

# GRI Content Index

## Organizational profile

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

## Strategy

Disclosures No.	Description	Related Page
102-14	Statement from senior decision-maker	<a href="#">Message from the President</a>
102-15	Key impacts, risks, and opportunities	<a href="#">Message from the President</a> <a href="#">Material Issues for Casio</a> <a href="#">Risk management</a> <a href="#">Realizing a Decarbonized Society</a> <a href="#">Building a recycling society</a> <a href="#">Living in harmony with nature</a> <a href="#">Environmental Action Plan (Targets and Performance)</a> Annual Securities Report (in Japanese only)

## Ethics and integrity

Disclosures No.	Description	Related Page
102-16	Values, principles, standards, and norms of behavior	<a href="#">Casio's Corporate Creed and Approach to CSR</a> <a href="#">Casio Environmental Vision 2050</a> <a href="#">Casio Group Code of Conduct</a>
102-17	Mechanisms for advice and concerns about ethics	<a href="#">Whistleblower Hotline</a>

## Governance

Disclosures No.	Description	Related Page
102-18	Governance structure	<a href="#">Corporate Governance</a> <a href="#">CSR Implementation System</a>
102-19	Delegating authority	<a href="#">CSR Implementation System</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	<a href="#">CSR Implementation System</a>
102-21	Consulting stakeholders on economic, environmental, and social topics	<a href="#">Corporate Governance</a> <a href="#">CSR Implementation System</a>
102-22	Composition of the highest governance body and its committees	<a href="#">Corporate Governance</a> *Corporate Governance Report
102-23	Chair of the highest governance body	<a href="#">Corporate Governance</a> *Corporate Governance Report

Disclosures No.	Description	Related Page
102-24	Nominating and selecting the highest governance body	<a href="#">Corporate Governance</a> * Corporate Governance Report
102-25	Conflicts of interest	<a href="#">Corporate Governance</a> * Corporate Governance Report Annual Securities Report (in Japanese only)
102-26	Role of highest governance body in setting purpose, values, and strategy	<a href="#">Corporate Governance</a> <a href="#">CSR Implementation System</a> <a href="#">Environmental Management</a>
102-27	Collective knowledge of highest governance body	<a href="#">CSR Implementation System</a> <a href="#">Environmental Management</a>
102-28	Evaluating the highest governance body's performance	<a href="#">CSR Implementation System</a> <a href="#">Environmental Management</a>
102-29	Identifying and managing economic, environmental, and social impacts	<a href="#">CSR Implementation System</a> <a href="#">Corporate Governance</a> <a href="#">Environmental Management</a>
102-30	Effectiveness of risk management processes	<a href="#">Basic Views on Internal Control System and Progress on System</a>
102-31	Review of economic, environmental, and social topics	<a href="#">CSR Implementation System</a> <a href="#">Corporate Governance</a> <a href="#">Environmental Management</a>
102-32	Highest governance body's role in sustainability reporting	-
102-33	Communicating critical concerns	<a href="#">Corporate Governance</a> <a href="#">Whistleblower Hotline</a>
102-34	Nature and total number of critical concerns	-
102-35	Remuneration policies	Annual Securities Report (in Japanese only) <a href="#">Basic Views on Internal Control System and Progress on System</a>
102-36	Process for determining remuneration	Annual Securities Report (in Japanese only) <a href="#">Basic Views on Internal Control System and Progress on System</a>
102-37	Stakeholders' involvement in remuneration	-
102-38	Annual total compensation ratio	-
102-39	Percentage increase in annual total compensation ratio	-

\* For Casio's Corporate Governance Report, visit [the Tokyo Stock Exchange website](#) (in Japanese only)

## Stakeholder engagement

Disclosures No.	Description	Related Page
102-40	List of stakeholder groups	<a href="#">Material Issues for Casio Stakeholder Engagement</a>
102-41	Collective bargaining agreements	Annual Securities Report (in Japanese only)
102-42	Identifying and selecting stakeholders	<a href="#">Material Issues for Casio Stakeholder Engagement</a>
102-43	Approach to stakeholder engagement	<a href="#">Material Issues for Casio Stakeholder Engagement</a>
102-44	Key topics and concerns raised	<a href="#">Material Issues for Casio Independent Opinion on the Sustainability Report 2018</a>

## Reporting practice

Disclosures No.	Description	Related Page
102-45	Entities included in the consolidated financial statements	<a href="#">Scope of the report</a>
102-46	Defining report content and topic Boundaries	<a href="#">Material Issues for Casio</a>
102-47	List of material topics	<a href="#">Material Issues for Casio</a>
102-48	Restatements of information	<a href="#">Environmental Performance Data</a>
102-49	Changes in reporting	None
102-50	Reporting period	<a href="#">Scope of the report</a>
102-51	Date of most recent report	<a href="#">Scope of the report</a>
102-52	Reporting cycle	<a href="#">Scope of the report</a>
102-53	Contact point for questions regarding the report	<a href="#">Scope of the report</a>
102-54	Claims of reporting in accordance with the GRI Standards	Sustainability Report 2018 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	<a href="#">Third-party verification</a>

## Management Approach

Disclosures No.	Description	Related Page
103-1	Explanation of the material topic and its Boundary	<a href="#">Material Issues for Casio</a> <a href="#">Supply Chain Management</a> <a href="#">Making the Most of Human Resources and Maintaining Optimal Workplace Environments</a> <a href="#">Occupational Safety and Health</a> <a href="#">Respect for Human Rights</a> <a href="#">Realizing a Decarbonized Society</a> <a href="#">Building a recycling society</a> <a href="#">Living in harmony with nature</a>
103-2	The management approach and its components	<a href="#">Material Issues for Casio</a> <a href="#">Supply Chain Management</a> <a href="#">Making the Most of Human Resources and Maintaining Optimal Workplace Environments</a> <a href="#">Occupational Safety and Health</a> <a href="#">Respect for Human Rights</a> <a href="#">Realizing a Decarbonized Society</a> <a href="#">Building a recycling society</a> <a href="#">Living in harmony with nature</a> <a href="#">Whistleblower Hotline</a>
103-3	Evaluation of the management approach	<a href="#">Material Issues for Casio</a> <a href="#">Supply Chain Management</a> <a href="#">Making the Most of Human Resources and Maintaining Optimal Workplace Environments</a> <a href="#">Occupational Safety and Health</a> <a href="#">Respect for Human Rights</a> <a href="#">Realizing a Decarbonized Society</a> <a href="#">Building a recycling society</a> <a href="#">Living in harmony with nature</a> <a href="#">Whistleblower Hotline</a>

## Economic Performance

Disclosures No.	Description	Related Page
201-1	Direct economic value generated and distributed	<a href="#">Financial Results</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Realizing a Decarbonized Society</a>
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
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
203-1	Infrastructure investments and services supported	-
203-2	Significant indirect economic impacts	-

## Procurement Practices

Disclosures No.	Description	Related Page
204-1	Proportion of spending on local suppliers	<a href="#">Supply Chain Management</a>

## Anti-corruption

Disclosures No.	Description	Related Page
205-1	Operations assessed for risks related to corruption	<a href="#">Corruption Prevention Initiatives</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Corruption Prevention Initiatives</a>
205-3	Confirmed incidents of corruption and actions taken	None

## Anti-competitive Behavior

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

## Materials

Disclosures No.	Description	Related Page
301-1	Materials used by weight or volume	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data</a>
301-2	Recycled input materials used	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data</a>
301-3	Reclaimed products and their packaging materials	<a href="#">Material Balance</a>

## Energy

Disclosures No.	Description	Related Page
302-1	Energy consumption within the organization	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data</a> <a href="#">Environmental Performance Data of Each Site</a>
302-2	Energy consumption outside of the organization	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data Calculation Standards</a>
302-3	Energy intensity	<a href="#">Realizing a Decarbonized Society</a> <a href="#">Environmental Performance Data</a>
302-4	Reduction of energy consumption	<a href="#">Realizing a Decarbonized Society</a> <a href="#">Environmental Performance Data</a>
302-5	Reductions in energy requirements of products and services	-

## Water

Disclosures No.	Description	Related Page
303-1	Water withdrawal by source	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data of Each Site</a> <a href="#">Environmental Performance Data Calculation Standards</a>
303-2	Water sources significantly affected by withdrawal of water	-
303-3	Water recycled and reused	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data Calculation Standards</a> <a href="#">Environmental Performance Data of Each Site</a>

## 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	<a href="#">Living in harmony with nature</a> <a href="#">Biodiversity Preservation at Business Sites</a> <a href="#">Contributing Through Casio's Business to Social Issues Related to Biodiversity</a>
304-3	Habitats protected or restored	<a href="#">Living in harmony with nature</a> <a href="#">Biodiversity Preservation at Business Sites</a> <a href="#">Contributing Through Casio's Business to Social Issues Related to Biodiversity</a>
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">Living in harmony with nature</a> <a href="#">Biodiversity Preservation at Business Sites</a>

## Emissions

Disclosures No.	Description	Related Page
305-1	Direct (Scope 1) GHG emissions	<a href="#">Realizing a Decarbonized Society</a> <a href="#">Material Balance</a> <a href="#">CO<sub>2</sub> Emissions throughout the Entire Value Chain</a> <a href="#">Environmental Performance Data</a> <a href="#">Environmental Performance Data of Each Site</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Realizing a Decarbonized Society</a> <a href="#">Material Balance</a> <a href="#">CO<sub>2</sub> Emissions throughout the Entire Value Chain</a> <a href="#">Environmental Performance Data</a> <a href="#">Environmental Performance Data of Each Site</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Material Balance</a> <a href="#">CO<sub>2</sub> Emissions throughout the Entire Value Chain</a>
305-4	GHG emissions intensity	<a href="#">Realizing a Decarbonized Society</a> <a href="#">Material Balance</a> <a href="#">CO<sub>2</sub> Emissions throughout the Entire Value Chain</a> <a href="#">Environmental Performance Data</a>
305-5	Reduction of GHG emissions	<a href="#">Realizing a Decarbonized Society</a>
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data of Each Site</a>

## Effluents and Waste

Disclosures No.	Description	Related Page
306-1	Water discharge by quality and destination	<a href="#">Material Balance</a> <a href="#">Environmental Performance Data of Each Site</a>
306-2	Waste by type and disposal method	<a href="#">Building a recycling society</a> <a href="#">Material Balance</a> <a href="#">Environmental Performance Data</a> <a href="#">Environmental Performance Data of Each Site</a>
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
307-1	Non-compliance with environmental laws and regulations	<a href="#">Compliance with Environmental Laws</a>

## Supplier Environmental Assessment

Disclosures No.	Description	Related Page
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
401-1	New employee hires and employee turnover	<a href="#">Material Issues for Casio</a> <a href="#">Making the Most of Human Resources and Maintaining Optimal Workplace Environments</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Making the Most of Human Resources and Maintaining Optimal Workplace Environments</a>
401-3	Parental leave	<a href="#">Making the Most of Human Resources and Maintaining Optimal Workplace Environments</a>

## Labor / Management Relations

Disclosures No.	Description	Related Page
402-1	Minimum notice periods regarding operational changes	<a href="#">Communication between labor and management</a>

## Occupational Health and Safety

Disclosures No.	Description	Related Page
403-1	Workers representation in formal joint management–worker health and safety committees	<a href="#">Occupational Safety and Health</a> <a href="#">Communication between labor and management</a>
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<a href="#">Occupational Safety and Health</a>
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
404-1	Average hours of training per year per employee	<a href="#">Human Resource Development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Human Resource Development</a>
404-3	Percentage of employees receiving regular performance and career development reviews	<a href="#">Human Resource Development</a>

## Diversity and Equal Opportunity

Disclosures No.	Description	Related Page
405-1	Diversity of governance bodies and employees	<a href="#">Making the Most of Human Resources and Maintaining Optimal Workplace Environments</a>
405-2	Ratio of basic salary and remuneration of women to men	-

## Non-discrimination

Disclosures No.	Description	Related Page
406-1	Incidents of discrimination and corrective actions taken	<a href="#">Supply Chain Management</a> <a href="#">Respect for Human Rights</a>

## Freedom of Association and Collective Bargaining

Disclosures No.	Description	Related Page
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Supply Chain Management</a> <a href="#">Respect for Human Rights</a>

## Child Labor

Disclosures No.	Description	Related Page
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Supply Chain Management</a> <a href="#">Respect for Human Rights</a>

## Forced or Compulsory Labor

Disclosures No.	Description	Related Page
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Supply Chain Management</a> <a href="#">Respect for Human Rights</a>

## Security Practices

Disclosures No.	Description	Related Page
410-1	Security personnel trained in human rights policies or procedures	-

## Rights of Indigenous Peoples

Disclosures No.	Description	Related Page
411-1	Incidents of violations involving rights of indigenous peoples	-

## Human Rights Assessment

Disclosures No.	Description	Related Page
412-1	Operations that have been subject to human rights reviews or impact assessments	<a href="#">Supply Chain Management</a> <a href="#">Respect for Human Rights</a>
412-2	Employee training on human rights policies or procedures	<a href="#">Respect for Human Rights</a>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-

## Local Communities

Disclosures No.	Description	Related Page
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

Disclosures No.	Description	Related Page
414-1	New suppliers that were screened using social criteria	<a href="#">Supply Chain Management</a>
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Supply Chain Management</a>

## Public Policy

Disclosures No.	Description	Related Page
415-1	Political contributions	-

## Customer Health and Safety

Disclosures No.	Description	Related Page
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Offering users peace of mind</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Offering users peace of mind</a>

## Marketing and Labeling

Disclosures No.	Description	Related Page
417-1	Requirements for product and service information and labeling	<a href="#">Casio Super Green Star Products</a>
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-

## Customer Privacy

Disclosures No.	Description	Related Page
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

## Socioeconomic Compliance

Disclosures No.	Description	Related Page
419-1	Non-compliance with laws and regulations in the social and economic area	-