

Casio Slavery and Human Trafficking Statement

Casio Electronics Co. Ltd. (Casio UK, hereinafter the “Company”) hereby describes the measures it has taken to prevent modern slavery and human trafficking in its business operations and supply chain, pursuant to Section 54 of the Modern Slavery Act 2015.

Organization and Business Operations

The Company is the UK sales company for Casio Computer Co., Ltd. (hereinafter “Casio Computer”), headquartered in Japan, and supplies Casio brand products and services. For the financial year from 1 April 2025 to 31 March 2026, the Company recorded net sales of approximately £48.9 million (consolidated net sales for Casio Group: approximately £54.1 million).

Casio Computer, the parent company, has formed the Casio Group, which operates worldwide, manufacturing and selling mainly consumer products such as watches, electronic calculators, electronic musical instruments. The Company sells Casio Group products and also supplies consumables, accessories, software and other items related to those products.

Supply Chain

With regard to procurement activities, the Company procures a limited number of items such as attachments for musical instruments from suppliers in the UK. The Company conducts due diligence on its UK suppliers through onboarding procedures, contractual obligations, and ongoing supplier management and monitoring activities. The bulk of procurement for other main components and materials is conducted by Casio Computer, the parent company.

Policies

The Company works to prevent practices such as forced labour and human trafficking both in its business and in the supply chain. The Company’s approach to and initiatives on modern slavery are based on the following Casio Group policies.

◆ Casio Group Policy on Human Rights: [Link](#)

The Casio Group recognizes that it is essential to practice good governance in the area of respect for human rights when promoting global business expansion. Accordingly, Casio Computer established the Casio Group Policy on Human Rights as the foundation for fulfilling its responsibility to respect human rights as well as to express the Casio Group’s respect for and commitment to human rights to stakeholders.

◆ Casio Business Conduct Guideline: [Link](#)

The Casio Business Conduct Guidelines provide the specific code of conduct that executives and employees of the Casio Group must observe in order to apply the corporate creed of Creativity and Contribution to their daily work activities.

◆ Procurement Policies: [Link](#)

Casio established Casio Procurement Policies in order to execute its social responsibilities, which include legal compliance, respecting human rights, labour, safety, and health, environmental protection such as biodiversity preservation and risk control of chemical substances, and information security, across the supply chain based on fair and equitable transactions.

In addition, Casio Computer joined the UN Global Compact in 2010, and the Casio Group pursues its business activities in accordance with the Ten Principles of the Global Compact.

Risk Assessment

As part of its human rights due diligence, the Casio Group works to ascertain both actual and potential risks in its business activities and the supply chain.

With reference to international codes of conduct related to human rights, the Casio Group has identified human rights risks that could arise in the countries and regions in which it operates and across the value chain and assessed such risks from the perspectives of severity and likelihood of occurrence.

As a result, the Casio Group has positioned human rights issues, including child labour, forced labour, and human trafficking, as key issues and works to continuously manage and improve such risks.

Due Diligence

1) Casio Group

As part of its human rights due diligence, the Casio Group conducts checks on human rights issues based on the Casio Group Policy on Human Rights. By conducting checks on human rights issues, the Group confirms the status of initiatives to address human rights issues at group companies while also using the checks to help identify, prevent, and improve human rights risks.

In 2014, Casio Computer referred to The Danish Institute for Human Rights' Human Rights Compliance Assessment Quick Check to establish an independently developed tool to check on human rights practices, which also incorporated knowledge from experts. Subsequently, Casio Computer has continuously reviewed the content of the tool taking account of changes in social conditions and international human rights standards. The human rights check tool was designed to align with Key Issues Concerning Human Rights at the Casio Group and verifies and assesses the status of initiatives to address the key issues at Group companies.

At present, Casio Computer regularly conducts human rights issue checks at both production companies and sales companies within the Casio Group worldwide. Based on the results of these checks, Casio provides feedback to each company and works to prevent and reduce human rights risks by promoting the implementation of improvements as necessary. Additionally, through the following and subsequent checks, Casio Computer confirms the progress of improvements and evaluates the effectiveness of initiatives.

In fiscal 2025, Casio Computer conducted human rights issue checks at all seven production group

companies. As a result, it was confirmed that all the companies were compliant with the applicable laws and regulations in all the countries and regions where they operate, and no serious human rights violations, including forced labour, child labour, and human trafficking, were found. At the same time, as opportunities for making improvements were also identified in some regions, feedback was provided to each company. Examples of the improvements proposed include strengthening the dissemination and operation of policies and procedures related to human rights, enhancing consultation channels and systems for dialogue with employees, and reinforcing management systems and monitoring related to safety and health.

In addition to providing feedback to each company on the content of these proposals, Casio Computer continuously verifies the progress of improvements and strives to prevent and reduce human rights risks as well as increase the effectiveness of initiatives.

2) Suppliers

To verify the status of initiatives to address areas such as human rights and labour, safety and health, the environment, fair trade and ethics, quality and safety, information security, and social contribution at its suppliers, the Casio Group conducts a corporate social responsibility (CSR) questionnaire.

The fiscal 2025 questionnaire was sent to 134 companies in Japan, and responses were received from 133 companies, for a response rate of 99.3%. For suppliers in other countries, Casio sent the questionnaire to 194 companies (159 companies in China and 35 companies in Thailand), and responses were received from 194 companies, for a response rate of 100.0%.

These results suggest a high level of interest among suppliers in fulfilling CSR. The Casio Group aggregated and analysed the questionnaire results. By providing feedback to suppliers on the results as well as the approach Casio takes to procurement, the Group supports each supplier's improvement activities.

The Group also implemented onsite inspections in cooperation with local staff at major suppliers in China and Thailand. Going forward, the Group will continue to conduct such onsite inspections with the aim of embedding CSR procurement throughout the supply chain.

No serious violations of human rights, including forced labour, child labour, and human trafficking, were found through these initiatives in fiscal 2025.

3) Protection of Whistleblowers

The Casio Group established its Whistleblower Hotline in April 2006 with the aim of ensuring compliance, including human rights considerations, identifying potential legal violations and misconduct as soon as possible, preventing escalation of problems, and correcting problems at an early stage.

Since June 2021, a permanent Whistleblower Committee, whose independence is ensured within the Company, has been implementing fact-finding investigations and preventive measures in response to

reports.

The contact points for the Whistleblower Hotline are available in English, Japanese and Chinese, and the hotline system can handle reports from employees of Casio group companies and suppliers (including freelancers), with online counselling and reporting available 24 hours a day, 365 days a year (in English and Japanese, counselling and reporting is also available by telephone).

Moreover, in order to further promote and embed the hotline system, the Group is working to develop a whistleblowing mechanism that can ensure fair treatment and trust while guaranteeing the confidentiality of whistleblowers by periodically reviewing the system and structure, assigning staff with specialised knowledge of whistleblower systems, and utilising external lawyers.

Over the past few years, the Group has regularly reviewed its internal regulations in line with legal amendments and has been working to make improvements, such as clarifying the prohibition of disadvantageous treatment or retaliatory action against whistleblowers, the obligation of confidentiality, and other matters, to increase reliability and ensure a system that is easy for whistleblowers to use.

In fiscal 2025, there were no reports concerning forced labour, child labour, or human trafficking received through the Whistleblower Hotline.

Evaluating the Effectiveness of Initiatives

The Casio Group continuously verifies the effectiveness of initiatives related to respect for human rights, including modern slavery and human trafficking.

The Casio Group has set targets and KPIs under its material issues of “Respecting human rights” and “Building a resilient global supply chain” and is managing progress in these areas. In addition, important matters related to human rights and the supply chain are discussed by the Sustainability Committee, and the content of the discussions is reported to the Board of Directors.

The Group strives to identify and make improvements to human rights risks and strengthen management of such risks in the supply chain through initiatives including human rights risk assessments, human rights education, supplier CSR surveys, and onsite audits.

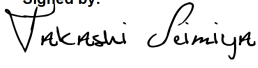
Education and Training

The Casio Group implements regular education programmes targeting all group companies in order to spread awareness of respect for human rights.

In fiscal 2025, respect for human rights was selected as a theme within the sustainability learning programme, and education on the Casio Group Policy on Human Rights, human rights due diligence, and initiatives to address human rights issues was conducted.

Going forward, the Casio Group will continue to implement education and awareness-raising activities

related to human rights and strive to prevent violations of human rights, including forced labour, child labour, and human trafficking.

Signed by:

000CC8EB81C240F...

Name of representative: SEIMIYA Takashi

Position: Managing Director

Company name: Casio Electronics Co. Ltd.

Date: 25 September 2026