

# Relevant Internal Regulation

BCG Item	Company Regulations
<b>1 Developing high-quality products and services and continuing to serve society</b>	
<ol style="list-style-type: none"> <li>1. By developing high-quality products and services beneficial to society, we help to solve social issues and contribute to economic growth and a sustainable society.</li> <li>2. We provide customer-oriented and accurate information that is easy for customers to understand.</li> <li>3. We provide accurate and sensible advertising and publicity designed from the customer's perspective.</li> </ol>	Quality Concept and Quality Management Policies <a href="https://world.casio.com/csr/social/quality/">https://world.casio.com/csr/social/quality/</a>
<b>2 Careful environmental considerations in all business activities</b>	
<ol style="list-style-type: none"> <li>1. We address environmental conservation in all stages of our business activities, including research and development, product design, material procurement, manufacturing, logistics, sales, product use, product disposal, and recycling.</li> <li>2. We strive to develop innovative technologies, products and services that help solve environmental challenges.</li> </ol>	Casio Group Environmental Principles <a href="https://world.casio.com/csr/environment/management/">https://world.casio.com/csr/environment/management/</a>  Casio Group Biodiversity Guidelines Paper Procurement Policy <a href="https://world.casio.com/csr/environment/symbiosis/">https://world.casio.com/csr/environment/symbiosis/</a>  Procurement Policies <a href="https://world.casio.com/csr/social/materiality/procure/">https://world.casio.com/csr/social/materiality/procure/</a>
<b>3 Ensuring fair, honest, and appropriate transaction activities</b>	
<ol style="list-style-type: none"> <li>1. To ensure that we compete and conduct transactions fairly, we conduct our business activities in compliance with all relevant laws including security export control regulations.</li> <li>2. We conduct fair, impartial and responsible procurement based on cooperative relationships with our business partners.</li> <li>3. We strive to ensure mutual prosperity by strengthening relationships of trust with business partners, and fulfill social responsibilities throughout the supply chain.</li> <li>4. We prevent bribery by not giving nor receiving illegal or inappropriate entertainment or gifts.</li> <li>5. We refuse to cooperate with any anti-social forces (organized criminal groups) and ensure that no relationships are formed with them.</li> </ol>	Procurement Policies <a href="https://world.casio.com/csr/social/materiality/procure/">https://world.casio.com/csr/social/materiality/procure/</a>
<b>4 Respecting human rights in all aspects of business activities</b>	
<ol style="list-style-type: none"> <li>1. We support and respect international norms on human rights including the Universal Declaration of Human Rights and we avoid complicity in human rights violations.</li> <li>2. We do not discriminate against or harass anyone in the Casio Group.</li> <li>3. We do not use or permit any form of child labor, forced labor, slavery or human trafficking. We respect basic labor rights, including freedom of association, the right to organize and the right of collective bargaining.</li> </ol>	Casio Group Policy on Human Rights <a href="https://world.casio.com/media/csr/file/20140703_casio.pdf#pa">https://world.casio.com/media/csr/file/20140703_casio.pdf#pa</a>
<b>5 Respecting employee diversity and fostering supportive work environments</b>	
<ol style="list-style-type: none"> <li>1. We welcome the participation of diverse employees and work together in harmony to create a better working environment.</li> <li>2. We conduct fair and impartial personnel evaluations and develop human resources who actively take on challenges with a positive spirit.</li> <li>3. We promote initiatives to maintain and improve individuals' health and promote healthy workplaces.</li> </ol>	
<b>6 Appropriate disclosure of corporate information and constructive stakeholder dialogue</b>	
<ol style="list-style-type: none"> <li>1. We strive to enhance the trust of our stakeholders by disclosing corporate information that is useful to society and by ensuring our accountability to them.</li> <li>2. In order to properly disclose financial information, we strictly adhere to generally accepted accounting practices in accordance with relevant laws, company rules, and internal control procedures. We also keep accurate business and accounting records.</li> <li>3. We completely prevent insider trading.</li> </ol>	

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7 Promoting social contribution activities to help realize a sound and spiritually rich society	
<ol style="list-style-type: none"> <li>1. As a responsible corporate citizen, we strive to help realize a prosperous society, particularly through activities in the following five areas: education of the next generation, study and research, environmental conservation, community service, and culture and arts.</li> <li>2. In particular in areas relating to education of the next generation, environmental conservation, and community service, we strengthen our activities by collaborating with stakeholders to meet their expectations and the needs of society.</li> <li>3. When offering support or making a donation, we consider the social benefit, public interest, and usefulness to the recipient, and act accordingly in an appropriate manner.</li> <li>4. We respect the volunteer activities and other social contribution activities of our employees and other individuals.</li> </ol>	
8 Performing comprehensive risk management of any hazards such as natural disasters, information security breaches, and sudden changes in the business environment	
<ol style="list-style-type: none"> <li>1. We establish a system to ascertain risks and perform thorough crisis management.</li> <li>2. We continue to improve systems to properly manage personal information, confidential information, and intellectual property.</li> </ol>	
9 Senior management and heads of organizations' responsibility for setting a good example of leadership by fully observing the Casio Business Conduct Guidelines and ensuring they are completely known to everyone	
<ol style="list-style-type: none"> <li>1. We ensure that all employees are thoroughly familiar with the Casio Business Conduct Guidelines. We also endeavor to gain the understanding and support of our business partners and encourage them to act based on the guidelines.</li> <li>2. If an incident that could cause a loss of customer trust or damage to corporate value should occur, senior management take the initiative in investigating the causes, solving the problems, and preventing recurrence.</li> <li>3. We strive to enhance corporate governance by setting up internal whistleblower hotlines and encouraging Casio Group employees to utilize them when necessary.</li> </ol>	