

# Compliance

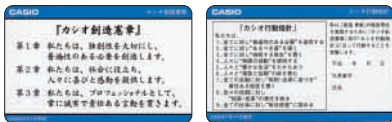
Every Casio employee has committed him or herself to act responsibly in compliance with the Casio Code of Conduct, which is based on the Charter of Creativity for Casio.

## Construction of a Compliance system

Casio treats compliance as a vital theme for CSR management. The Charter of Creativity for Casio, established on June 1, 2003, lays the foundation for all of Casio's activities to ensure compliance, together with the Casio Common Commitment and Casio Code of Conduct.

The Corporate Reform Promotion Project played a central role in the articulation of these commitments. As part of the Project, we printed cards that describe the Charter, and called upon all employees to sign and carry their cards at all times. The Project also put in place mechanisms for monitoring employees compliance.

In June 2004, we conducted an employee questionnaire-type survey and interviewed



Charter of Creativity for Casio (employee card)

department heads in an effort to further strengthen the compliance system. Further improvements will continue to be made in the future.

Similarly, the Casio Code of Conduct will be subject to on-going review to ensure it continues to reflect the opinions of our stakeholders.

## Employee Education

In order to ensure that all employees of the Casio Group are well informed about compliance requirements and follow them as well, Casio has launched CASIO Style, an intranet site for its employees. New CSR-related information on topics such as management, environment and social responsibility is made available regularly at the site.

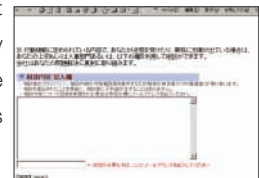


CASIO Style

## Employee Hotline

Casio has an employee hotline to ensure that any acts that are in violation of the Casio Code of Conduct can be reported anonymously and quickly corrected.

Also, via the intra-net, any employee can seek advice or express his or her opinions on a variety of issues relating to the Code without suffering any negative consequences on the job.



Employee Hotline

## Casio Code of Conduct (Excerpts)

Employees of Casio Computer Co., Ltd., and its group companies are expected to conduct themselves always in an orderly manner, both in business and in their private lives. This Code of Conduct is meant to assist each employee to act responsibly as a member of society, thus actively contributing to social progress.

### 1. Basic Policies

We will conduct ourselves with pride and responsibility as members of the CASIO Group, which aims to satisfy and delight customers by developing and marketing high-quality products and services in line with the corporate creed of "Creativity and Contribution." At the same time, we will conduct our daily activities responsibly as members of society.

### 2. Code of Conduct

#### 2-1 Compliance with Laws and Regulations

We will act in compliance with social norms as members of society, understand the laws and regulations, both external and in-house, that we are required to comply with in our business, and will act in a sincere and orderly manner.

#### 2-2 Respect for Human Rights

We will respect others, valuing cooperation without any discrimination. We will respect the human rights of all people, eliminate any discriminative words, actions or harassment related to gender, belief, religion, race, social status or physical abilities, and will protect mutual privacy.

#### 2-3 Separation of Personal Affairs from Business

We will not use the authority or position we are given in the course

of our business to offer preferential treatment to specific customers, nor be entertained or given presents in return for such preferential treatment. We will refrain from all anti-social activities, clearly separating our personal affairs from business.

#### 2-4 Treatment of Confidential Information

We will understand the standards for the management of confidential information and will treat the company's information with greatest care.

#### 2-5 Environmental Conservation

We will be aware of the importance of environmental conservation and will voluntarily and aggressively promote daily activities to protect the global environment.

#### 2-6 Product and Service Quality

We will constantly strive to improve in order to develop and provide products and services that function reliably and are of premium quality to customers.

#### 2-7 Disclosure of Corporate Information

We will aim to win greater social trust in our open and transparent management by disclosing corporate information appropriately and in a timely fashion, and promoting communications with all our stakeholders, including shareholders.

#### 2-8 Maintenance of Social Order

We will respond firmly to anti-social activities for the sake of stability and maintenance of social order.

#### 2-9 Contribution to Local Communities in which We Operate

We will contribute to the sound development and harmony of local communities in our daily activities as members thereof.