnel	Director of Fire Prevention Division, Tokyo Metropolitan Fire Department
2001	2	Tokyo Product Control and Technical Center	Award for Excellence in Activities to Reduce Electricity Use	Kanto Region Electricity Usage Rationalization Committee
	11	Tokyo Product Control and Technical Center	Award for Excellence in Electric Safety Assurance Activities	Kanto Electric Safety Committee
2002	1	Kochi Casio	2001 Award for Factory Energy Management Excellence (Electricity Division)	Agency of Natural Resources and Energy, Ministry of Economy, Trade and Industry
	2	Hamura Research & Development Center	Agency of Natural Resources and Energy Director-General's Commendation	
	5	Casio Computer's Head Office	2001 Incentive Prize for Reducing Electricity Use	Tama Area Electricity Usage Rationalization Committee
	6	Casio Micronics	Excellence Award for the Reduction and Reuse of Waste at Large-Scale Sites and Buildings	Shibuya City, Tokyo
		Tokyo Product Control and Technical Center	Award for Excellence in Safety and Reduction of Electricity Use	Tama Electric Association
2003	11	Tokyo Product Control and Technical Center	Best Award for Excellence in Electric Safety Assurance Activities	Kanto Electric Safety Committee
	2	Hamura Research & Development Center	Award for Excellence in Activities to Reduce Electricity Use	Kanto Region Electricity Usage rationalization Committee
		Casio Micronics	Award for Excellence in Activities to Reduce Electricity Use	Kanto Region Electricity Usage rationalization Committee
	4	Kofu Casio	Commendation for excellent corporate environmental activities	Yamanashi Environmental Liaison Council of Companies
2004	6	Tokyo Product Control and Technical Center	Best Award for Excellence in Electric Safety and Reduction of Electricity Use	Tama Electric Association
	2	Tokyo Product Control and Technical Center	Best Energy Management Facility Award from the Kanto Region Electricity Usage Rationalization Committee	Kanto Region Electricity Usage Rationalization Committee

Independent Message

Having read the report, I became aware of the great amount of effort Casio went through in putting various kinds of information together in creating its first official *Sustainability Report*. Also, I noticed progress in the report's readability since last year's. As for the content, rather than describing achievements, it would be better to send a message to the world by raising discussions based on an analysis of unachieved environmental management issues. This will help promote communication among people and gather collective wisdom from society.

This year's *Sustainability Report* dedicated more pages to the social contribution section than last year's. However, the report would be even more attractive to stakeholders if it describes the details of established local social relationships and mutual trust in addition to Casio's activities. Stakeholders are interested in stories about the building of real social relationships and sustainable trust between the company and people, the company and the environment, and the company and society itself. I hope that these precious stories will be further shared by enriching the content of the Website and other communication tools.

This year, I asked for a factory tour before reading the report. When I visited Kofu Casio and met the public relations personnel, I sensed their eagerness to deepen their relationship with the local community. I also sensed that Casio will become a company that is open to society. I heard a comment made by an environmental technology manager, who said, "No company can survive if it does not care about the environ-

ment." I definitely felt his strong commitment to fulfilling the responsibilities of a technical leader. I wish that more of these real opinions and messages from employees at the workplace would be expressed in the report. The *Sustainability Report* will accomplish its aim only if it effectively incorporates workplace opinions and feelings.

A future challenge for those who are in charge of publishing this report is giving their mission more depth by establishing communication ties between the business world and the broader society instead of merely creating a report. This process can be done by utilizing the report at organized stakeholder meetings, where various people with their own knowledge, thoughts, and wisdom gather. This whole process will transmit the essence of Casio's management philosophy "creativity and contribution" to the world. Lastly, from the statement made by the management officers who face the challenge of CSR management issues, I sensed a sign and a possibility for building Casio's new corporate culture to enrich people's sensitivity through technology.

Tsutomu Iijima,

Representative of
the Association for
Environmental Planners



From the Editors

The title of this year's report was changed to "Sustainability Report 2004." We enriched the description of our social responsibility in addition to the environmental ones in consideration of the Corporate Social Responsibility (CSR) that is increasingly popular in the media. As "society" covers a wide area, the content varies to a great extent depending on the targeted stakeholders.

We target consumers and Casio Group employees as the readers of our report and have been making efforts to make it clear and easy to understand for our readers. We also paid attention to the colors used in the report in consideration of readers who have trouble seeing certain hues. We would like to hear your opinions and comments about these.

With the announcement of the Charter of Creativity for Casio last year and the establishment of the CSR Operation Section on April 1 of this year, we celebrate the first year of our CSR activities in 2004.

In this report, a discussion between Mr. Mita, Chairman of the Sustainable Management Forum of Japan, and President Kashio was included [pp.5-8](#). What management described clearly in the discussion was our top commitment, i.e., Casio's policy of environmental management. We would like to ask you to read it through.

As for a Stakeholder Dialog to Read Sustainability Report [p.26](#), which was held for the first time this year using a draft of Sustainability Report 2004, it provided a



valuable opportunity for us to communicate with the Casio employees as stakeholders. We reflected as many comments as possible in the final report. As for the comments that were not reflected, we will utilize them for our activities as future challenges.

We would also be happy to receive your frank opinions and comments on this report. Your cooperation would be highly appreciated.

Lastly, we would like to extend a hearty thanks to all the people who provided information or helped us in creating this report.

Staff of the Sustainability Report Publication Committee,
Casio Computer Co., Ltd.



This logo symbolizes the important environmental activities of the Casio Group for the 21st century.

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