

Building Workplaces for a Diverse Workforce

Casio respects the human rights of every individual, and strives to continually expand the creation of employment opportunities for people, regardless of their gender or any disabilities they may have.

Initiatives to enhance the role of female employees

By promoting environments and systems that enable employees to further demonstrate their abilities, Casio is developing a greater number of professional employees, with the aim of raising productivity for the entire company. As part of these efforts, Casio created a Working Group for Female Employee Advancement in April 2008, and has been actively encouraging its activities.

With a focus on reform of employee awareness and the corporate culture, Casio has been providing e-learning courses for managers and seminars for female employees.

Casio is building a solid foundation for women to succeed by helping both managers and female employees to understand how important it is that women advance in the workplace, and building an environment conducive to their advancement.

The president held a discussion meeting on the topic of how women could change the company, highlighting Casio's ideals about female employees taking the initiative in the workplace.

Casio also implements a wider range of events, including meetings between the working groups and division managers. In the meetings, participants discuss challenges and solutions for the advancement of female employees.

The company will pursue steady, effective implementation of activities to build a corporate culture that fully supports the job satisfaction and career advancement of women.



Activities of the Female Employees Working Group

Initiatives in hiring

The Casio Group Code of Conduct states that “we will respect all fundamental human rights, and will not engage in any form of discrimination.” Casio provides equal employment opportunities to anyone with the desire to work.

Casio also endorses the Japan Business Federation's charter of hiring ethics. The company strives to avoid early hiring of undergraduate university students to minimize any impact on their studies, and conducts hiring events at different times during the day and week. In this way, Casio is striving to provide hiring opportunities to as many students as possible.

Initiatives for hiring persons with disabilities and seniors

Casio hires people who display creativity and have the desire to work and take on challenges, regardless of any disabilities they may have. The company is creating workplace environments that allow every individual to display their full abilities and aptitudes.

As of April 1, 2010, the percent of the workforce at Casio Computer Co., Ltd., with disabilities was 1.93%. This is higher than the average rate of 1.63% at private companies in Japan (as of June 2009), and also surpasses the legally mandated rate of 1.80%.

The percent of the workforce with disabilities at consolidated group companies in Japan was 1.76%. Casio will continue to pursue hiring to achieve the legally mandated rate for the entire group.

Casio makes a special effort to ensure that persons with disabilities continue to feel supported after being hired. Casio Computer Co., Ltd., has introduced a follow-up system based on regular interviewing of the employees concerned, every three years after joining the company. This system will be expanded to cover all group companies.

For seniors, Casio has introduced a Casio Senior Staff Program and a Senior Employee Program at all group companies in Japan. The purpose of 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 over the course of their careers. The system enables employees that wish to work past the age of retirement to continue using their career skills and expertise within the Casio group.

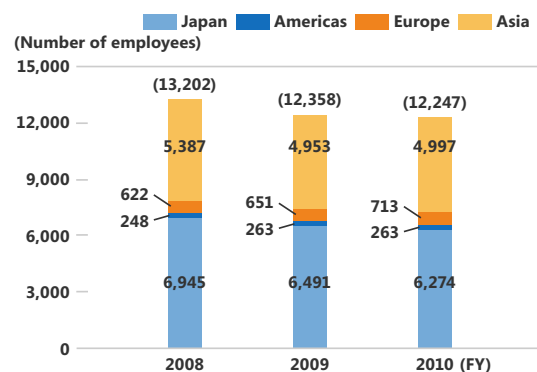
■ Percent of workforce with disabilities

	As of April 1, 2009	As of April 1, 2010
Casio Computer Co., Ltd.	1.83%	1.93%
Group companies in Japan	1.52%	1.60%
Average for consolidated group companies in Japan	1.67%	1.76%

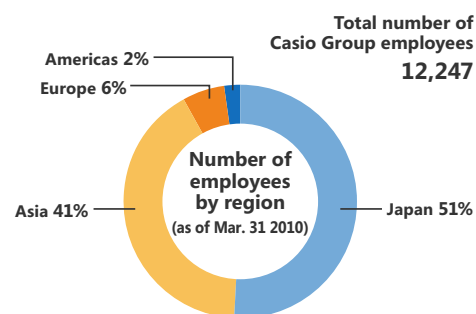
Prioritizing local hiring and promotion at subsidiaries outside Japan

Along with the globalization of its operations, Casio is actively pursuing local hiring at its sites outside Japan. The aim is to promote management that is responsive to local conditions in each country, as a truly global company. This is being done not just in manufacturing, but also in various other fields.

■ Number of Casio Group employees



■ Group employees by region (FY 2010)



* This includes only regular employees.

Highlight Personnel Hiring and Employee Welfare Programs outside Japan



Casio Thailand receives award as an Outstanding Company in Labor Relations and Employee Welfare

Casio Thailand

Casio Thailand is actively hiring and promoting local employees based on the belief that local management is essential to the company's success.

As of March 31, 2010, 970 of the total 974 employees at Casio Thailand (99.6%) were locally hired, and 12 of 16 managers (75%) were local personnel.

In order to prevent any cases of child or forced labor, which have been issues for some companies in certain regions recently, Casio Thailand ensures that it does not employ anyone under the age of 18. The company performs thorough age checks using graduation certificates and other documentation. In addition to improving its employment system, the company also makes active contributions to local communities such as regular employee participation in neighborhood events.

As a result, for four consecutive years, Casio Thailand has received an award from the Thai Ministry of Labour and Social Welfare as an outstanding company in the area of labor relations and employee welfare. This award was established for the purpose of improving working conditions. It is given to companies with outstanding employment systems in terms of labor law compliance, good relations with labor unions and employees, and employee welfare programs.

In fiscal 2010, in addition to improving the workplace environment, Casio Thailand was commended for its donations to orphanages and hospitals, support of local school events, and other activities. The company is now working hard in order to earn the award for the fifth consecutive year.

Human resources data

■ Number of employees in Japan

(As of end of March 2010)

	Casio Computer Co., Ltd.	Group companies in Japan	Total
Male	2,493	2,982	5,475 (87%)
Female	376	423	799 (13%)
Total	2,869	3,405	6,274

■ Average employee age in Japan

(As of end of March 2010)

	Casio Computer Co., Ltd.	Group companies in Japan	Total
Male	44.7	43.8	44.2
Female	36.9	39.1	38.0
Total	43.7	43.2	43.4

■ Average years of service in Japan

(As of end of March 2010)

	Casio Computer Co., Ltd.	Group companies in Japan	Total
Male	19.2	16.2	17.7
Female	12.3	16.6	14.6
Total	18.3	16.2	17.3

* Not including Hitachi employees at Casio Hitachi Mobile Communications

■ Number of employees hired in FY 2010 in Japan (April 1, 2010)

	Casio Computer Co., Ltd.
Male	26
Female	6
Total	32