

Casio Corporate Report 2008

>>> Ref.

Reference Material

October 2008

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List of ISO 9001 Certified Sites

Classification	Certified and Registered Sit	Initial Version Registration Date
Development, Production and Service Sites in Japan	System Product Unit, Product Development HQ, Casio Computer Co., Ltd.	June 25, 1999
	Kofu Casio Co., Ltd. (including Ichinomiya Factory)	August 1, 1994
	Casio Electronic Manufacturing Co., Ltd.	August 5, 1994
	Yamagata Casio Co., Ltd.	December 16, 1994
	Kochi Casio Co., Ltd.	January 12, 1996
	Casio Micronics Co., Ltd.	March 29, 1996
	Casio Techno Co., Ltd.	June 19, 2006
Production Sites outside Japan	Casio Computer (Hong Kong) Ltd.	November 21, 2005
	Casio (Hong Kong) Ltd., Panyu Factory	July 29, 1998
	Casio Electronic Technology (Zhongshan) Co., Ltd.	October 26, 2006
	Casio (Thailand) Co., Ltd.	October 24, 2000
	Casio Electronic (Shenzhen) Co., Ltd., Guandu Factory	March 22, 2002

Procurement Policies

Casio aims to fulfill its social responsibilities, including compliance with relevant laws and social norms, and protection of the environment, through fair and equitable transactions throughout the supply chain by strengthening partnership with suppliers.

1. Fair and equitable transactions

Casio carries out fair and equitable transactions by providing equal opportunities to all suppliers (and candidates) in and outside Japan in accordance with its internally established procedures.

2. Compliance with laws and social norms

Casio's procurement activities comply with all relevant laws, social norms, standards and treaties worldwide, including the protection of human rights, the prohibition of child labor, forced labor and discrimination, and respect for freedom of association, the right to associate, and the right to collective bargaining. Therefore, Casio requires its suppliers to observe the same legal and social requirements.

3. Environmental protection

Casio helps to protect the global environment through environmentally friendly procurement, which is based on the Casio Environment Charter and Fundamental Policies, in cooperation with suppliers.

4. Strengthening partnership with suppliers

Casio builds up relationship of trust with its suppliers through reciprocal efforts, such as merging and complementing mutual technological development abilities, supply chain cooperation, compliance with laws and social norms and protection of the global environment, which will benefit both parties.

5. Policies on supplier selection and transaction continuation

Casio initiates and continues transactions with suppliers based on comprehensive evaluation criteria, which include compliance with laws and social norms, environmental protection, proper information security, respect for intellectual property, sound and stable corporate management, superior technological development ability, right price and quality, stable supply capabilities and electronic transaction systems.

6. Securing right price and quality

Casio endeavors to secure right price and quality in order to provide its customers with stable supply of optimal products, which ensures that Casio gains the full confidence of customers around the world.

7. Prohibition of personal-interest relationships

Casio does not allow any employees to have personal-interest relationships with any suppliers.

Supplier Guidelines

Casio is provided with materials by so many suppliers for its global business operation. Under the situation, we believe that it is of primary importance for Casio to fulfill its social responsibilities throughout the supply chain including its suppliers. In order to accomplish this objective, Casio would like to ask all of its suppliers to implement the following requirements:

1. Compliance with laws and social norms

Casio gains full confidence of customers around the world not only through providing optimal products but also through complying with all relevant laws, social norms, standards and treaties worldwide, including the protection of human rights, the prohibition of child labor, forced labor and discrimination, and respect for freedom of association, the right to associate, and the right to collective bargaining. Therefore, Casio requires its suppliers to observe the same legal and social norms in their own areas or countries.

2. Environmental protection

Casio contributes to building sustainable societies by providing environmentally friendly products. In this respect, Casio wants to promote environmental activities in cooperation with its suppliers to implement the same environmental activities for the materials or parts comprising the product in their local process of procurement or production, including the following:

- To implement the management system conforming to ISO 14001.
- To disclose and control the chemical contents in order to guarantee non-content of the banned substances designated by Casio.
- To supply parts with consideration to the fight against global warming and saving and recycling resources.

3. Proper information security

Casio requests its suppliers to keep the know-how or confidential information that has been obtained through business with Casio or the same that is consigned to Casio by third parties under strict management to prevent any possible leakage thereof.

4. Respect for the intellectual property

Casio respects and protects the intellectual property of other parties as well as its own in order to prevent unfair or illegal usage or infringement thereof. Casio explicitly requests its suppliers to implement the same level and nature of strict management with respect to this issue.

5. Sound and stable corporate management

Supplier's sound and stable corporate management is essential to continuation of transactions. In this respect, Casio would like to ask its suppliers to positively respond to Casio's request for information disclosure on the management policies and the current status thereof as well as to inform Casio, without delay, of the issues that may affect their corporate management.

6. Superior technological development abilities

Casio always provides its customers worldwide with optimal products to gain their full confidence in Casio. With reference to this point, Casio would like to ask its suppliers to offer their technological development abilities that can realize new technologies, new parts or new materials required by Casio as well as those that help to create new product advantages in collaboration with Casio's development abilities.

7. Securing right price and quality

The price and quality of the materials supplied to Casio by its suppliers directly affect competitiveness of Casio products, and, therefore, Casio would like to ask its suppliers to realize the right price and quality through continuous efforts of cost-reduction activities and quality-maintenance activities.

8. Securing stable supply

In order to make sure of stable supply of products Casio ought to be flexible enough to always keep up with customers' needs, and, therefore, Casio would like to ask its suppliers to establish stable and yet flexible material-supply system and to reform it from time to time.

9. Ability to deal with electronic transaction systems

As it is very important to Casio and its suppliers for efficient business transactions to exchange the necessary business information quickly and accurately, Casio would like to make sure, at the initiation of business, that suppliers are able to adopt the electronic transaction system, and Casio also expects suppliers to protect the system from any network security risks.

10. Prohibition of personal-interest relationships

Procurement activities are the transactions done between the corporations, and, therefore, Casio prohibits its employees from having personal-interest relationships with suppliers. In case suppliers should be confronted with Casio employee's inappropriate doings such as those listed below, please kindly inform Casio about it.

- Giving or receiving money, goods, or requesting special entertainment.
- Rendering special treatments or advantages to particular suppliers.
- Insider's trading.

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.

List of Other Major Social Contribution Initiatives and Donations in Fiscal 2008

Social Contribution Initiatives

Category	Theme	Details/Results	Implementing organization
Education	Student training as part of college courses	Practical business training for students that is relevant to their academic majors, as part of college courses. Hosted 19 students over three months.	Casio (Thailand) Co., Ltd.
	Work experience programs for local students	Upon request, accepted students from local high schools and universities for work experience at overseas companies.	PT. Casio Electronics Indonesia
	Environmental education	Held workshops for local junior high school students about the global environment and Casio's environmental activities.	Yamagata Casio Co., Ltd.
	Lectures at universities	Gave lectures at Yamagata University about advanced technologies for plastic molding.	Yamagata Casio Co., Ltd.
	Lectures at universities	Gave lectures at Sun Yat-sen University (EMBA course) in Guangzhou under the title, "Management Quality and Marketing."	Casio (Guangzhou) Co., Ltd.
	Lectures at universities	Intensive course at Nagaoka University of Technology. Gave lectures for three years consecutively on the developments in the electronics industry, actual initiatives in product development and other topics.	Casio Computer Co., Ltd.
	CSR lecture at the Japan national presentation meeting sponsored by SIFE Japan	Gave a lecture targeting university students at the orientation session before the national presentation meeting on CSR themes.	Casio Computer Co., Ltd.
	Social Contribution Activities at the Casio World Open Tournament	Held junior lessons in which tour players gave children golf swing instruction. With the cooperation of elementary schools, Casio organized extracurricular lessons with a rare, behind-the-scenes look at a golf tournament.	Casio Computer Co., Ltd.
	Company Tours	Welcomed 195 students mainly from junior high and high schools as part of their comprehensive studies. The cumulative total of visitors to Casio Computer Co., Ltd., now exceeds 1,000 people.	Casio Group
Environment	Early morning cleanup around company premises	Cleanup voluntarily carried out around company premises at 25 locations nationwide before the start of the workday.	Casio Techno Co., Ltd.
	Cleanup Day	Cleanup performed along the streets around company sites, the nearest station, and commuting routes. About 100 employees participated twice during the year.	Kofu Casio Co., Ltd., Casio Micronics Co., Ltd.
	Cleanup around Hamura R&D Center	Cosponsored with the labor union (Hamura area) each quarter, the center carries out a cleanup as an environmental volunteer activity.	Casio Computer Co., Ltd.
	Participation in Kokubu River grass burning	As a contribution to the local community, 35 employees took part in the February clean-up (grass burning) along the Kokubu River.	Kochi Casio Co., Ltd.
	Participation in Eco Life Day 2007	126 employees and their families engaged in energy conservation by setting home heating to 20°C, dressing for lower temperatures, and using energy-saving lights and electronic products.	Casio Electronic Manufacturing Co., Ltd.
Other	Participation in blood donation drive	491, 135, and 39 employees participated at Casio Computer Co., Ltd., Kofu Casio, and Kochi Casio, respectively.	Casio Group
	Subcontracting of product disassembly and unpacking to workshops employing people with disabilities	Subcontracted product disassembly and unpacking operations to workshops employing people with disabilities. This program fosters self-reliance among the workers.	Casio Business Service Co., Ltd.
	Cooperation with traffic safety campaigns	Cooperated in curbside activities during the national spring and autumn traffic safety campaigns.	Casio Information Systems Co., Ltd.
	Eco bonus campaign	Awarded book tokens as an "eco bonus" to employees who participated in local volunteer activities, as a means of supporting and encouraging participation.	Kofu Casio Co., Ltd.

Donations

Category	Project title	Donation recipient	Implementing organization
Education	Support for the International University of Japan	International University of Japan	Casio Computer Co., Ltd.
	Donations to the Costco Scholarship Fund	Costco Scholarship Fund	Casio America, Inc.
	Education assistance to elementary school children through Office Max ACTS	Office Max ACTS	Casio America, Inc.
Environment	Donation to Keidanren Nature Conservation Fund	Keidanren Nature Conservation Fund	Casio Computer Co., Ltd.
	Support for the International Art & Technology Cooperation Organization (ArTech)	International Art & Technology Cooperation Organization (ArTech)	Casio Computer Co., Ltd.
	Support for the "Think the Earth Project"	Think the Earth Project	Casio Computer Co., Ltd.
	Support for WWF Japan (World Wide Fund for Nature Japan)	WWF Japan	Casio Computer Co., Ltd.
	Support for the promotion of greening in Shenzhen, China	Shenzhen Greening Fund	Casio Electronics (Shenzhen) Co., Ltd.
	Donation to the Japan Industrial Waste Management Foundation	Japan Industrial Waste Management Foundation	Casio Computer Co., Ltd.
Local communities	Support for "adopted" tulip bulbs and Ohga lotus	Hamura City, Tokyo	Casio Computer Co., Ltd.
Culture and arts	Support for the NHK Symphony Orchestra	NHK Symphony Orchestra	Casio Computer Co., Ltd.
	Support for the Tokyo Philharmonic Orchestra	Tokyo Philharmonic Orchestra	Casio Computer Co., Ltd.
	Sponsorship of the Friends Association, MAISON DE LA CULTURE DU JAPON À PARIS	Friends Association, MAISON DE LA CULTURE DU JAPON À PARIS	Casio Computer Co., Ltd.
	Support for the Japan-China Exchange Year of Culture and Sports 2007	Organizing committee for the Japan-China Exchange Year of Culture and Sports 2007	Casio Computer Co., Ltd.
	Support for the Heisei Nakamura New York Kabuki performances	Heiseinakamura, Fujisankei Communications International, Inc.	Casio America, Inc.
Disaster relief	Donations for the Niigata Chuetsu-oki Earthquake	Japanese Red Cross Society	Casio Computer Co., Ltd.
Other	Support for World Children's Baseball Fairs	World Children's Baseball Foundation	Casio Computer Co., Ltd.
	Support for the International Skills Festival for All, Japan 2007	Organizing committee for the International Skills Festival for All, Japan 2007	Casio Computer Co., Ltd.
	Support for ASDA's "Tickled Pink Campaign"	Breast Cancer Care, Breast Cancer Campaign	Casio Electronics Co., Ltd.
	Donations to charity projects	Charity projects in Panyu, Guangzhou	Casio Computer (Hong Kong) Ltd.
	Donation to the fund for rehabilitation of persons with disabilities	Fund for Rehabilitation of Disabled Persons	Casio (Thailand) Co., Ltd.

List of ISO 14001 Certified Sites

	Certified and Registered Site	Date acquired
1	Yamagata Casio Co., Ltd.	November 1997
2	Kofu Casio Co., Ltd.	January 1998
3	Kochi Casio Co., Ltd.	March 1998
4	Casio Electronic Manufacturing Co., Ltd.	September 1999
5	Casio Business Service Co., Ltd.	January 2000
6	Casio Micronics Co., Ltd.	March 2000
7	Hamura R&D Center, Casio Computer Co., Ltd.	October 2000
8	Hachioji R&D Center, Casio Computer Co., Ltd.	October 2000
9	Headquarters, Casio Computer Co., Ltd. (including two sales sites)	December 2000
10	Casio Soft Co., Ltd.	December 2001
11	Casio Techno Co., Ltd.	May 2002
12	Casio Hitachi Mobile Communications Co., Ltd.	June 2004
13	MAS Inc.*	March 2006
14	Casio Korea Co., Ltd.	April 1998
15	Casio Computer (Hong Kong) Ltd., Panyu Factory	September 1999
16	Casio Computer (Hong Kong) Ltd.	December 1999
17	Casio Electronics (Zhuhai) Co., Ltd.	September 2000
18	Casio (Thailand) Co., Ltd.	September 2001
19	Casio Taiwan Co., Ltd.	December 2001
20	Casio Electronics (Shenzhen) Co., Ltd.	February 2002
21	Casio Electronics (Zhongshan) Co., Ltd.	April 2002

*Obtained KES Environmental Management System Standard

Product Targets

1. Development targets for eco-products

Increase green product sales to 80% of total sales by FY2009.

Plant and Business-site Targets

1. Energy conservation targets (electrical power, fuel etc.)

Japan production sites

Reduce CO₂ emissions per unit of actual production by 35%, averaged over 5 years from fiscal 2009 to 2013, compared with fiscal 1991.

* Actual production: Corrected nominal production using the Bank of Japan's Domestic Corporate Goods Price Index (electrical equipment) in accordance with the policy of four electrical and electronics industry associations

Japan office sites

Reduce total CO₂ emissions by 9%, averaged over 5 years from fiscal 2009 to 2013, compared with fiscal 1991.

Production sites outside Japan

Reduce CO₂ emissions of per unit of production by 30% by fiscal 2013 compared to fiscal 2005.

Office sites outside Japan

Reduce total CO₂ emissions by 3% by fiscal 2013 compared to fiscal 2005.

2. Reduction target for greenhouse gases other than CO₂

Reduce total emissions of greenhouse gases other than CO₂ (CO₂ equivalent) to below 2000 level by 2010.

* Greenhouse gases other than CO₂: PFCs, SF₆ and NF₃ in accordance with the JEITA voluntary action plan. Casio has already phased out all except SF₆.

3. Resource conservation targets (water, paper)

Japan production sites

Reduce water usage per unit of actual production by 10% by fiscal 2009 compared to fiscal 2001.

Production sites outside Japan

Reduce water usage per unit of production by 15% by fiscal 2013 compared to fiscal 2005.

Japan sites

Reduce paper usage per unit of actual production by 30% by fiscal 2009 compared to fiscal 2004.

4. Waste reduction targets

Japan sites

Reduce generation of waste per unit of actual production by 40% by fiscal 2009 compared with fiscal 2001.

Production sites outside Japan

Reduce generation of waste per unit of production by 30% by fiscal 2013 compared to fiscal 2005.

5. Volatile organic compounds (VOCs) reduction targets

Japan production sites

Reduce emissions of VOCs by 30% by fiscal 2011 compared to fiscal 2001.

* 20 VOC substances designated by four electrical and electronics industry associations. Casio uses eight substances.

6. Hazardous substance phase-out targets

Detoxify PCB-containing equipment now in storage as Japan Environmental Safety Corporation (JESCO) starts program in each region.
Kofu Casio Co., Ltd: In fiscal 2009

* Store the low concentration capacitors kept at Hamura R&D Center until they can be accepted by JESCO.

7. Targets for output reduction of PRTR substances

Japan production sites

Reduce output of PRTR substances per unit of actual production by 40% by fiscal 2013 compared to fiscal 2004.

8. Green procurement targets

Achieve 100% response rate (percent of parts covered by supplier surveys) for green parts by fiscal 2008.
Sites in and outside Japan: 100%

9. Green purchasing targets

Raise the green purchasing ratio at Japan sites to 70% of total purchases (based on the number of purchases) by fiscal 2010.

*Applicable to sites using the CATS e-P system

10. Targets for logistics-related global warming countermeasures

Reduce CO₂ emissions from logistics within Japan per unit of Japan sales by 40% by fiscal 2010 compared to fiscal 2001 (the scope is the reduction value for logistics processes involved in the sale of products)

Reduce CO₂ emissions from logistics outside Japan per unit of overseas sales by 5% by fiscal 2010 compared to fiscal 2005 (the scope is the reduction value for logistics processes involved in the sale of products)

Fiscal 2008 Casio Environmental Action Plan Performance Report (Details)

Casio and the Global Environment

Fiscal 2008 Casio Environmental Action Plan Performance Report (Details)

Lower level in parentheses (): FY2007
Upper level: Compared with base year
Lower level: (Compared with previous year)

	Theme	Target	Per-unit value of base year	Target per-unit value of target year	Actual performance of per-unit value for FY 2008	Performance by end of FY2008	Progress assessment
Product targets							
1. Eco-products	Raise share of green product sales in total sales.	Increase green product sales to 80% of total sales by FY2009.	—	80%	77% (70.5%)	Grew to 77.0%.	☆☆
	Reduce total usage of packaging materials.	Reduce total usage of packaging materials per unit of sales by 30% by FY2008 compared to FY2001.	27.6 (tons/¥ billion)	19.3 (tons/¥ billion)	21.0 (tons/¥ billion) (21.1)	Reduced by 24.2% (Reduced by 0.5%)	☆☆
Plant and business-site targets							
1. Energy conservation (electrical power, fuel, etc.)	Reduce CO ₂ emissions (Japan sites)	Reduce CO ₂ emissions per unit of actual production by 20% by FY2011 compared to FY2004.	0.22 (tons-CO ₂ /¥ million)	0.18 (tons-CO ₂ /¥ million)	0.23 (tons-CO ₂ /¥ million) (0.23)	Increased by 1.9% (Same level)	●
	Reduce CO ₂ emissions (sites outside Japan)	Reduce CO ₂ emissions per unit of production by 10% by FY2011 compared to FY2005.	0.34 (tons-CO ₂ /¥ million)	0.31 (tons-CO ₂ /¥ million)	0.32 (tons-CO ₂ /¥ million) (0.25)	Reduced by 4.6% (Increased by 29.6%)	☆
2. Reduction of greenhouse gases	Reduce total emissions of greenhouse gases other than CO ₂ (CO ₂ equivalent) to below 2000 level.	Reduce total emissions of greenhouse gases to the 2000 level of 7,278 tons-CO ₂ or below in 2010.	7,278 (tons-CO ₂)	7,278 (tons-CO ₂)	19,682 (tons-CO ₂) (20,446)	Increased by 12,404 tons-CO ₂ (Reduced by 764 tons-CO ₂)	●
3. Resource conservation (water, paper)	Reduce water usage (Japan production sites)	Reduce water usage per unit of actual production by 10% by FY2009 compared to FY2001.	0.0077 (thousand m ³ /¥ million)	0.0069 (thousand m ³ /¥ million)	0.0072 (thousand m ³ /¥ million) (0.0074)	Reduced by 5.5% (Reduced by 2.7%)	☆☆
	Reduce water usage (production sites outside Japan)	Reduce water usage per unit of production by 5% by FY2009 compared to FY2005.	0.0039 (thousand m ³ /¥ million)	0.0037 (thousand m ³ /¥ million)	0.0031 (thousand m ³ /¥ million) (0.0034)	Reduced by 25.9% (Reduced by 8.8%)	☆☆☆
	Reduce paper usage (Japan sites)	Reduce paper usage per unit of actual production by 30% by FY2009 compared to FY2004.	0.00025 (tons/¥ million)	0.00018 (tons/¥ million)	0.00028 (tons/¥ million) (0.00030)	Increased by 8.7% (Increased by 6.7%)	●
4. Volume of waste output	Reduce generation of waste (Japan sites)	Reduce generation of waste per unit of actual production by 40% by FY2009 compared to FY2001.	0.024 (tons/¥ million)	0.014 (tons/¥ million)	0.016 (tons/¥ million) (0.017)	Reduced by 32.0% (Reduced by 5.9%)	☆☆
	Reduce generation of waste (production sites outside Japan)	Reduce generation of waste per unit of production by 10% by FY2009 compared to FY2005.	0.012 (tons/¥ million)	0.011 (tons/¥ million)	0.011 (tons/¥ million) (0.009)	Reduced by 8.6% (Reduced by 22.2%)	☆☆
5. Reduction of volatile organic compounds (VOCs)	Reduce emission of VOCs to atmosphere (Japan production sites)	Reduce emission of VOCs by 30% by FY2011 compared to FY2001.	47 tons	33 tons	43 tons (52 tons)	Reduced by 7.3% (Reduced by 15.9%)	☆☆
6. Hazardous substance phase-out	Detoxify PCB-containing equipment now in storage as Japan Environmental Safety Corporation starts program in each region. (Hamura, Hachioji R&D center, Kofu Casio)	<ul style="list-style-type: none"> •Detoxify all PCBs stored at the Hamura and Hachioji R&D Centers by FY2008. •Detoxify all PCBs stored at Kofu Casio by FY2009. 	—	—	—	Finished delivering PCB-containing equipment from Hamura and Hachioji R&D Centers to waste treatment contractor for detoxification. (Still waiting to deliver low concentration items per JESCO treatment policy.)	☆☆
7. Output reduction of PRTR substances	Reduce output of PRTR Substances (Japan production sites)	Reduce output of PRTR substances per unit of actual production by 10% by FY2011 compared to FY2004.	0.00011 (tons/¥ million)	0.00010 (tons/¥ million)	0.00004 (tons/¥ million) (0.00005)	Reduced by 59.8% (Reduced by 20%)	☆☆☆
8. Green procurement	Achieve 100% response rate (percent of parts covered by supplier surveys) for green parts (sites in and outside Japan)	Achieve a 100% response rate in Japan during FY2007. Achieve a 100% response rate outside Japan during FY2007.	—	100%	100%	Achieved a 100% response rate in and outside Japan.	☆☆☆
9. Green purchasing	Raise green purchasing ratio to 60% of total purchases of office supplies and office equipment (Japan sites)	Raise the green purchasing ratio to 60% of total purchases by FY2008 (based on the number of purchases)	—	60%	66.4% (63%)	Achieved 66.4%. (Increased by 5.1%)	☆☆☆☆
10. Logistics-related global warming countermeasures	Reduce CO ₂ emissions (distribution in Japan)	Reduce CO ₂ emissions per unit of sales in Japan by 50% by FY2008 compared to FY2001.	11.4 (tons/¥ billion)	5.7 (tons/¥ billion)	6.7 (tons/¥ billion) (7.0)	Reduced by 41.2% (Reduced by 4.3%)	☆☆
	Reduce CO ₂ emissions (distribution outside Japan)	Reduce CO ₂ emissions per unit of sales outside Japan by 5% by FY2005.	166.1 (tons/¥ billion)	157.8 (tons/¥ billion)	180.7 (tons/¥ billion) (177.1)	Increased by 5.5% (Reduced by 2.0%)	●

Progress assessment key

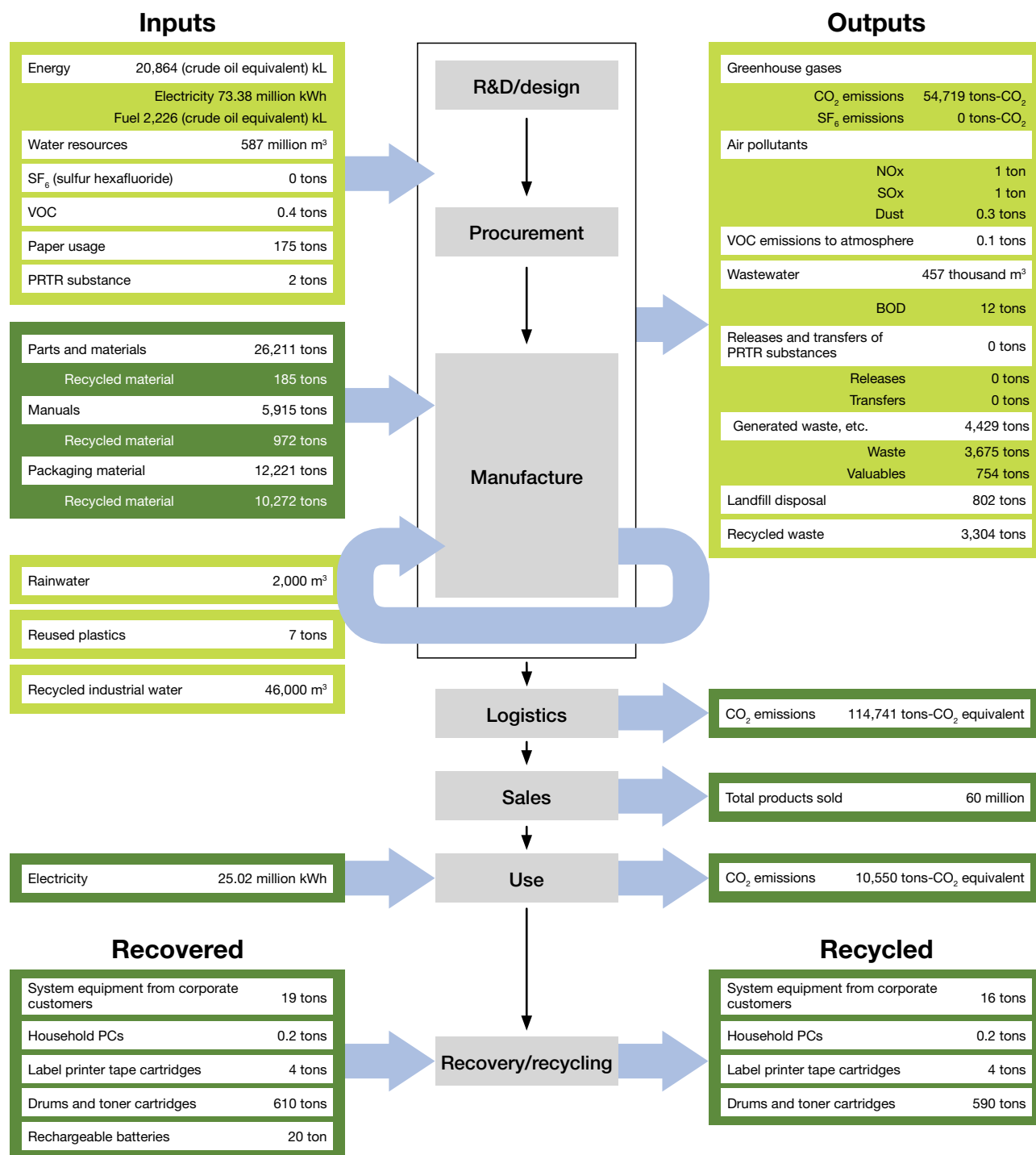
1. Target was achieved and a new, higher target was established. ☆☆☆
2. Target was achieved. ☆☆☆

3. Target not achieved, but steady improvement made over previous fiscal year. ☆☆

4. Making progress toward achieving target and expect results next fiscal year and beyond. ☆

5. Same as or worse than base value. ●

Material Balance in Business Activities (Electronics Segment)

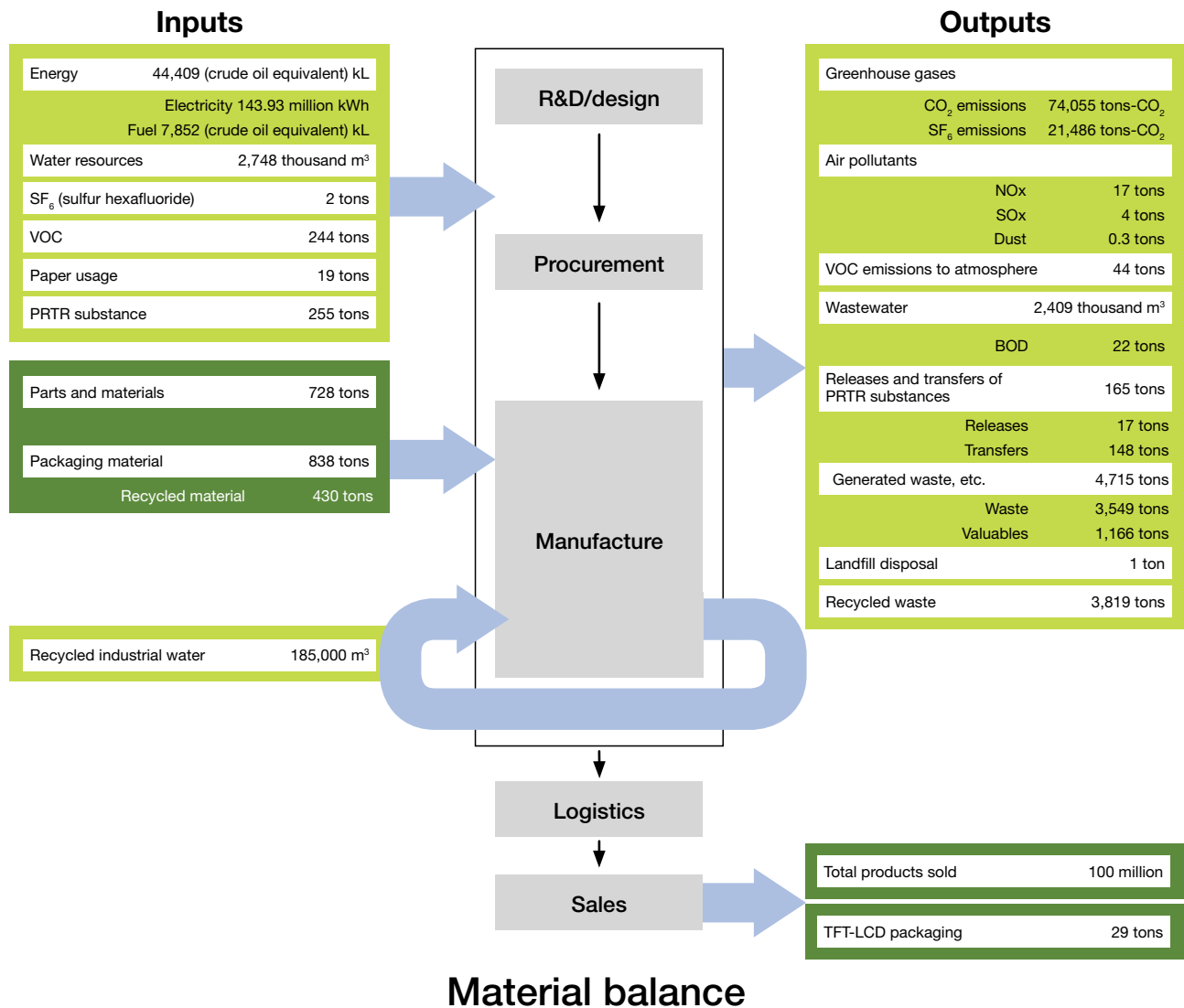


Material balance

■ Material balance for business sites

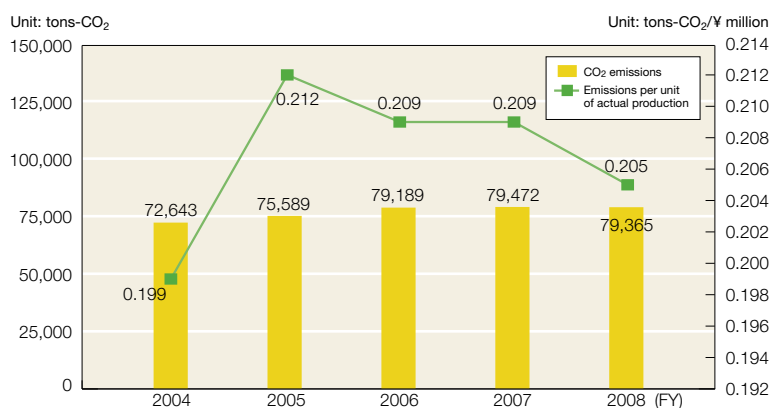
■ Material balance for products

Material Balance in Business Activities (Electronic Components Segment)

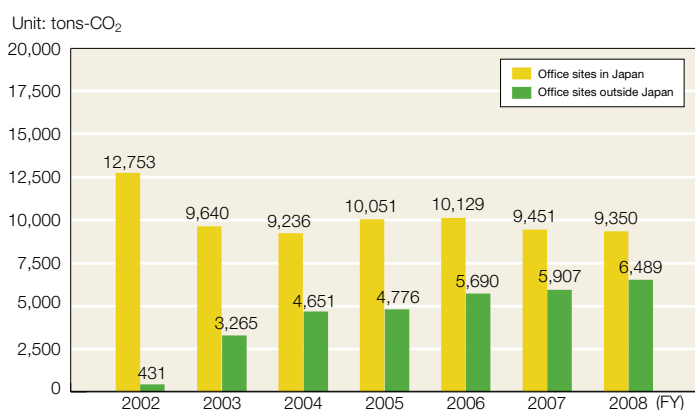


■ Material balance for business sites ■ Material balance for products

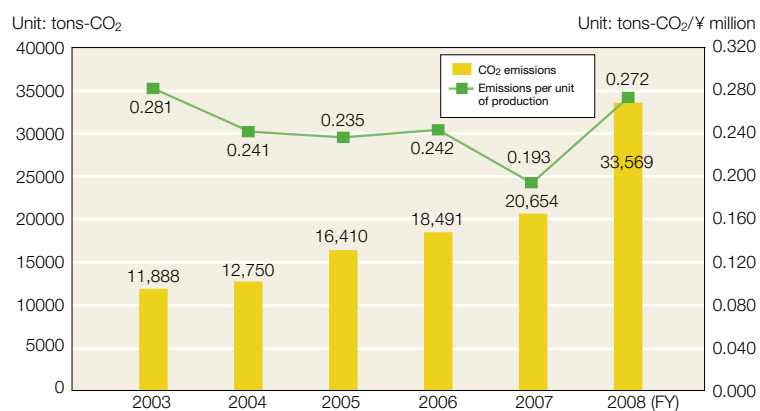
CO₂ emissions and emissions per unit of actual production (Japan production sites)



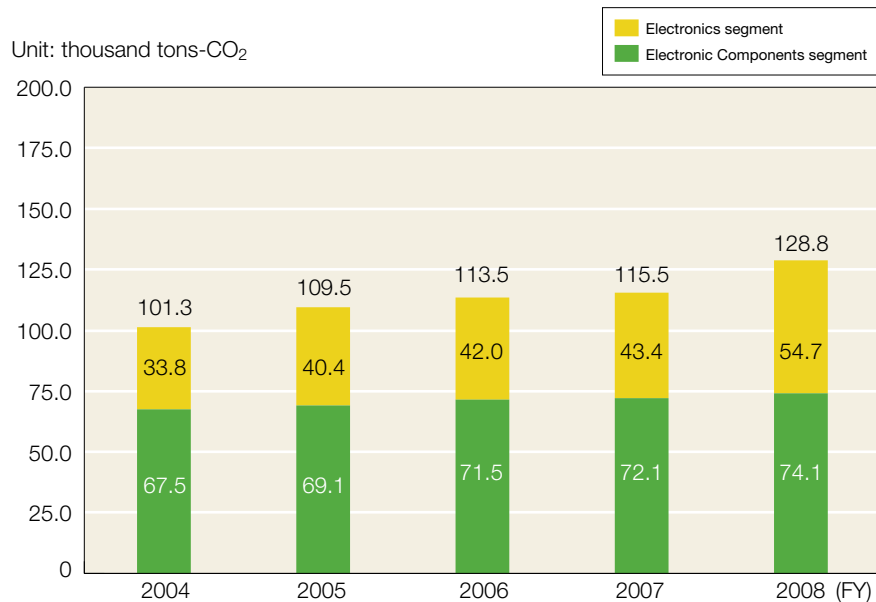
CO₂ emissions in office sites in Japan and outside Japan



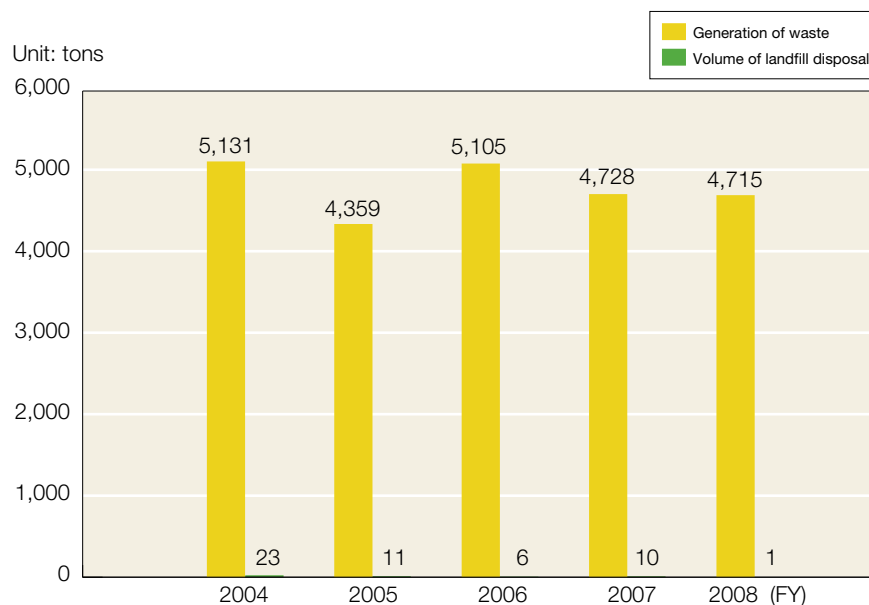
CO₂ emissions and emissions per unit of production (production sites outside Japan)



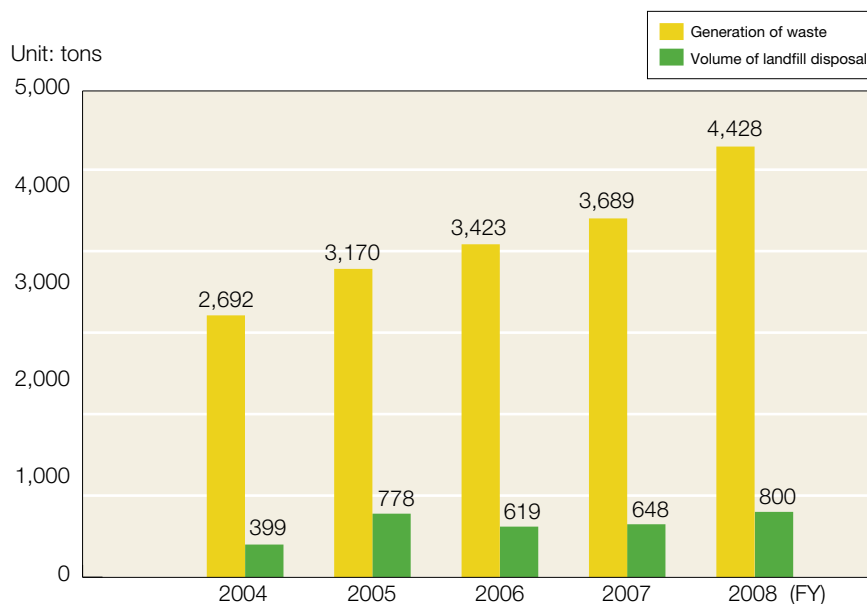
*Casio Taiwan Co., Ltd., switched to an office site from fiscal 2008 due to changes in the nature of operations.

CO₂ emissions

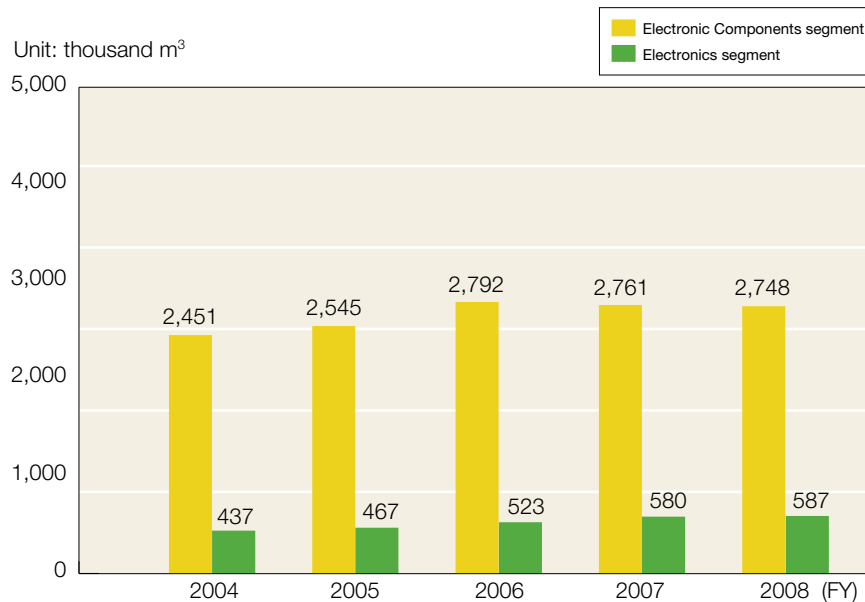
Reduction in generation of waste and volume of landfill disposal, by segment (Electronic Components segment)



Reduction in generation of waste and volume of landfill disposal, by segment (Electronics segment)



Reduction in Usage of Water Resources



Amounts of PRTR Substances Handled, Released, and Transferred in Fiscal 2008 (Japan Production Sites)

(Unit: tons)

Class 1 designated chemical substance	Substance No.	Sites using 1 or more tons of the substance	Amount handled	Amount released		Amount removed	Amount transferred, amount of waste	Amount consumed	Amount recycled
				Atmosphere	Public waters				
2-Amino ethanol	16	2	42.26	0.08		15.29	3.85		23.05
Water-soluble copper salt	207	1	47.96	0.01	0.12				47.83
Theouria	181	1	32.11				32.10		
Xylene	63	1	26.17	11.56			14.61		
Hydrogen fluoride and its water-soluble salts*1	283	1	80.89	0.04	2.29		73.85		4.71
Ethylbenzene	40	1	4.52	1.98			2.53		
Organotin compounds	176	1	5.84				5.84		
Ethylene glycol	43	2	7.45				7.45		
2-Ethoxyethyl acetate	101	1	1.27	0.13			1.14		
Octylphenyl ether	308	1	3.90				3.90		
Nickel compounds*2	232	2	2.88				2.88		
Lead and its compounds	230		0.23					0.15	0.08
Toluene	227		0.05	0.05					
Total			255.53	13.85	2.41	15.29	148.15	0.15	75.66

Note: Blank columns are treated as zero.

*1. For hydrogen fluoride and its water-soluble salts, the amount handled increased compared to fiscal 2007 because, even though the size of electronic components was reduced, the amounts removed decreased.

*2. Nickel compounds are specified class 1 designated chemical substances, and applications were filed since the amount handled was 0.5 tons or more.

● Some of the calculated results in the table may not match due to the rounding of fractions.

VOC Inputs and Emissions to Atmosphere in Fiscal 2008

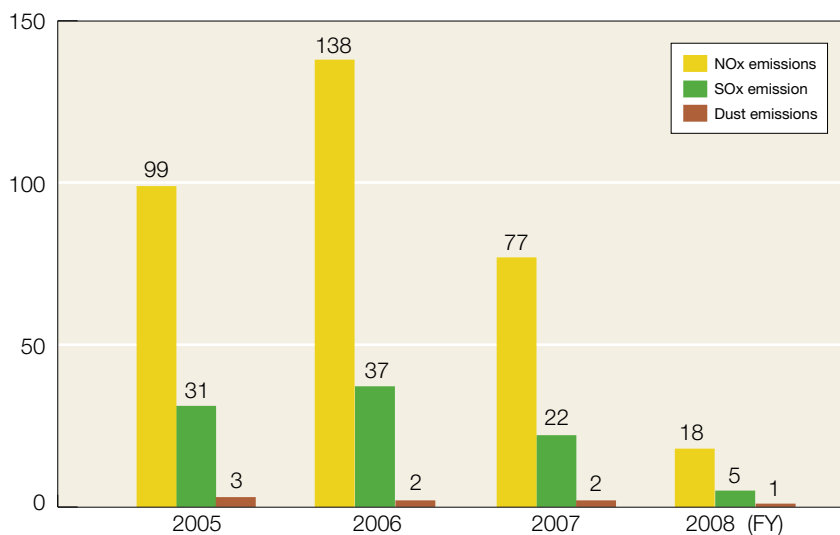
(Unit: tons)

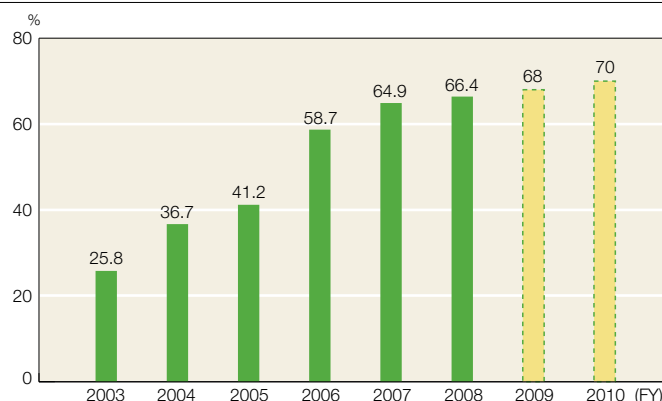
VOC classifications	Amount handled	Emission to the atmosphere	Remarks
Isopropyl alcohol	150.1	13.4	
Toluene	0.1	0.1	*
Acetone	16.2	10.1	
Butyl acetate	11.9	3.1	
Methanol	1.5	1.5	
Xylene	26.4	11.0	*
Ethanol	20.4	2.3	
Ethylbenzene	4.5	2.0	*
1-methoxy-2-propanol	13.2	0.0	
Total	244.3	43.4	

*Substances targeted by PRTR

NOx, SOx and dust emissions to the atmosphere

Unit: tons



Green purchasing rate (in terms of number of purchases)

Sites that have adopted the CATS e-P System:

(As of March 31, 2007: 2 companies)

- Casio Computer Co., Ltd.: Headquarters, Hamura R&D Center, Hachioji R&D Center, Eastern Japan hub centers (Chiyoda, Sendai, Saitama, Yokohama, Chiba, and Special Sales Office), and Western Japan hub centers (Nagoya, Osaka, Hiroshima, and Kyoto)
- Casio Hitachi Mobile Communications

(As of March 31, 2008: added 13 companies, reaching a total of 15)

- | | |
|---------------------------------------|--|
| ● Casio Information Service Co., Ltd. | ● Casio Electronic Manufacturing Co., Ltd. |
| ● Casio Communication Brains, Inc. | ● Casio Soft Co., Ltd. |
| ● Casio Support System Co., Ltd. | ● Casio Techno Co., Ltd. |
| ● Casio Business Service Co., Ltd. | ● Yamagata Casio Co., Ltd. |
| ● Casio Field Marketing Co., Ltd. | ● Kofu Casio Co., Ltd. |
| ● Casio Information Systems Co., Ltd. | ● Kochi Casio Co., Ltd. |
| ● Casio Marketing, Inc. | |

(Fiscal 2009 plan: add 5 companies, for a total of 20)

- Shin Nihon Casio Data Research Co., Ltd.
- Seiyō Electronics Co., Ltd.
- Casio I-net Solution Co., Ltd.
- Casio Entertainment, Inc.
- CXD Next Co., Ltd.

Green purchasing rate (%):

Number of purchases of stationery, office supplies, and office equipment
(excluding software) with an environmental mark

----- × 100

Number of purchases of stationery, office supplies, and office equipment
(excluding software)

Product Environmental Assessment Evaluation Items

Green Product Certification Criteria

Consumer products

Allocation of points for environmental design evaluation
90 points or more out of 100 points are required

- | | |
|--|---|
| 1. Material identification | 9. Single material separation and disassembly |
| 2. Design for recycling | 10. Recycled resources |
| 3. Improved ease of disassembly | 11. Green packaging |
| 4. Battery safety | 12. Green procurement components |
| 5. Battery removal | 13. Global warming prevention |
| 6. Battery recycling labeling | |
| 7. Material identification labeling | |
| 8. Disclosure of environmental information | |



Product level evaluation
Conformance with 2 items or more out of 9 items is required

- | | |
|---|---|
| 1. Safety and reuse of resources | 6. Prohibition of designated hazardous substances in components |
| 2. Reduced power consumption and long lasting battery | 7. Application of universal design |
| 3. Reduced number of components | 8. Assessment of environmental impact over product lifecycle |
| 4. Effective use of resources | 9. Use of bioplastic |
| 5. Phasing out of substances restricted by RoHS Directive | |

System products

Allocation of points for environmental design evaluation
810 points or more out of 900 points are required

1. Energy saving
2. Reduce
3. Reuse
4. Recycle
5. Ease of disposal
6. Environmental conservation
7. Packaging materials
8. Provision of information
9. Manuals, catalogs etc.



Product level evaluation
Computers and printers, conformance with 3 items or more
Handheld terminals and electronic cash registers, conformance with 2 items or more

- | | |
|---|--|
| 1. Leader in resource saving | 7. Obtained an energy saving label and registered in the database |
| 2. Leader in energy saving | 8. Application of universal design |
| 3. Leader in low environmental impact | 9. Assessment of environmental impact over product lifecycle implemented |
| 4. Effective use of resources | 10. Use of bioplastic |
| 5. Compliance with the RoHS Directive | |
| 6. Prohibition of designated hazardous substances | |

Main Environment-Related Laws and Regulations Affecting Casio Products

(Items in brackets are under discussion)

	Manufacturing			Packaging materials		Batteries	
	Recovery and recycling	Hazardous substances	Energy conservation	Recovery and recycling	Hazardous substances	Recovery and recycling	Hazardous substances
EU	WEEE	RoHS, REACH, 76/769/EEC	EuP	Directive on packaging waste	Directive on packaging waste	Batteries directive	Batteries directive
States in the US		Proposition 65, mercury regulations	External power supply efficiency regulations		Individual state regulations on heavy metals in packaging	California rechargeable battery recycling law	
China	(China WEEE)	China RoHS		China RoHS			Regulations on mercury in batteries, China RoHS
South Korea			Energy utilization and rationalization law	Recycling law		Recycling law	Battery regulations
Taiwan							Regulations on mercury in batteries
Argentina		(Argentina RoHS)					Battery regulations
Australia		(Australia RoHS)	External power supply efficiency regulations				
Thailand		(Thai RoHS)					
Japan	Recycling Law	J-Moss	Energy Saving Law	Container and Packaging Recycle Law		Recycling Law	

Starting in fiscal 2008, Casio's packaging experts have established universal design packaging evaluation criteria and standards. Based on these standards, Casio has carried out initiatives and evaluations to improve packaging with renewed awareness of universal design. Casio aims to expand these developments to other products, and to seek approaches to packaging that take into account the perspectives of all customers.

Old: XD-SW8200



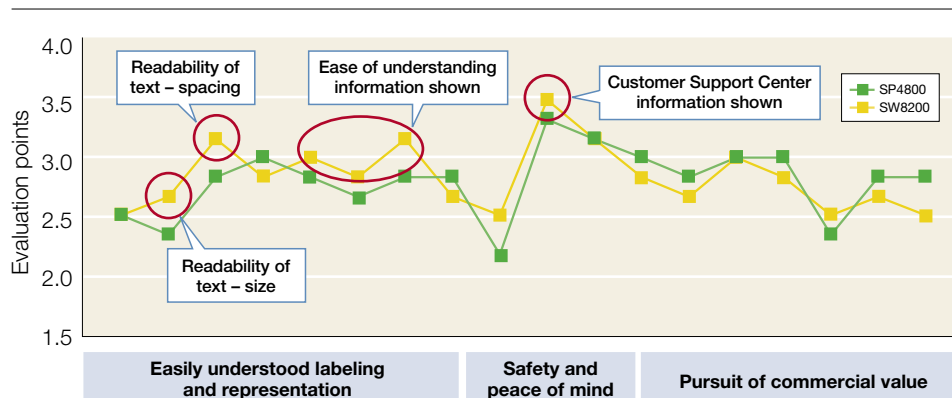
New: XD-SP4800



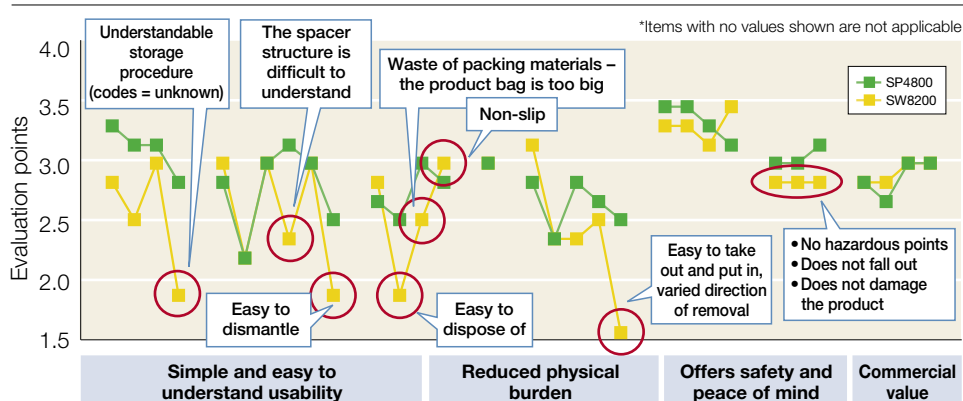
Comparison of the new and old spacer

The gift box has the same structure and size

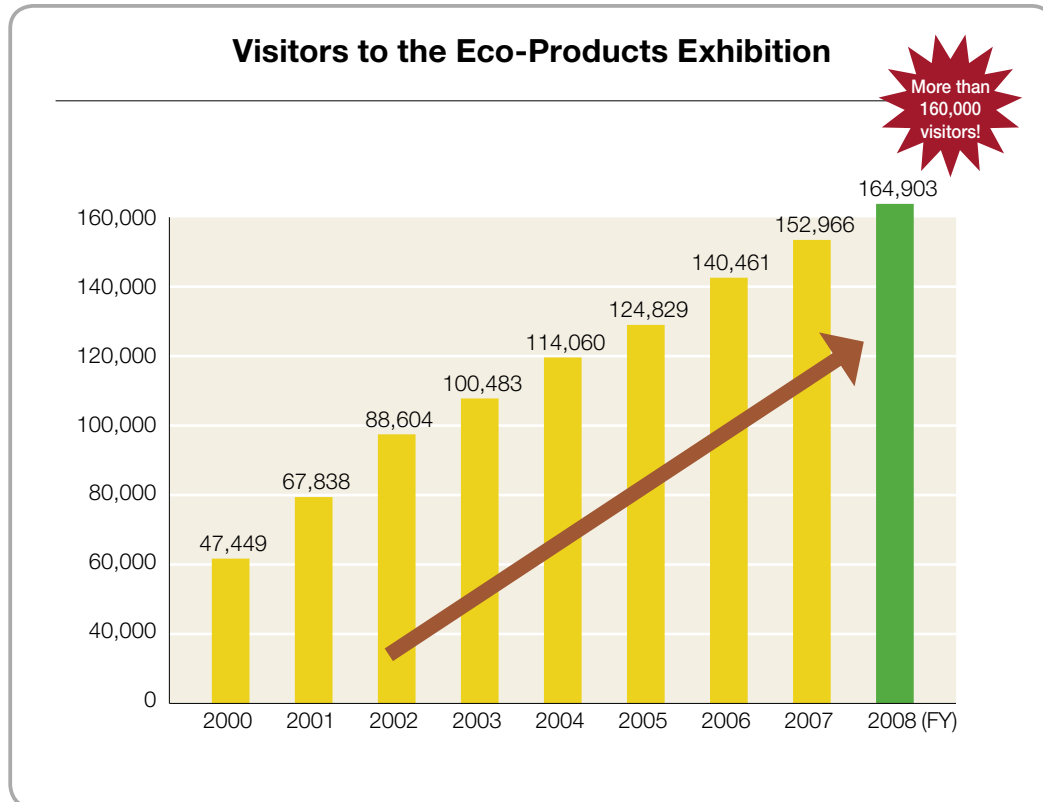
Comparison of graphical items



Comparison of structural items



Visitors to the Eco-Products Exhibition exceeded 160,000 in 2007, making it one of the world's largest environmental exhibitions. Casio has taken part since the first exhibition, presenting its various environmental initiatives.



Reference: CEATEC (Japan): About 200,000 visitors, CES (US): About 140,000 visitors,
CeBIT (Germany): About 400,000 visitors
Exhibiting companies in Eco Products 2007: 632 (572 last year)