

# Building a Supportive Work Environment

Casio is building work environments and systems that permit all employees to demonstrate their full potential.

## Policies on Building Positive Work Environments

Casio strives to build work environments that are friendly to all employees so that every person can realize his or her full potential.

As part of this effort, Casio is endeavoring to reduce the total annual hours worked by employees. The company is also expanding support programs that help employees to meet family obligations, such as taking care of children and other family members, with special consideration for female employees.

## Building a Supportive Work Environment

### Vacations

With the goal of shortening the hours worked by employees each year, Casio is promoting an environment and culture that encourages employees to fully utilize paid vacation time.

In fiscal 2007, an average of 21.8 paid vacation days were offered to each employee at Casio Computer Co., Ltd., and 59.7% of these days were utilized. The average number of paid vacation days taken was 10.4 full days and 5.2 half days.

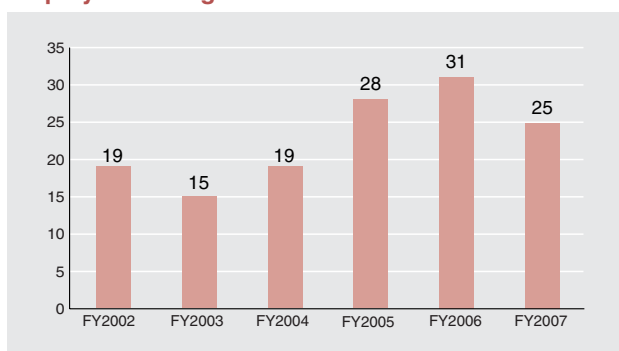
Casio also offers a Vacation Day Accumulation Program. Under the program, when an employee is unable to work due to injury or illness, or the care needs of a family member, part of his or her unclaimed paid vacation days that otherwise would expire is carried over and made available for use. Furthermore, after each decade of service, employees are granted an extra five days off.

### Child and nursing care leave

Casio established its Rules Concerning Child Care Leave in 1996 in accordance with the company's employment regulations. The rules are applicable to employees with children younger than one year, and have been continually updated in response to changes in laws and the environment.

In addition, the Rules Concerning Nursing Care Leave cover employees who have a family member requiring care. These rules also have been revised as necessary since their establishment in 1999.

### Employees taking child care leave



## Communication between Labor and Management

Through regular communication between management and the labor union, Casio hopes to raise the awareness of employees about their participation in the management of the company. Casio values close communication between labor and management.

At the core of this labor-management communication is the Group Workers' Labor-Management Conference, which is held twice a year in September and February. At these conferences, opinions from management and labor, together representing the entire Casio Group, are exchanged. In addition, close communication is maintained at various other levels, including the Central Labor-Management Meeting, the Division Labor-Management Meeting, and the Sales Chapter Labor-Management Meeting.

## Continued Support for Achieving a Balance between Work and Family

### Report by the Special Committee on Measures to Aid the Nurturing of the Next Generation of Children

Casio has always worked on establishing various vacation programs, including child and nursing care leave, so that all employees may demonstrate their full capabilities in a work environment that accommodates their needs.

With the implementation of the Law Concerning the Promotion of Measures to Aid the Nurturing of the Next Generation of Children in April 2005, Casio set up the Special Committee on Measures to Aid the Nurturing of the Next Generation of Children, in order to do more to help employees achieve a good balance between work and family life. The committee has established a new action plan, shown below. The goal is to encourage the taking of paid time off, improve the system for child and nursing care leave, and to incorporate the opinions of employees into the action plan for the next period.

#### Action Plan II: April 1, 2007 to March 31, 2009

- Target 1:** To create an environment that encourages employees to utilize vacation time, and make more leave available for special purposes.
- Target 2:** To normalize the use of child or nursing care leave, and improve the system.
- Target 3:** To ensure workers returning from childcare leave are reintegrated smoothly.
- Target 4:** To improve awareness of Measures to Aid the Nurturing of the Next Generation of Children.

In fiscal 2007, Casio made a special effort to encourage employees to take planned paid vacation. The company also worked on improving employee awareness of the child and nursing care leave system and considered new support measures for those on leave by soliciting input from all employees.

Based on the employee opinions gathered, in fiscal 2008 Casio aims to further expand the leave system, to improve workplace awareness of activities for nurturing the next generation, and to popularize use of its various leave programs. In all these endeavors, Casio aims to make its work environments as supportive of employees as possible.