

Creation of Employment Opportunities

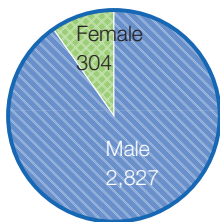
Casio strives to continually create and expand employment opportunities while respecting the human rights of individual persons and not discriminating them on the basis of their gender or disabilities.

Employment Philosophy and Policies

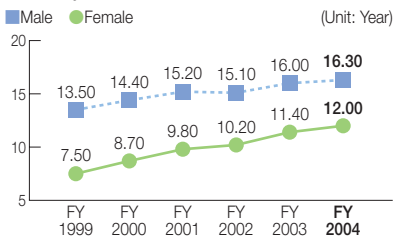
Casio Code of Conduct states that "We respect others and value cooperation that is free of discrimination. We hold in high regard every individual's human rights, eliminate harassment, remarks and behaviors that are discriminatory on the basis of gender, beliefs, religion, ethnicity, social status or physical handicap, and protect the privacy of individuals." This is one of the most important standards of value judgment in Casio's hiring. Casio will thus strive to continually create employment opportunities to the extent possible under this philosophy.

At the same time, Casio has been working to "secure employment within the Group" by bringing inside the Group work that used to be contracted to companies outside the Group.

Number of Employees by Gender (Casio Computer Co., Ltd.) FY2004



Changes in the Average Number of Service Years by Gender (Casio Computer Co., Ltd.)



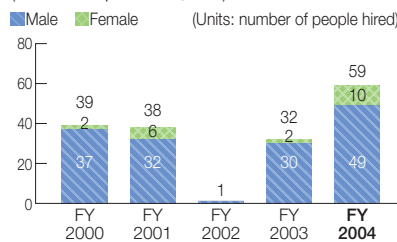
Efforts Relating to Employment

Based on the philosophy and policies described above and while responding to changes in the environment that surrounds the labor market and the society, Casio respects every individual's human rights as well as individuality, hiring individuals who are highly motivated to work regardless of

their gender, creed, religion, ethnicity, social status or disability.

Casio Computer Co., Ltd. supports Nippon Keidanren (Japan Business Federations)'s "Charter of Corporate Ethics for Screening and Employing New Graduates" and minimizes the impact on students' learning of hiring them at extremely early stages of the hiring season. In addition, Casio holds its interviews on Saturdays or other hours that are easy for students to take part in so that many students are extended an opportunity to be interviewed. Casio is determined to help students seek employment without sacrificing their school work and thus will continue to improve its hiring activities without being limited by corporate logic. In fiscal 2004, the activities were energetically promoted. Casio website was updated to include enriched hiring information. At the same time, hiring for specific job types increased and interviews were held in multiple regions. As a consequence, hiring of foreigners and women dramatically grew. Fifty nine new graduates, including four foreigners and ten women (consisting of 49 engineers and 10 administrative workers) joined the company in the spring of 2005. In addition, six people, including one woman, making career changes were hired. (Five are engineers and one is an administrative worker.)

Changes in Regularly-scheduled Hiring (Casio Computer Co., Ltd.)



Hiring Disabled Workers

Casio hopes to work with individuals who courageously keep on tackling challenges with strong determination to materialize dreams. Casio therefore seeks people with a spirit of challenge and willingness to work exercising their creativity regardless of their disabilities.

Casio is improving the internal environment so that disabled workers would capitalize on their abilities and aptitude to the maximum extent possible.

Examples of such work are the con-

struction of lavatories for disabled workers at both Hamura Research and Development Center and Hachioji Research and Development Center; implementation of commuting by car by disabled workers at the Head Office, Hamura Research and Development Center and Hachioji Research and Development Center; and remodeling at the Head Office and Hachioji Research and Development Center to make the workplace barrier free. Looking ahead, Casio will continue to promote the construction of a work environment that is pleasant for anyone to work in.

URL <http://www.casio.co.jp/saiyou/career2/>



Hiring Information Website for Disabled Applicants

Hiring Older Workers

Since 2001, Casio has run the Casio Senior Staff Program (CSP). Its purpose is to provide employees who reach the mandatory retirement age with employment opportunities and to effectively utilize the skills and know-how that these employees have accumulated within the Group.

Under this program, employees who reach the mandatory retirement age register with Casio Information Service (CIS), which is the outsourcing company within the Group, as long as they have the desire to continue to work, are healthy and possess knowledge and skills that are deemed to be usable within a Group company. After finding a new job through CIS, they conclude an employment contract. As of the end of fiscal 2004, 21 retired workers were still working within the Casio Group by taking advantage of CSP.

Changes in the Employment of Senior Workers (Casio Computer Co., Ltd.)

