

Creating Employment Opportunities

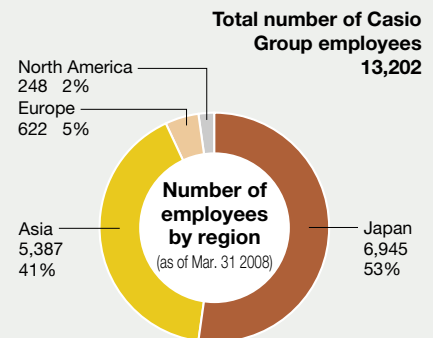
Employment Philosophy

“We will respect all fundamental human rights, and will not engage in any form of discrimination. As we strive to provide equal employment opportunity, we will not use or permit any form of child or forced labor. We will respect the diversity of individuals and their unique personalities.” (Taken from the Casio Code of Conduct, 2008 edition.)

These words express the most important standard for Casio’s hiring decisions. Casio adheres to this vision as it continues to create the greatest possible number of new employment opportunities.

Casio Facts

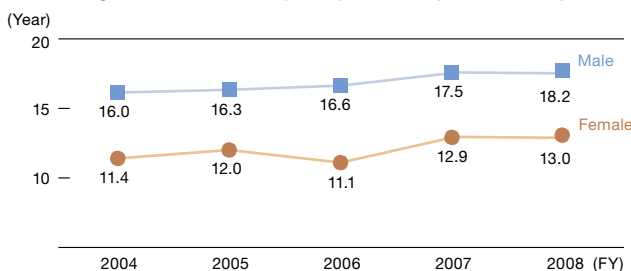
Global employment



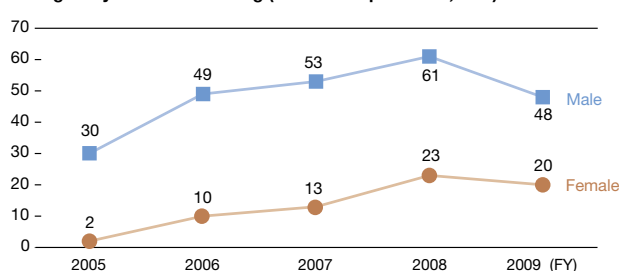
Employment-related Initiatives

Based on the Casio Code of Conduct, the company 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. In Japan, Casio supports the Charter of Corporate Ethics 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. Casio also tries to provide career opportunities to as many students as possible in Japan by offering a diverse range of recruitment days and times. In addition to the traditional hiring information sessions, in fiscal 2008 Casio held seminars to foster students’ understanding of the working world and provided them with opportunities to talk with many employees, in order to better meet the needs of student job seekers. Employment initiatives like these are part of the reason that only 2% of the new graduates hired leave the company within the first five years, an extremely low turnover rate.

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



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



Hiring Persons with Disabilities

Casio actively 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 64 employees with disabilities working at Casio Computer Co., Ltd. (1.7% of the workforce as of April 2008). In order to reach Japan’s legally recommended employment level of 1.8% in 2009, an employment plan has been established for the hiring of persons with disabilities, and it is now being implemented. Casio was very active in this regard in fiscal 2008, participating in hiring events sponsored by Hello Work, an agency of the Employment Security Bureau of Japan’s Ministry of Health, Labour and Welfare, carrying out online recruitment, and holding hiring information sessions specifically geared to persons with disabilities. Casio is also improving its workplace facilities to enable all employees to maximize their abilities and aptitudes. Examples of such work include the introduction of fully accessible lavatories at all company sites, as well as measures to make it easier for employees with disabilities to commute by car to work. Casio is planning to establish a follow-up system to keep track of how employees fare after they have joined the company, and is taking numerous other steps as well to ensure that it meets the legally recommended employment level for persons with disabilities.

>>> Web Recruitment website for applicants with disabilities (in Japanese)
<http://www.casio.co.jp/saiyou/career2/policy.html>

Hiring Senior Workers

Casio has been running its Casio Senior Staff Program (CSP) since 2001, and in fiscal 2007 it introduced a new Senior Employee Program at all group companies in Japan. The purpose of both these programs is to provide retirement-age employees with employment opportunities, and to effectively utilize the skills and know-how that these individuals have accumulated during their careers. Employees who wish to continue working after retirement can effectively utilize their skills and know-how within the Casio Group. There were 92 people in the group who took advantage of these two programs in fiscal 2008, and Casio will continue to use the programs to expand employment opportunities in the future.