

## Corporate Social Responsibility (CSR) Activities

### Casio's Corporate Creed and Approach to CSR [Web](#)

Making life richer and more convenient by creating innovative products—this was the aspiration of Casio's founders, and it is summed up in the corporate creed, "Creativity and Contribution." Casio believes that part of its social responsibility is to pass down this

corporate creed to all of its employees without fail. Casio is determined to ensure that its businesses, which create something from nothing, continue to make a consistent contribution to a more sustainable global society

Casio's CSR Platform



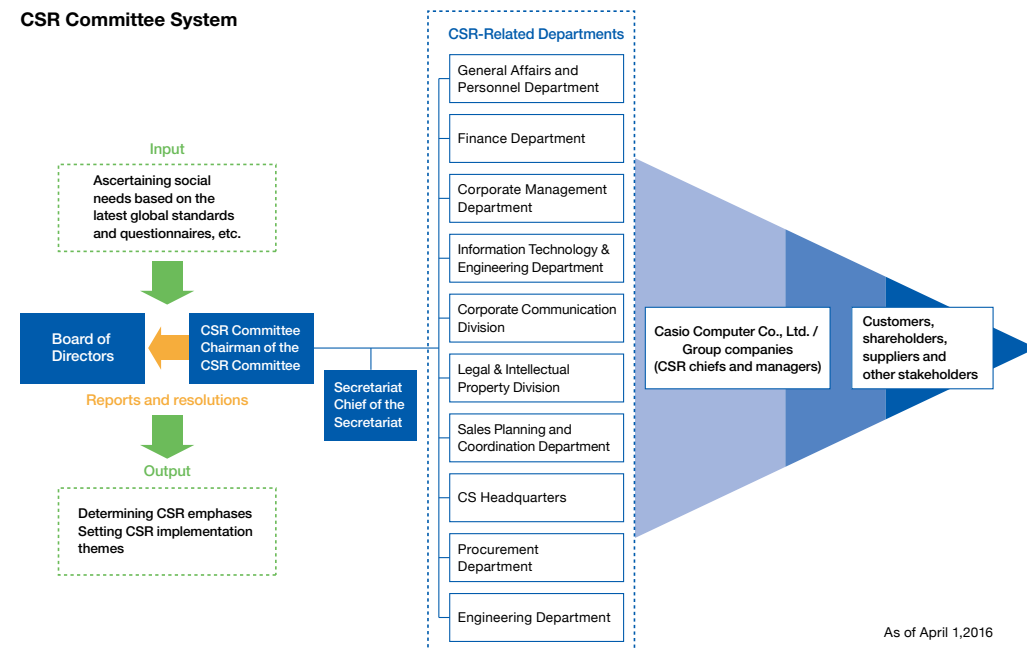
### CSR Implementation System [Web](#)

Guided by the ISO 26000 international guidance standard on social responsibility, Casio is responding to today's rapidly changing world by identifying the issues that it must address to meet the expectations of society and implementing management cycles designed to resolve these issues.

#### CSR Committee

Casio has established a CSR Committee headed by the director responsible for CSR under the Board of Directors. This committee is the central body for the implementation of CSR activities. The CSR Committee is composed of CSR chiefs and managers from staff-related departments at Casio Computer Co., Ltd., and all Casio Group companies worldwide, and is administrated by a Secretariat.

CSR Committee System



## Corporate Social Responsibility (CSR) Activities

### Building Workplaces for a Diverse Workforce [Web](#)

Some progress has been attained through various activities led by the Working Group for Female Employee Advancement as the first step in promoting diversity. Casio has now launched a Diversity Project that, starting in fiscal 2014, is focusing on enabling all employees—including seniors, persons with disabilities, and non-Japanese employees, not just women—to perform at their full potential and reach even greater heights.

#### Launch of the Diversity Project

Casio has launched a Diversity Project with the goal of creating conditions where all employees can work enthusiastically and have job satisfaction, regardless of gender, nationality, age, or level of ability. Working groups on women, seniors, persons with disabilities, and non-Japanese employees promote positive action.

#### Supporting the Advancement of Female Employees

Casio actively and continuously carries out a variety of measures with the aim of supporting

all female employees so that they can fully demonstrate their abilities. Casio actively promotes ambitious and talented employees, and the number of women in senior staff positions increased from four in fiscal 2011 to 24 in fiscal 2016.

In order to further promote women's activity, we have established the target of doubling the percentage of management that is female by 2020. As we head toward attaining this target, we plan to enact policies regarding female management candidates that instill the desire to move up and aggressively promote policies that support the building of careers for young women.

Because the percentage of new female college graduate engineers is somewhat low, we have set hiring targets for new female graduates to be implemented every year from fiscal 2018: 20% or more for engineers, 50% or more for sales, and 30% or more overall. Also, we plan to expand the number of female applicants by proactively carrying out PR targeting technically oriented women.

#### Female Employees in Senior Staff Positions (Casio Computer Co., Ltd.)

(FY)	FY2011	FY2012	FY2013	FY2014	FY2015	FY2016
Number of female employees in senior staff positions (number of managers)	4 (3)	13 (5)	16 (8)	20 (10)	20 (9)	24 (10)
Percentage of female employees in senior staff positions (percentage of managers)	0.4% (0.9%)	1.3% (1.5%)	1.7% (2.1%)	2.0% (2.0%)	2.1% (1.9%)	2.6% (2.1%)

- Casio regards senior staff as professional staff and classifies them as: managers, or professionals who control an organization; and specialists that belong to an organization.
- A manager means a person at the department manager level or higher.

### Responsibilities to Society [Web](#)

Striving to be a model corporate citizen, Casio makes the most of its unique know-how and management resources to fulfill its various social responsibilities.

#### Approach to Social Contribution

We earnestly engage in a variety of social contribution initiatives to help create a sound, vibrant society. We take good corporate citizenship seriously, and communicate with various stakeholders to identify the most beneficial initiatives. The five priority themes of our social contribution initiatives are outlined in the figure on the right. Leveraging our unique expertise and resources and the wide range of



knowledge and experience possessed by our employees, we fulfill our social responsibilities in our own unique way.

### Supporting Academic Achievement through the Use of Casio Products [Web](#)

Casio is a leading developer of scientific calculators for use in math classes. Product development is informed by in-depth communication with math teachers who are presenting their latest theories and research to international societies. By holding Global Teachers Meetings to solicit the opinions of educators from various countries, Casio is creating products that meet the needs of teachers, while supporting academic achievement for students. Casio is helping to foster the next generation, the leaders of tomorrow, through educational support based on these kinds of business activities.



## Corporate Social Responsibility (CSR) Activities

## Environment

**We have revised our environmental vision and environmental declaration to help achieve our goal of being a leading environmental company.**

The Casio Group clarified the Casio Environmental Vision and Casio's Environmental Declaration in April 2012 to respond to changes in the society to which we belong and further evolve our environmental management. Casio Environmental Vision 2050 sets out the Group's long-term environmental management policy through 2050, while Casio's Environmental Declaration 2020 is our mediumterm action plan through 2020. We are developing both globally to help achieve our goal of being a leading environmental company.

**Casio Environmental Vision 2050**

Through 2050, the Casio Group will independently investigate and implement measures to help ensure the sustainable use of and harmonious coexistence with the earth's natural assets of energy, resources, and living things. Our goal is to become a leading environmental company that creates new value and lifestyles in the form of markets and culture that have never existed before and thereby contribute to the richness of people's lives and to a healthy and sustainable global environment.

**A Leading Environmental Company****Casio, creating something from nothing**

We will create products and services and conduct environmental activities that are all based on new ideas and advanced technologies to help realize:

- a low-carbon society,
- a resource recycling society, and
- a way of living in harmony with nature.

**Casio's Environmental Declaration 2020**

- **Realizing a Low-Carbon Society**  
The Casio Group provides products and services that further contribute to reducing and absorbing CO<sub>2</sub>. In addition to expanding our lineup of products and services that use energy sources that are easy on people and the planet, such as solar, wind, and water-powered energy, we are also utilizing these renewable energy sources in our business activities.
- **Realizing a Resource Recycling Society**  
The Casio Group's goal is to efficiently use, replace, and reuse the earth's precious resources, such as various materials and water. Therefore, we have been further improving resource productivity.
- **Realizing a Way of Living in Harmony with Nature**  
The Casio Group conducts activities to help cultivate a mindset that treasures the earth and protects biodiversity. We are working to harmonize our business activities with the earth's natural cycle.

**Green Star Products****Green Star Product Concept**

In order to minimize the environmental impact of its products, Casio is promoting the development of environmentally friendly products in every aspect of planning and design. In 1993, Casio began product assessment in order to systematize and promote its development of eco products. New products had to undergo a preliminary assessment for their environmental impact and meet certain criteria in order to be certified as Casio Green Products. Prior to fiscal 2008, Casio worked towards an initial Green Product sales target of 80% of total sales, and in that year the company achieved 84%. The company continues to promote a target of 80%.



XJ-V2

**Environmental Features**

- We do not use a mercury light source
- Weight reduced by 28% (compared to Casio's XJ-M141)

