

# Creating Employment Opportunities

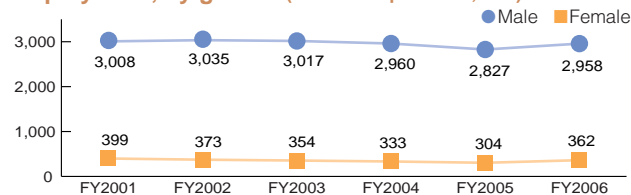
Casio constantly strives to create opportunities for highly satisfying employment. In all of its interactions with employees, Casio respects the human rights of individuals and refrains from discrimination based on gender, disability, or other trait.

## Employment Philosophy and Policies

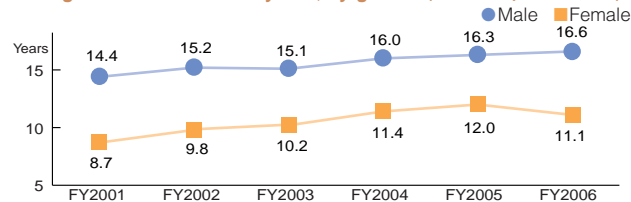
The Casio Code of Conduct states that, "We respect others and value cooperation that is free of discrimination. We hold in high regard every individual's human rights, eliminate harassment, remarks and behaviors that are discriminatory on the basis of gender, beliefs, religion, ethnicity, social status or physical handicap, and protect the privacy of individuals." This is the most important standard for value judgments in Casio's hiring. Casio adheres to this philosophy and strives to create as many employment opportunities as possible.

Casio has also been working to secure jobs internally by bringing in work that had previously been contracted to companies outside the group.

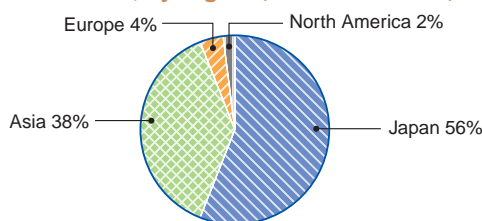
### Employment, by gender (Casio Computer Co., Ltd.)



### Average number of service years, by gender (Casio Computer Co., Ltd.)



### Employees worldwide, by region (as of March 31, 2006)



Total number of Casio group employees: 12,673

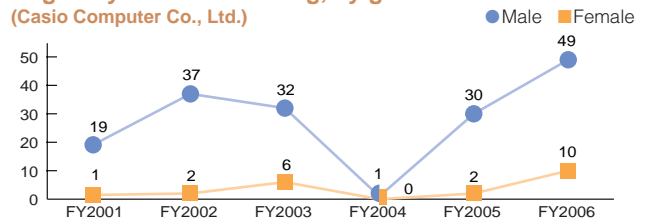
## Employment-related initiatives

Based on the philosophy and policies described above, Casio respects every person's human rights and individuality. Casio hires individuals who are highly motivated to work, irrespective of their gender, creed, religion, ethnicity, social status, or disability, while responding to changes in the environment that surrounds the labor market and society.

In Japan, Casio supports the Charter of Corporate Ethics for Screening and Employing New Graduates issued by Nippon Keidanren (Japan Business Federation), and helps to minimize the impact on students' learning caused by the market tendency to hire them at extremely early stages of the hiring season. In addition, Casio holds its interviews on Saturdays or at other times that are convenient for students so that more applicants will have the opportunity to be interviewed. In fiscal 2006, Casio introduced the following methods to promote more student-friendly recruitment: seminars were held to deepen students' understanding of the

working world; the Casio recruitment Website was updated with more content; hiring for specific job types was increased, and interviews were held in various regions. As a result, hiring of women grew dramatically. Casio hired 66 new graduates, including 13 women, who joined the company in the spring of 2006. In addition, eight mid-career professionals were hired, including two women.

### Regularly-scheduled hiring, by gender (Casio Computer Co., Ltd.)



## Hiring persons with disabilities

Casio seeks to hire individuals with the courage, determination, and creativity to take on challenges and realize their dreams, regardless of any disabilities they may have. Presently there are 50 employees with disabilities working at Casio Computer Co., Ltd. (1.27% of the workforce). However, in order to reach the legally required employment level of 1.8% as soon as possible, a five-year plan was established for the hiring of persons with disabilities. In fiscal 2006, Casio actively promoted activities for sensitivity awareness, including workplace training. Consequently, six persons with disabilities were hired and joined the company in the spring of 2006.

Casio is also improving its workplace facilities to enable each and every employee to maximize their abilities and aptitude. Examples of such work include the creation of accessible lavatories at both the Hamura R&D Center and the Hachioji R&D Center, as well as measures to allow employees with disabilities to commute by car to work. Casio will continue to hire persons with disabilities and promote the creation of a work environment that is suitable for everyone to work in.

Recruitment Website for applicants with disabilities (Japanese-language)  
<http://www.casio.co.jp/saiyou/career2/policy.html>

## Hiring senior workers

Since 2001, Casio has been operating 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 retirement age can register with the group's personnel dispatch company. The program is designed for retirement-age employees with the desire to continue working, and who are healthy and possess knowledge and skills that are needed within the group. Starting in fiscal 2007, the senior staff program has been expanded to all group companies in Japan, and the opportunities for senior employees are expected to increase.

### Employment of senior workers (Casio Computer Co., Ltd.)

