

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.

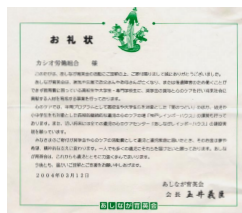
Management of the Working Environment

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 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

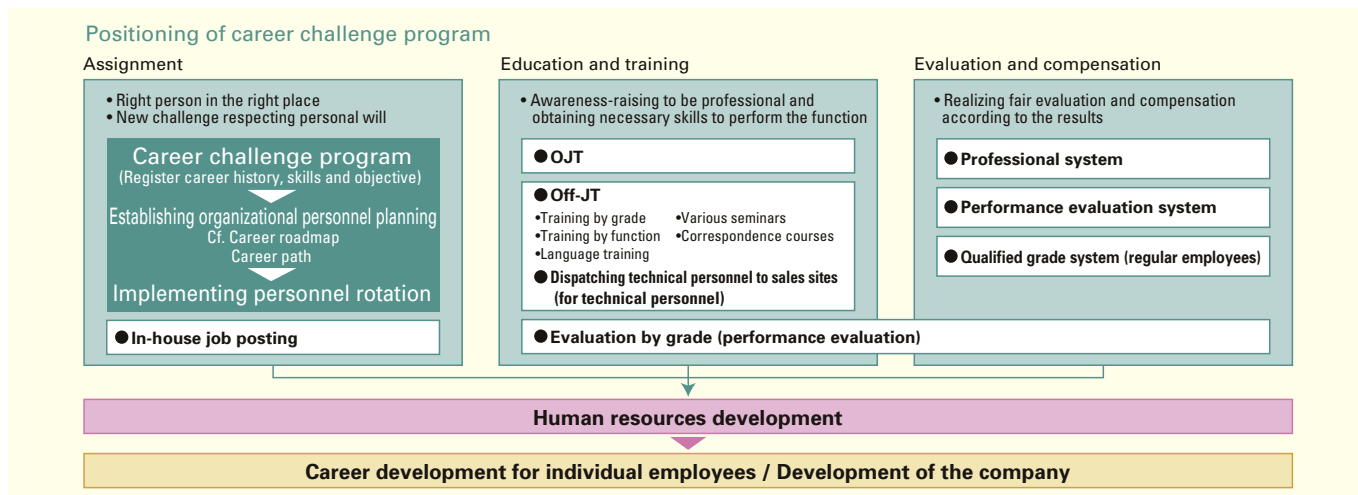
Career Challenge Program

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