

GRI Content Index

Organizational profile

| Disclosures No. | Description | Related Page |
|-----------------|--|---|
| 102-1 | Name of the organization | Corporate Overview |
| 102-2 | Activities, brands, products, and services | Product information Corporate Overview |
| 102-3 | Location of headquarters | Corporate Overview |
| 102-4 | Location of operations | Corporate Overview |
| 102-5 | Ownership and legal form | Corporate Overview |
| 102-6 | Markets served | Corporate Overview |
| 102-7 | Scale of the organization | Corporate Overview Prioritizing local hiring and promotion at subsidiaries outside Japan Making the Most of Human Resources and Maintaining Optimal Workplace Environments Financial Results |
| 102-8 | Information on employees and other workers | Prioritizing local hiring and promotion at subsidiaries outside Japan Making the Most of Human Resources and Maintaining Optimal Workplace Environments Annual Securities Report (in Japanese only) |
| 102-9 | Supply chain | Material Issues for Social Performance: Implementing CSR Procurement |
| 102-10 | Significant changes to the organization and its supply chain | None |
| 102-11 | Precautionary Principle or approach | Corruption Prevention Initiatives / Compliance Risk Management Respect for Human Rights Environmental Compliance Environmental laws and regulations relating to Casio products and green procurement |
| 102-12 | External initiatives | United Nations Global Compact Avoiding any use of conflict minerals |
| 102-13 | Membership of associations | United Nations Global Compact |





Strategy



| Disclosures No. | Description | Related Page |
|-----------------|---------------------------------------|--|
| 102-14 | Statement from senior decision-maker | Message from the President |
| 102-15 | Key impacts, risks, and opportunities | Message from the President Vision and Materiality Material Issues for Environmental Performance Material Issues for Social Performance Risk Management Environmental Action Plan (Targets and Performance) Annual Securities Report (in Japanese only) |

Ethics and integrity

| Disclosures No. | Description | Related Page |
|-----------------|--|---|
| 102-16 | Values, principles, standards, and norms of behavior | Corporate Creed and Sustainability Management Casio Environmental Vision 2050 Casio Group Code of Conduct |
| 102-17 | Mechanisms for advice and concerns about ethics | Whistleblower Hotline |

Governance

| Disclosures No. | Description | Related Page |
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| 102-18 | Governance structure | Corporate Governance Sustainability Implementation System |
| 102-19 | Delegating authority | Sustainability Implementation System |
| 102-20 | Executive-level responsibility for economic, environmental, and social topics | Sustainability Implementation System |
| 102-21 | Consulting stakeholders on economic, environmental, and social topics | Corporate Governance Sustainability Implementation System |
| 102-22 | Composition of the highest governance body and its committees | Corporate Governance Corporate Governance Report  |
| 102-23 | Chair of the highest governance body | Corporate Governance Corporate Governance Report  |
| 102-24 | Nominating and selecting the highest governance body | Corporate Governance Corporate Governance Report  |
| 102-25 | Conflicts of interest | Corporate Governance Corporate Governance Report  Annual Securities Report (in Japanese only) |
| 102-26 | Role of highest governance body in setting purpose, values, and strategy | Corporate Governance Sustainability Implementation System Environmental Management |

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| 102-27 | Collective knowledge of highest governance body | Sustainability Implementation System Environmental Management |
| 102-28 | Evaluating the highest governance body's performance | Sustainability Implementation System Environmental Management |
| 102-29 | Identifying and managing economic, environmental, and social impacts | Sustainability Implementation System Corporate Governance Environmental Management |
| 102-30 | Effectiveness of risk management processes | Basic Views on Internal Control System and Progress on System |
| 102-31 | Review of economic, environmental, and social topics | Sustainability Implementation System Corporate Governance Environmental Management |
| 102-32 | Highest governance body's role in sustainability reporting | - |
| 102-33 | Communicating critical concerns | Corporate Governance Whistleblower Hotline |
| 102-34 | Nature and total number of critical concerns | - |
| 102-35 | Remuneration policies | Annual Securities Report (in Japanese only) Corporate Governance Report  |
| 102-36 | Process for determining remuneration | Annual Securities Report (in Japanese only) Corporate Governance Report  |
| 102-37 | Stakeholders' involvement in remuneration | - |
| 102-38 | Annual total compensation ratio | - |
| 102-39 | Percentage increase in annual total compensation ratio | - |

Stakeholder engagement

| Disclosures No. | Description | Related Page |
|-----------------|--|--|
| 102-40 | List of stakeholder groups | Vision and Materiality Stakeholder Engagement |
| 102-41 | Collective bargaining agreements | Annual Securities Report (in Japanese only) |
| 102-42 | Identifying and selecting stakeholders | Vision and Materiality Stakeholder Engagement |
| 102-43 | Approach to stakeholder engagement | Vision and Materiality Stakeholder Engagement |
| 102-44 | Key topics and concerns raised | Vision and Materiality Independent Opinion on the Sustainability Report 2020 |

Reporting practice

| Disclosures No. | Description | Related Page |
|-----------------|--|--|
| 102-45 | Entities included in the consolidated financial statements | Scope of the report |
| 102-46 | Defining report content and topic Boundaries | Vision and Materiality |
| 102-47 | List of material topics | Vision and Materiality |
| 102-48 | Restatements of information | Environmental Performance Data |
| 102-49 | Changes in reporting | None |
| 102-50 | Reporting period | Scope of the report |
| 102-51 | Date of most recent report | Scope of the report |
| 102-52 | Reporting cycle | Scope of the report |
| 102-53 | Contact point for questions regarding the report | Scope of the report |
| 102-54 | Claims of reporting in accordance with the GRI Standards | Sustainability Report 2020 has been prepared in accordance with the Core option of the GRI Sustainability Reporting Standards. |
| 102-55 | GRI content index | GRI Content Index |
| 102-56 | External assurance | Third-party verification |

Management Approach

| Disclosures No. | Description | Related Page |
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| 103-1 | Explanation of the material topic and its Boundary | Vision and Materiality Material Issues for Environmental Performance Material Issues for Social Performance |
| 103-2 | The management approach and its components | Vision and Materiality Material Issues for Environmental Performance Material Issues for Social Performance Environmental Management Quality Assurance Activities to Improve Customer Satisfaction Intellectual Property Initiatives Human Resource Development Occupational Safety and Health Whistleblower Hotline |
| 103-3 | Evaluation of the management approach | Vision and Materiality |

Economic Performance

| Disclosures No. | Description | Related Page |
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| 201-1 | Direct economic value generated and distributed | Financial Results |
| 201-2 | Financial implications and other risks and opportunities due to climate change | Material Issues for Environmental Performance : Realizing a Decarbonized Society |
| 201-3 | Defined benefit plan obligations and other retirement plans | Annual Securities Report (in Japanese only) |
| 201-4 | Financial assistance received from government | - |

Market Presence

| Disclosures No. | Description | Related Page |
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| 202-1 | Ratios of standard entry level wage by gender compared to local minimum wage | - |
| 202-2 | Proportion of senior management hired from the local community | - |

Indirect Economic Impacts

| Disclosures No. | Description | Related Page |
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| 203-1 | Infrastructure investments and services supported | - |
| 203-2 | Significant indirect economic impacts | - |

Procurement Practices

| Disclosures No. | Description | Related Page |
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| 204-1 | Proportion of spending on local suppliers | Material Issues for Social Performance: Implementing CSR Procurement |

Anti-corruption

| Disclosures No. | Description | Related Page |
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| 205-1 | Operations assessed for risks related to corruption | Corruption Prevention Initiatives |
| 205-2 | Communication and training about anti-corruption policies and procedures | Corruption Prevention Initiatives |
| 205-3 | Confirmed incidents of corruption and actions taken | None |

Anti-competitive Behavior

| Disclosures No. | Description | Related Page |
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| 206-1 | Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | - |

Materials

| Disclosures No. | Description | Related Page |
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| 301-1 | Materials used by weight or volume | Material Balance Environmental Performance Data |
| 301-2 | Recycled input materials used | Material Balance Environmental Performance Data |
| 301-3 | Reclaimed products and their packaging materials | Material Balance |

Energy

| Disclosures No. | Description | Related Page |
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| 302-1 | Energy consumption within the organization | Material Balance Environmental Performance Data Environmental Performance Data of Each Site |
| 302-2 | Energy consumption outside of the organization | Material Balance Environmental Performance Data Calculation Standards |
| 302-3 | Energy intensity | Material Issues for Environmental Performance : Realizing a Decarbonized Society , Environmental Performance Data |
| 302-4 | Reduction of energy consumption | Material Issues for Environmental Performance : Realizing a Decarbonized Society , Environmental Performance Data |
| 302-5 | Reductions in energy requirements of products and services | - |

Water

| Disclosures No. | Description | Related Page |
|-----------------|---|---|
| 303-1 | Water withdrawal by source | Material Balance Environmental Performance Data of Each Site Environmental Performance Data Calculation Standards |
| 303-2 | Water sources significantly affected by withdrawal of water | - |
| 303-3 | Water recycled and reused | Material Balance Environmental Performance Data Calculation Standards Environmental Performance Data of Each Site |

Biodiversity

| Disclosures No. | Description | Related Page |
|-----------------|---|--|
| 304-1 | Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | - |
| 304-2 | Significant impacts of activities, products, and services on biodiversity | Material Issues for Environmental Performance : Living in Harmony with Nature Biodiversity Preservation at Business Sites Contributing Through Casio's Business to Social Issues Related to Biodiversity |
| 304-3 | Habitats protected or restored | Material Issues for Environmental Performance : Living in Harmony with Nature Biodiversity Preservation at Business Sites Contributing Through Casio's Business to Social Issues Related to Biodiversity |
| 304-4 | IUCN Red List species and national conservation list species with habitats in areas affected by operations | Material Issues for Environmental Performance : Living in Harmony with Nature Biodiversity Preservation at Business Sites |

Emissions

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| 305-1 | Direct (Scope 1) GHG emissions | Material Issues for Environmental Performance : Realizing a Decarbonized Society Material Balance CO₂ Emissions throughout the Entire Value Chain Environmental Performance Data Environmental Performance Data of Each Site |
| 305-2 | Energy indirect (Scope 2) GHG emissions | Material Issues for Environmental Performance : Realizing a Decarbonized Society Material Balance CO₂ Emissions throughout the Entire Value Chain Environmental Performance Data Environmental Performance Data of Each Site |
| 305-3 | Other indirect (Scope 3) GHG emissions | CO₂ Emissions throughout the Entire Value Chain Material Balance |
| 305-4 | GHG emissions intensity | Material Issues for Environmental Performance : Realizing a Decarbonized Society Material Balance CO₂ Emissions throughout the Entire Value Chain Environmental Performance Data |
| 305-5 | Reduction of GHG emissions | Material Issues for Environmental Performance : Realizing a Decarbonized Society |
| 305-6 | Emissions of ozone-depleting substances (ODS) | - |
| 305-7 | Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions | Material Balance Environmental Performance Data of Each Site |

Effluents and Waste

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| 306-1 | Water discharge by quality and destination | Material Balance Environmental Performance Data of Each Site |
| 306-2 | Waste by type and disposal method | Material Issues for Environmental Performance : Building a Recycling Society Material Balance Environmental Performance Data Environmental Performance Data of Each Site |
| 306-3 | Significant spills | - |
| 306-4 | Transport of hazardous waste | - |
| 306-5 | Water bodies affected by water discharges and/or runoff | - |

Environmental Compliance

| Disclosures No. | Description | Related Page |
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| 307-1 | Non-compliance with environmental laws and regulations | Compliance with Environmental Laws |

Supplier Environmental Assessment

| Disclosures No. | Description | Related Page |
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| 308-1 | New suppliers that were screened using environmental criteria | - |
| 308-2 | Negative environmental impacts in the supply chain and actions taken | - |

Employment

| Disclosures No. | Description | Related Page |
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| 401-1 | New employee hires and employee turnover | Vision and Materiality Making the Most of Human Resources and Maintaining Optimal Workplace Environments |
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | Making the Most of Human Resources and Maintaining Optimal Workplace Environments |
| 401-3 | Parental leave | Making the Most of Human Resources and Maintaining Optimal Workplace Environments |

Labor / Management Relations

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| 402-1 | Minimum notice periods regarding operational changes | Communication between labor and management |

Occupational Health and Safety

| Disclosures No. | Description | Related Page |
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| 403-1 | Workers representation in formal joint management–worker health and safety committees | Occupational Safety and Health Communication between labor and management |
| 403-2 | Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities | Occupational Safety and Health |
| 403-3 | Workers with high incidence or high risk of diseases related to their occupation | - |
| 403-4 | Health and safety topics covered in formal agreements with trade unions | - |

Training and Education

| Disclosures No. | Description | Related Page |
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| 404-1 | Average hours of training per year per employee | Human Resource Development |
| 404-2 | Programs for upgrading employee skills and transition assistance programs | Human Resource Development |
| 404-3 | Percentage of employees receiving regular performance and career development reviews | Human Resource Development |

Diversity and Equal Opportunity

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| 405-1 | Diversity of governance bodies and employees | Making the Most of Human Resources and Maintaining Optimal Workplace Environments |
| 405-2 | Ratio of basic salary and remuneration of women to men | - |

Non-discrimination

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| 406-1 | Incidents of discrimination and corrective actions taken | Supply Chain Management Respect for Human Rights |

Freedom of Association and Collective Bargaining

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| 407-1 | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | Making the Most of Human Resources and Maintaining Optimal Workplace Environments |

Child Labor

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| 408-1 | Operations and suppliers at significant risk for incidents of child labor | Material Issues for Social Performance: Implementing CSR Procurement Supply Chain Management Respect for Human Rights |

Forced or Compulsory Labor

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| 409-1 | Operations and suppliers at significant risk for incidents of forced or compulsory labor | Material Issues for Social Performance: Implementing CSR Procurement Supply Chain Management Respect for Human Rights |

Security Practices

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| 410-1 | Security personnel trained in human rights policies or procedures | - |

Rights of Indigenous Peoples

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| 411-1 | Incidents of violations involving rights of indigenous peoples | - |

Human Rights Assessment

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| 412-1 | Operations that have been subject to human rights reviews or impact assessments | Supply Chain Management Respect for Human Rights |
| 412-2 | Employee training on human rights policies or procedures | Respect for Human Rights |
| 412-3 | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | - |

Local Communities

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| 413-1 | Operations with local community engagement, impact assessments, and development programs | - |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | - |

Supplier Social Assessment

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| 414-1 | New suppliers that were screened using social criteria | - |
| 414-2 | Negative social impacts in the supply chain and actions taken | Supply Chain Management |

Public Policy

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| 415-1 | Political contributions | - |

Customer Health and Safety

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| 416-1 | Assessment of the health and safety impacts of product and service categories | Offering users peace of mind |
| 416-2 | Incidents of non-compliance concerning the health and safety impacts of products and services | Offering users peace of mind |

Marketing and Labeling

| Disclosures No. | Description | Related Page |
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| 417-1 | Requirements for product and service information and labeling | Casio Super Green Star Products |
| 417-2 | Incidents of non-compliance concerning product and service information and labeling | - |
| 417-3 | Incidents of non-compliance concerning marketing communications | - |

Customer Privacy

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| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | None |

Socioeconomic Compliance

| Disclosures No. | Description | Related Page |
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| 419-1 | Non-compliance with laws and regulations in the social and economic area | Corruption Prevention Initiatives / Compliance |