

## Details of Human Resource Development Programs

### OJT

#### 1. Measures to train staff to make them professionals

##### ● Mentor for New Employee

The Mentor for New Employee system promotes quick development for new graduates joining the company. A mentor is appointed to be a guide to each new employee, adopt development plans and manage their implementation. The Mentor for New Employee system promotes quick development for new graduates joining the company. A mentor is appointed to be a guide to each new employee, adopt development plans and manage their implementation.

##### ● Assessment of Job Performance

Assessment of Job Performance is a process of assessment for improvement and achievement of employee behavior, using a 20-item survey developed by job type to evaluate professional work attitudes, and involving self-assessment and assessment by superior twice each year of an employee's behavior.

##### ● OJT-MAP

The OJT-MAP is a benchmark targeting mainly younger employees in their first postings, clarifying what skills are needed for each type of job, for development as specialists in their specific job categories.

##### ● Development Evaluation System

The Development Evaluation System aims for the planned quick development of regular employees. Superiors take stock of skills and careers and clarify three-year development goals, clarify what careers the employee should experience, and what skills he or she should learn, and encourage awareness and development.

#### 2. Measures for per deployment

##### ● Career Roadmap

The Career Roadmap clarifies the road that employees should experience in order to become a professional in a given business field, by type of job, and is an important reference for showing employees their career direction and assisting superiors in making placement decisions.

##### ● Career Challenge System

The Career Challenge System lets employees periodically register their careers, skills, and personal challenges with the company, and is an important reference for assisting superiors to determine policies on developing their subordinates and future placement planning.

##### ● Career Challenge: Advanced

"Career Challenge: Advanced" is a program that preferentially places employees who have been in their current career position for a rather long time and hope to challenge themselves to pursue work environments and careers that require new skills, for the objective of self-improvement and making further contributions to the company, in their desired divisions, if their desires meet the needs of the new department.

##### ● Job Posting System

The Job Posting System seeks to satisfy both the company's business needs and employee career direction, and is a program for priority placement of suitable people, based on selection of candidates for jobs which the company offers.

### Off-JT

#### 1. Training for Selected Employees

##### ● Department Manager Career Training/Section Manager Career Training/Assistant Manager Career Training/Assistant Manager Candidate Training

The Training for Selected Employees program assists excellent personnel selected out of each grade to improve their skills preparatory to filling higher ranking roles.

#### 2. Training for Specific Job Grade

##### ● Multi Evaluation System for Managers

The Multi Evaluation System for Managers is a training program that provides currently serving department and section managers with feedback from 360-degree evaluations by their subordinates and colleagues.

##### ● New Manager Training

New Manager Training provides newly appointed section managers opportunities to renew their awareness of Casio's intrinsic nature, and to build a management foundation, learn the principles for activating people and organizations, and help to maximize and bring out organizational capabilities.

##### ● Career Development Training, Follow-up Training, New Employee Training

Training directed at young employees becomes a place for learning the basics of being a Casio employee, and offers opportunities for employees to consider their own career directions, with training for new entrants as well as one-year and three-year employees.

#### 3. Skill Selective Training

Skill Selective Training targets all regular employees, for the objective of effectively and efficiently acquiring diverse skills required for work operations, in a training program that allows employees to select from a large variety of training courses.

#### 4. Other

##### ● Sales Training System for Engineers

The Sales Training System for Engineers is a program targeting midlevel engineers, to help them renew their awareness of the customer orientation, and includes experience for a specified period in store sales, etc., at major electronics stores.

##### ● Advanced Technology Seminars

Advanced Technology Seminars are in-house seminars mainly targeting engineers, using case studies of innovators at other companies who were able to develop revolutionary new manufacturing methods and create new businesses, for the objective of understanding advanced technology trends and of nurturing a development mindset and the will to take on challenges.

### Award system

#### 1. Techno Power

Techno Power is a technology exhibition held annually for the objective of stimulating engineers, and of sharing and accumulating technology, serving as a place for recognizing technology superiority, patentability, completeness, and other in-house advanced technology.

#### 2. President's Award

The President's Award is given to employees who have contributed to expansion and development of the company's business, particularly to people who have developed novel and developable systems and methods that have contributed greatly to attaining company-wide goals through creative ingenuity and improvement activities for expansion and development of business.

#### 3. Patent Award System

The Patent Award System pays incentives in the categories of superior patents, inventions, and licenses, based on evaluations of patents filed by engineers, from the perspectives of quality, volume, and income generation.