PFU
A RICOH Company

PFU
Environmental Report
2024

Corporate Profile

Company name:	PFU Limited
Capital:	15 billion yen
Sales:	127.5 billion yen (consolidated for fiscal 2023)
Employees:	4,247 (PFU Group, as of May 2024)
Foundation:	May 1962 (Establishment: November 1960)
Shareholders:	Ricoh Co., Ltd. and Fujitsu Limited
Headquarters:	Nu 98-2 Unoke, Kahoku-shi, Ishikawa 929-1192 Japan

Our Business

■ Document Imaging Operations

- Planning, research, development, manufacturing, sales, and maintenance of document imaging products
- Planning, development, sales, and maintenance of document services

■ Embedded Computer Operations

- Planning, sales, research and, development of embedded computers

■ Infrastructural Customer Service Operations

- Construction and operation of the IT infrastructure and development of individual systems
- Sales, maintenance, and, kitting of IT equipment

Main Sites

Headquarters:	Kahoku-shi, Ishikawa
Yokohama Headquarters:	Yokohama-shi, Kanagawa
ProDeS Center:	Kahoku-shi, Ishikawa
Kansai Office:	Osaka-shi, Osaka
Tokai Office:	Nagoya-shi, Aichii

PFU Group (as of April 1, 2024)

- **Affiliated Companies (4 companies in Japan)**
  - PFU IT Services Limited
  - PFU Quality Service Limited
  - PFU Techno Wise Limited
  - PFU Life Agency Limited
- **Affiliated Companies (8 companies overseas)**
  - PFU Shanghai Co., Ltd.
  - PFU Jiangsu Nantong Information System Co., Ltd.
  - PFU America, Inc.
  - PFU Canada Inc.
  - PFU(EMEA) Limited
  - PFU Hong Kong Limited
  - PFU Shenzhen Limited
  - PFU Asia Pacific Pte. Ltd.

Report Contents

Period of Publication
This report is published for the period of April 1 2023 to March 31, 2024. Some content from March 2023 and before and April 2024 and after is also included.

This report was created to give information related to the environmental activities of PFU Limited and PFU Group.

Message from the Top

Helping customers change the way they work by supporting their digitalization entry point and all related business reforms

We (PFU) have inherited the DNA of "sincerity", "tenacity", "challenging spirit" and "enterprising spirit" from the origins of USAC Electronics, which was founded in Unoke, Ishikawa Prefecture and established its position as the top manufacturer of office computers, and PANAFACOM, the top manufacturer of minicomputers.

President and Representative Director
Seiji Murakami

During the major turning point of structural reform in 2000, we continued to live on without losing our DNA. Based on our "sincere response to customers' expectations" and "commitment to manufacturing and technological capabilities," we created and grew products and services that consistently provide value to customers, such as scanners that continue to produce overwhelming No. 1 products, and high-quality, high-performance computers "faithful and unforgettable solutions and services for customers".

It can be said that the value provided by PFU supports the customer's digitization entry point and provides the foundation for it. A scanner is an entry point into a PC where documents can be easily processed to support business processing. Embedded computers also contribute indirectly to the digitalization of customers by providing a core unit that can be said to be the foundation and brain of industrial computers. Both multi-vendor maintenance and managed services are the foundation services that make the infrastructure easier to use. We, who have contributed to the entrance and foundation of digitalization of our customers, aim to expand our business to reform the customer's business by adding the know-how that we have cultivated through the implementation of office computer, SI and internal business reform.

We will continue evolving edge devices as the gateway to digital services and provide services that support our customers' business process innovation and DX, thereby contributing to changing the way customers work.

Environmental Policy

The Ricoh Group clearly defines its basic policy and action guidelines for environmental conservation as its "Environmental Principles". PFU is engaged in environmental activities based on these principles.

Environmental Principles

Basic Policy

As a global citizen, the Ricoh Group is obligation-conscious of environmental conservation. In addition, we strive to honor our environmental responsibilities and concentrate group-wide efforts in environmental conservation activities, implementation of which we believe to be as significant as our business operations.

Action Guideline

1. **Achieve superior targets**
   Complying with laws and regulations as a matter of course, we dutifully fulfill our environmental responsibilities, setting targets that go ahead of those that society currently requires, and by achieving these, create economic value.
2. **Develop innovative environmental technologies**
   We will take steps to develop and promote innovative environmental technologies that will give increased value to our customers and can be utilized by various people.
3. **Encourage all employees to participate in environmental activities**
   In all our business activities, we strive for awareness of environmental impact, thereby involving all Ricoh employees in implementing continuous improvements to prevent pollution, and use energy and natural resources more efficiently.
4. **Be attentive to product lifecycle**
   To provide our products and services, we spare no effort to reduce environmental effects in all stages of the product lifecycle, from procurement, manufacturing, sale, and logistics, to usage, recycling, and disposal.
5. **Improve employees' environmental awareness**
   We at Ricoh wish each employee to be attentive to a broader range of social issues and mindful of enhancing environmental awareness through proactive learning processes, designed to commit the employee to environmental conservation activities according to his or her responsibility.
6. **Contribute to society**
   By participating in and supporting environmental conservation activities, we will contribute to creating a sustainable society.
7. **Optimize communication with stakeholders**
   Ricoh Group will expand its environmental conservation activities with stakeholders. In addition, we will fully communicate and proactively cooperate with our stakeholders to reassure communities of our dependability and commitment to the environment.

Established in February 1992
Revised in February 2008

Environmental Management System

Results in Acquiring Independent Certification

We acquired certification for our Kasashima site (Ishikawa prefecture) in October 1996, the month in which the ISO14001 Environmental Management System Standards were issued. After that, we expanded our certified sites. All sites and sales and maintenance service bases across Japan received certification by October 2008. In addition, an overseas affiliated company has also received certification in March 2010.

Because the Tokyo headquarters and the Tokyo Development Center were relocated to the newly-built Yokohama headquarters in October 2014, we acquired the certifications accordingly in March 2015.

After becoming a member of the Ricoh Group, we relinquished our own certifications as PFU Limited in December 2022 and as PFU IT Services Limited in June 2023 and integrated our certifications into the Ricoh Group ISO 14001 certification.

October 1996:	Kasashima site (Ishikawa)
May 2001:	Headquarters/Ishikawa Development Center (Ishikawa), Tokyo Development Center (Tokyo)
April 2004:	Tokyo Headquarters (Kanagawa)
February 2006:	Kansai Office (Osaka), Tokai Office (Aichi), Shinbashi Office (Tokyo)
November 2006:	ProDeS Center (Ishikawa), PFU Techno Wise Takamatsu Plant (Ishikawa)
October 2008:	Sales and maintenance services in Japan (21 sites)
March 2010:	PFU Shanghai (Shanghai, China)
March 2015:	Yokohama Headquarters (Kanagawa) (Operations in the Tokyo Headquarters and Tokyo Development Center were combined)
April 2016:	PFU Quality Service Limited (Kanagawa)
December 2022:	Integrated our certifications as PFU Limited into the Ricoh Group ISO 14001 certification
June 2023:	Integrated our certifications as PFU IT Services Limited (Kanagawa) into the Ricoh Group ISO 14001 certification

Headquarters

Yokohama Headquarters

ProDeS Center

Contents of ISO14001 Certification

Scope of Certification: Design, development, manufacture, sales and maintenance of Hardware of Computer, Peripheral Device, Application Device and Software conducted in PFU Limited, PFU IT Services Limited, PFU Quality Service Limited, PFU Techno Wise Limited, PFU Life Agency Limited, and PFU Shanghai Co., Ltd.

Certification Number	:JQA-E-70001
Registration Date	: October 29, 1996
Revision Date	: December 15, 2023
Certifying Organization	: Japan Quality Assurance Organization


ISO 14001
Management System Certificate

Certificate Number: JQA-E-70001

Organization :
RICOH COMPANY, LTD.
3-6 NAKAMAGOME 1-CHOME, OHTA-KU, TOKYO, JAPAN

JQA certifies that the above organization operates the Environmental Management System, within the scope of the Appendix attached, which has been assessed and found to comply with the requirements of:

ISO 14001 :2015 / JIS Q 14001 :2015

Registration Date : December 29, 1996
Last Renewal Date : December 29, 2022
Last Revision Date : June 9, 2023
Expiry Date : December 28, 2025

For how to contact JQA for the validity of this certificate,

N. Kobayashi
NOBUAKI KOBAYASHI
PRESIDENT
1-20 HAMAMATSUCHO, MINATO-KU, TOKYO, JAPAN

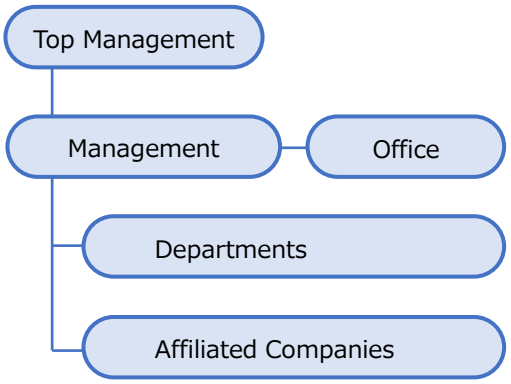
JAPAN QUALITY ASSURANCE ORGANIZATION

To be used in conjunction with attached Appendix

JQA

Environmental Management Framework

<EMS Organization>



<In-house Committees/Working Groups in Charge>

Risk Management Committee
- Risk Management
- Compliance

Regulation Working group
- Promotion of the development of eco-efficient products
- Promotion of proper management of products that contain chemical substances

Energy Saving/Waste Management Working Group
- Promotion of power saving/energy saving
- Promotion of waste reduction

Major Awards History, Certifications, etc.

1992	Award for the Promotion of Energy-Saving (Governor of Ishikawa Prefecture)
1994	Excellent Energy Management Plant Award (Chairman of the Central Bureau of Trade and Industry)
1999	Excellent Energy Management Plant Award (Secretary of the Natural Resources & Energy Agency)
2002	Ishikawa Green Enterprise Award (Governor of Ishikawa Prefecture)
2010	Ranked 31st in manufacturing in the 14th "Environmental Management Investigation (Nikkei)" "Line of the Year" Award for scanners (BLI, an independent evaluator of office devices in USA), information security rating "A is" certification
2011	Ishikawa Prefecture Creativity and Originality Award in the Occupational Field of the Company (Yonejiro Tsuda Award) for the Promotion of Energy-Saving and the Installation of the High Efficiency Reflective Panel
2013	Excellent Energy Management Company Award (ProDeS Center) (Chairman of the Japan Electric Association, Hokuriku Branch)
2014	kakaku.com PRODUCT AWARD 2013 silver prize in scanner division for ScanSnap SV600 "Ishikawa Satoyama ISO" certification (Ishikawa)
2015	Interop Tokyo 2015 "Best of Show Award" grand prize for cyber attack countermeasure/internal countermeasure appliance "iNetSec Intra Wall" "Hama road supporter" certification (Yokohama)
2016	Eco Mark Award 2015 Prize (image scanner)
2017	Excellent Energy Management Company Award (Headquarters) (Chairman of the Japan Electric Association, Hokuriku Branch)
2018	Certified Health & Productivity Management Outstanding Organizations Recognition Program, White 500 (PFU Group)
2019	Eruboshi (a certification based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace), highest level certification (PFU) GOOD DESIGN AWARD 2019 for fi-800R Certified Health & Productivity Management Outstanding Organizations Recognition Program, White 500 (PFU Group) The China Environmental Label Excellence Enterprise Award (Fujitsu South China Limited)

2020	Certified Health & Productivity Management Outstanding Organizations Recognition Program 2020 (Large Enterprise Category) (PFU Group) Ishikawa Ecodesign Award (silver prize) (BIP Smart) KAIKA Prize from KAIKA Awards (Rising-V Activities)
2021	Certified Health & Productivity Management Outstanding Organizations Recognition Program 2021 (Large Enterprise Category) (PFU Group) GOOD DESIGN AWARD 2021 for ScanSnap iX1300 U.S. EPA 2021 SmartWay® Excellence Award for environmentally conscious activities (Fujitsu Computer Products of America, Inc., a subsidiary of the PFU group in the United States)
2022	Certified Health & Productivity Management Outstanding Organizations Recognition Program 2022 (Large Enterprise Category) (PFU Group) Received the Excellent Company Award for Cancer Control Promotion
2023	Recognized as an "Ishikawa Health Management Declaration Company" for fourth consecutive year.
2024	BCN scanner division, #1 share for 14 consecutive years

BCN scanner division #1 share for 14 consecutive years (2024)

PFU Environmental Action Plan

Out of our PFU ESG targets (FY2023-FY2025), we set environmental targets related to the material issues of "Creativity from Work" and "Zero-Carbon society" and worked towards the targets.

Material Issues		Environmental Targets			Results from Fiscal 2022	Targets for Fiscal 2024	Targets for Fiscal 2025
Resolving social issues through business	Creativity from Work	Sales of high-end scanners with high added value that contribute to customers' business efficiency (fi Series: global sales)			369,824 units	390,000 units	392,000 units
	Zero-Carbon Society	Reduction rate of Scope 1 and 2 GHG emissions			5,126 tons of CO_2	5,332 tons of CO_2	4,697 tons of CO_2
		Reduction rate of Scope 3 GHG emissions	Product compliance with the International ENERGY STAR Program	Scanner products	Product compliance with EPEAT: 100% (3 products)	Product compliance with EPEAT: 100%	Product compliance with EPEAT: 100%
			Acquisition of EPEAT	Scanner products	Product compliance with EPEAT: 100% (3 products)	Product compliance with EPEAT: 100%	Product compliance with EPEAT: 100%
			Environmental performance index	Embedded computing products	4.01	4.30 or less	4.22 or less
				Interactive KIOSKs	14.36	11.263 or less	10.46 or less
				Network appliance products	0.537	0.557 or less	0.546 or less
				Security products	0.256	0.256 or less	0.256 or less
			Amount of environmental contribution to our customers' places of business by providing customers with our products	Embedded computing products	9,465 tons of CO_2	8,155 tons of CO_2	8,277 tons or CO_2
				Interactive KIOSKs	1,732 tons of CO_2	1,332 tons of CO_2	762 tons of CO_2
				Network appliance products	339.6 tons of CO_2	301.8 tons of CO_2	190 tons of CO_2
				Security products	660.3 tons of CO_2	645.0 tons of CO_2	649.6 tons of CO_2
			Environmental contribution to our customers' places of business by providing environmentally conscious solutions	Documents	1,295.1 tons of CO_2	762.3 tons or CO_2 or more	839.3 tons of CO_2
				Solutions	5,977 tons of CO_2	4,023 tons of CO_2	4,109 tons of CO_2

Results from Activities in Fiscal 2023

During fiscal 2023, the first year of the three-year plan, we pursued 16 environmental targets and achieved 14 of them.

✓: Target achieved -: Target not achieved

Material Issues		Environmental Targets			Targets for Fiscal 2023	Results from Fiscal 2023	Evaluation
Resolving social issues through business	Creativity from Work	Sales of high-end scanners with high added value that contribute to customers' business efficiency (fi series: global sales volume)			433,000 units or more	369,824 units	-
	Zero-Carbon Society	Reduction rate of Scope 1 and 2 GHG emissions	Reduction of GHG emissions		5,947 tons of CO_2 or less	5,126 tons of CO_2	✔
			Improvement of quality and enhancement of business efficiency		At least one suggestion per department (21 departments)	At least one suggestion per department (Achieved in all 21 departments)	✔
		Reduction rate of Scope 3 GHG emissions	Product compliance with the International ENERGY STAR Program	Scanner products	Product compliance with EPEAT: 100% (3 products)	Product compliance with EPEAT: 100% (3 products)	✔
			Acquisition of EPEAT	Scanner products	Product compliance with EPEAT: 100% (3 products)	Product compliance with EPEAT: 100% (3 products)	✔
			Improvement in environmental performance index score	Embedded computing products	4.39 or less	4.01	✔
				Interactive KIOSKs	14.44 or less	14.36	✔
				Network appliance products	0.546 or less	0.537	✔
				Security products	0.256 or less	0.256	✔
			Improvement in the amount of environmental contribution to our customers' places of business by providing our customers with our products	Embedded computing products	7,956 tons of CO_2	9,465 tons of CO_2	✔
				Interactive KIOSKs	1,628 tons of CO_2 or more	1,732 tons of CO_2	✔
				Network appliance products	277.1 tons or CO_2 or more	339.6 tons of CO_2	✔
				Security products	648.4 tons or CO_2 or more	660.3 tons of CO_2	✔

			Improvement in the amount of environmental contribution to our customers' places of business by providing our customers with environmentally conscious solutions	Documents	724.6 tons of CO_2 or more	1,295.1 tons of CO_2	✔
				Solutions	3,960 tons of CO_2 or more	5,977 tons of CO_2	✔
			Promotion of environmentally conscious solutions and services		At least one suggestion per department (7 departments)	At least one suggestion per department (Achieved in 6 out of 7 departments)	-

Sales of High-end Scanners That Contribute to Customers' Business Efficiency

We sold high-end scanners that helped improve our customers' business efficiency with high added value with the aim of creating more comfortable working environments for everyone through the power of people and digital technology.

High-end scanner sales volume (fi series: global sales volume)	Target for Fiscal 2023	Result from Fiscal 2023
	433,000 units or more	369,824 units

Reduction of GHG emissions

We are working toward a zero-carbon society by engaging in energy-saving activities to reduce energy consumption (*1). In fiscal 2023, we engaged in activities including reassessing our air-conditioning systems and expanding our use of renewable energy.

*1: Scope 1: Gasoline and light oil (for company-owned cars used on the company premises), liquefied petroleum gas (dining hall kitchen), town gas (heating and cooling), kerosene (heating)
Scope 2: Purchased electricity and heating (district cooling and heating at the Yokohama headquarters)

Energy consumption (CO2 conversion value: t-CO2)	Target for Fiscal 2023	Result from Fiscal 2023
	5,947 tons of CO_2 or less	5,126 tons of CO_2

■Saving energy by changing air conditioning settings in computer room

At our headquarters, we changed the temperature settings in the computer room, monitored changes in room temperature, and analyzed the operating rates of the air conditioners. As a result, we were able to reduce the number of operating air conditioners by one unit to achieve the optimal air conditioner operating conditions, allowing us to save energy.

Business site	Headquarters
When improvements were made	June 2023
Amount of Reduction in CO_2 Emissions	76.2 tons of CO_2

■Utilization of renewable energy

PFU will contribute to the wider spread of renewable energy across all of society while also working towards the adoption of renewable energy, to reach the Ricoh Group's goal of achieving virtually zero CO_2 emissions.

Renewable energy consumption in FY2023	
ProDeS Center	1,260,000 kWh (Purchased non-fossil certificates with tracking. Equivalent to 34% of the electricity used annually at the ProDeS Center)
Yokohama Headquarters	950,891 kWh (Used a plan that meets the "RE100 TECHNICAL CRITERIA" requirements for the power supplied to the building)


JEPX

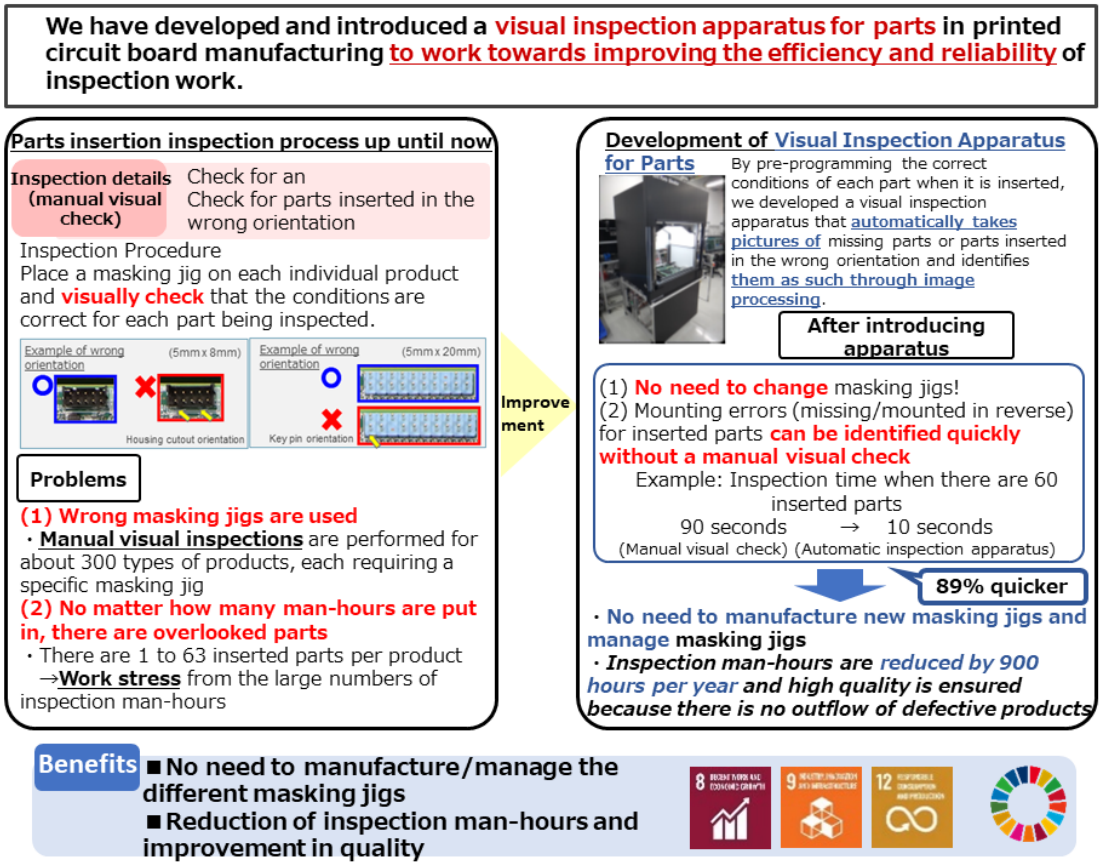
トラッキング付非化石証書 権利確定済残高証明書（申込分）
Non-fossil fuel certificate(NFC) with tracking (Broking)

Improvement of Quality and Enhancement of Business Efficiency

Even in in-house work, we promote the reduction of the environmental burden through the enhancement of business efficiency and the improvement of quality using IT, which leads to promoting environmental activities that are focused on our core business. In fiscal 2023, we promoted the improvement of quality and the enhancement of business efficiency of our core business at all departments.

Examples of Improvements in Fiscal 2023

■ **Improved efficiency and reliability of inspection work from the introduction of the visual inspection apparatus for parts in printed circuit board manufacturing**



■Reduction of liquid nitrogen usage

In the printed circuit board manufacturing process, oxygen can combine with the solder and PCB surface mount components and causes them to oxidize, resulting in poor solderability. To address this, we maintain an oxygen-free environment in our manufacturing facilities by providing them with a continuous supply of nitrogen. This nitrogen is produced using equipment that extracts nitrogen from the air (nitrogen generator) and liquid nitrogen.

In FY2023, we achieved a 52.2 tons (-69.4%) reduction in liquid nitrogen consumption by implementing the following measures.

・Improving nitrogen generation efficiency by renewing the nitrogen gas generator

・Reducing nitrogen consumption by complete transition to selective soldering machines (use of nitrogen in selective soldering: introduced in 2022)

Nitrogen generator

Selective soldering machine

Eco-efficient Products

We make efforts to develop and provide eco-efficient products that support "energy-saving", "3R design (*2)", and "management of used chemical substances" in order to reduce the burden on the environment throughout the product's entire life cycle. In fiscal 2023 in order to contribute to reducing the environmental burden at our customers' places of business by releasing more products with advanced environmental performance, we engaged in activities setting the improvement of environmental performance as an environmental target for products, solutions, and services in all our business departments and promoted the development and provision of eco-efficient products.

Main Achievements of Fiscal 2023

Zero-Carbon society	Product compliance with the International ENERGY STAR Program Acquisition of EPEAT	Scanner products	・As planned, we complied with the International ENERGY STAR Program for 3 newly-developed models. ・As planned, we acquired certification for 3 new models that are to be expanded to North America, for EPEAT (Electronic Product Environmental Assessment Tool), an environmental evaluation system for electronic products adapted as a system for promoting green purchasing, primarily in organizations related to the American government. ・As our environmentally conscious activities, such as 3R design and energy-saving functions became recognized, 3 new models received Eco Mark certification.
	Improvement in environmental performance index score Improvement in the amount of environmental contribution to our customers' places of business by providing our customers with our products	Embedded computing products	To make environmental contributions, we made efforts to develop better products by improving the environmental contribution indexes that we defined based on our own standards. We have also made efforts to reduce the environmental burden at our customers' places of business by providing our products for customers.
		Interactive KIOSKs	To make environmental contributions, we made efforts to develop better products by improving the environmental contribution indexes that we defined based on our own standards. We have also made efforts to reduce the environmental burden at our customers' places of business by providing our products for customers.
		Network appliance products	To make environmental contributions, we made efforts to develop better products by improving the environmental contribution indexes that we defined based on our own standards. We have also made efforts to reduce the environmental burden at our customers' places of business by providing our products for customers.
		Security products	To make environmental contributions, we made efforts to develop better products by improving the environmental contribution indexes that we defined based on our own standards. We have also made efforts to reduce the environmental burden at our customers' places of business by providing our products for customers.

	Improvement in the amount of environmental contribution to our customers' places of business by providing our customers with environmentally conscious solutions	Documents/ Solutions	We have made efforts to reduce environmental burden at our customers' places of business by providing our environmentally conscious solutions for the customers.

*2: 3R design: Design in which the concepts of "Reduce", "Reuse", and "Recycle" are taken into consideration.

Main Eco-efficient Products for Fiscal 2023

We contribute to reducing the burden on the environment from our customers' business by offering products that comply with the Act on Promoting Green Procurement with energy-saving and 3R design features, and furthermore that comply with various environmental standards. Information about the compliance of our scanners with environmental standards is published on our official company website.

fi-8950/fi-8930/fi-8820

- Product compliance with the Act on Promoting Green Procurement
- Product compliance with the International ENERGY STAR Program

  Power consumption during sleep mode:
  fi-8950/fi-8930/fi-8820: 2.5W or less
- Eco Mark certified products
  fi-8950/fi-8930/fi-8820: 23 155 022
- Product compliance with chemical substance regulations (RoHS Directive Regulation, etc.)

Information for EPEAT 4.7.2.2: Public disclosure of supply chain toxics

Environmentally Conscious Solutions and Services

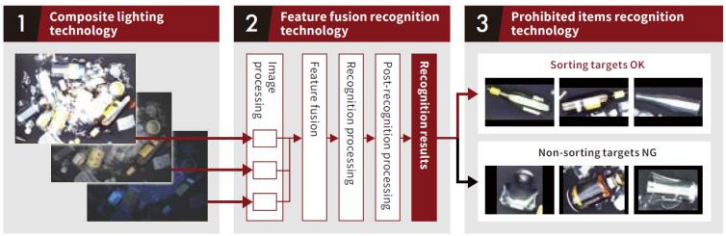
We provide environmentally conscious solutions and services that contribute to reducing the burden on the environment from our customers' business, such as energy conservation and paperless work, through more efficient business, reduced consumption, reduced movement, and efficient use of space. In fiscal 2023, we moved forward with the activities that contribute to reducing the environmental burden on our customers, such as developing and shipping various solutions and services, and expanding the provision of solutions and services that utilize scanners.

Main Achievements of Fiscal 2023

	Activity	Product
Reducing our customers' environmental burden by expanding our environmentally conscious solutions and services	・Development and shipment of environmentally conscious solutions ・Expansion of the provision of solutions and services that utilize scanners ・Promotion of virtualization, cloud negotiation, etc.	・DynaEye 11 ・BIP Smart ・PaperStream Capture ・Caora

■Raptor VISION BOTTLE, a bottle color sorting AI engine specialized for sorting bottles

A large amount of waste is thrown away every day around the world, and the issues of manpower insufficiency and complicated sorting of recyclable waste at intermediate processing facilities is becoming more and more apparent. Raptor VISION BOTTLE is an AI engine that we have developed and are now offering. This product sorts bottles by color, a task which had been difficult to automate and previously relied solely on human labor.
We have combined our optical and image recognition technologies with our original algorithms to identify bottles by color and determine whether a bottle can be recycled (the AI engine update service updates the recognition model and provides the latest engine as needed).



A camera takes pictures of bottles being carried on the conveyor belt and precisely identifies brown glass bottles, clear glass bottles, other types of glass bottles, and plastic bottles. The camera is linked to a picking robot that automates the bottle recycling process.

- Recognition accuracy: 99.9% (results at the time of the demonstration experiment in April 2024)
- Return on investment: 20% reduction of man-hours (estimated value of 10-year amortization with 3 less workers)

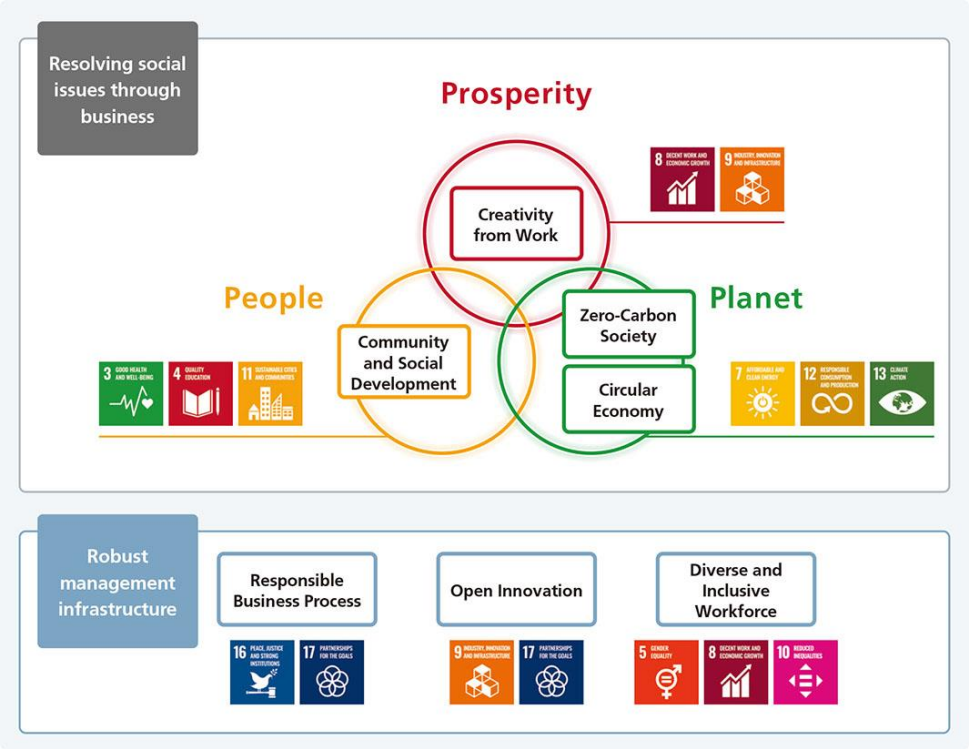
In the future, we plan to expand the application of this AI engine into the automatic detection of lithium-ion batteries (exhibited at the New Environmental Exposition 2024). These batteries cause fires and have been causing concern. We also plan to expand the application of the engine into the automatic sorting of industrial waste (including metals, building materials, and clothing).

Promotion of Sustainability

Action Plan from Fiscal 2023 to Fiscal 2025

The Ricoh Group has identified seven material issues in two areas, "Resolving social issues through business," and "Robust management infrastructure," and set ESG targets in linkage with the material issues. PFU has set ESG targets that are consistent with the Ricoh Group ESG targets.

Seven Material Issues for Ricoh Group



[Strategic Intent]

Resolving social issues through business	**Creativity from Work**	To provide digital services that transform the way customers work, and help them improve productivity improvement and value creation
	Community and Social Development	To contribute to the maintenance, development, and efficiency of community and social systems. We leverage our technical expertise and customer connections to expand the areas where we provide value.
	Zero-Carbon Society	To decarbonize the entire value chain and create business opportunities by contributing to carbon neutrality
	Circular Economy	To create business opportunities by building a circular economy business model for ourselves and our customers
Robust management infrastructure	**Responsible Business Process**	To earn stakeholder trust by taking a holistic view of our supply chain and minimizing ESG risks in our business processes
	Open Innovation	To shift from a self-sufficient approach to a new value creation process that creates businesses to quickly resolve social issues
	Diverse and Inclusive Workforce	To foster a corporate culture where diverse employees can demonstrate their potential and transform themselves and the company into one that is resilient to change

PFU ESG Targets

We formulated the ESG targets concerning the material issues of "Circular Economy," "Responsible Business Process," and "Diverse and Inclusive Workforce," which were scheduled to be formulated by the end of fiscal 2023.

Material Issues		ESG Indicators			Result from Fiscal 2023	Targets for Fiscal 2024	Targets for Fiscal 2025
Resolving social issues through business	Creativity from Work	Sales of high-end scanners with high added value that contribute to customers' business efficiency (fi series: global sales volume)			369,824 units	390,000 units	392,000 units
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		Reduction rate of Scope 3 GHG emissions	Product compliance with the International ENERGY STAR Program	Scanner products	Product compliance with EPEAT: 100% (3 products)	100%	100%
			Acquisition of EPEAT	Scanner products	Product compliance with EPEAT: 100% (3 products)	100%	100%
			Environmental performance index	Embedded computing products	4.01	4.30 or less	4.22 or less
				Interactive KIOSKs	14.36	11.263 or less	10.46 or less
				Network appliance products	0.537	0.557 or less	0.546 or less
				Security products	0.256	0.256 or less	0.256 or less
			Amount of environmental contribution to our customers' places of business by providing customers with our products	Embedded computing products	9,465 tons of CO_2	8,115 tons of CO_2	8,277 tons or CO_2
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				Network appliance products	339.6 tons of CO_2	301.8 tons of CO_2	190 tons of CO_2
				Security products	660.3 tons of CO_2	645.0 tons of CO_2	649.6 tons of CO_2
			Environmental contribution to our customers' places of business by providing environmentally conscious solutions	Documents	1,295.1 tons of CO_2	762.3 tons or CO_2 or more	839.3 tons of CO_2
				Solutions	5,977 tons of CO_2	4,023 tons of CO_2	4,109 tons of CO_2

	Circular Economy	Percentage of new resources used in products 	Percentage of new resources used	Scanner products	95.6%	95.2%	93.9%.
			Reduction in percentage of packaging materials made using virgin plastics made from fossil fuels	Scanner/keyboard products	22.5% reduction	9.5% reduction	14.5% reduction
Robust management infrastructure	**Responsible Business Process**	CHRB score ICT sector assessment	RBA-SAQ score 		89.6%	85%	85%
	Diverse and Inclusive Workforce	Engagement score 			3.57	3.65	3.74
		Female manager ratio 			8.4%	7.3%	8.5%

Carbon Neutral

Based on the Ricoh Group environmental targets, we aim to achieve net zero GHG emissions by fiscal 2050. Our fiscal 2040 target is to achieve virtually zero Scope 1 and 2 GHG emissions and 100% renewable energy for all the electricity used in our business activities.

■Efforts towards Scope 1 and 2

While promoting the sustainable conservation of energy, we are also advancing toward the adoption of renewable energy.
PFU has set a reduction target for fiscal 2030 consistent with the levels required to limit global warming to below 1.5 degrees Celsius.

Efforts towards Scope 3

The reduction of CO_2 emissions has been required across the entire supply chain of our business operations, from upstream to downstream, such as procurement, transportation, and use.
PFU has set a reduction target for fiscal 2030 that focuses on three categories with high emission rates: "Purchased products and services (Category 1)", "Upstream transportation and distribution (Category 4)", and "Use of sold products (Category 11)".

■Efforts for a Wider Dissemination of Renewable Energy

As a member of the Ricoh Group participating in RE100 (*3), PFU is working to help disseminate renewable energy use throughout society. Electricity from renewable energy sources in FY2023 was 2,211 MWh.

Our headquarters and the ProDeS Center began using 100% renewable energy supplied by Ricoh Japan Corporation in April 2024.

*3: The RE100 initiative is led by the Climate Group in partnership with the CDP.In Japan, the Japan Climate Leaders' Partnership (JCLP) has been acting as a local partner since April 2017 in encouraging Japanese companies to participate in these dissemination efforts.

Renewable energy

	Target for fiscal 2030	Target for fiscal 2040	Fiscal 2050
Scope1, Scope2	63% reduction compared to fiscal 2015	Virtually zero GHG emissions	Net zero GHG emissions
Scope3	40% reduction compared to fiscal 2015 (Procurement, transportation and use categories)	63% reduction compared to fiscal 2015 (All categories)	
Renewable energy ratio	50%	100%	———

Promotion of Environmental and Social Contribution Activities

PFU promotes environmental awareness among our employees by sharing information on environmental issues and participates in various environmental and social contribution activities that encourage employees to contribute to their community.
PFU is also answering any inquiries from our customers about environmental topics.

Environmental and Social Contribution

Our Group workers promote the protection of the environment through environmental and social contribution activities and biodiversity conservation activities, by entering into a contract and working together with the community and the local government around the company sites. In fiscal 2023, we participated in Kahoku Lagoon Reclaimed Land beautification activities, a mass beach cleanup activity sponsored by Kahoku City, and a cleanup activity at Yokohama Minatomirai Grand Mall Park. We also cleaned along our commute routes in the Ishikawa area.

No.	Event name	Done	Implemented at:
1	"Green Fund" donation	April 2024	Ishikawa
2	Cleanup activity on the Kahoku Lagoon	June 2023	Ishikawa
3	Cleanup activity along commute routes in the Ishikawa area	June 2023	Ishikawa
4	Mass beach cleanup activity sponsored by Kahoku City	July 2023	Ishikawa
5	Cleanup activities on the Kahoku Lagoon	October 2023	Ishikawa
6	Plantation of nandina saplings	December 2023	Ishikawa
7	Displaying Certificate of Green Power (at PFU Charity Concert)	December 2023	Ishikawa
8	Cleanup activity at Grand Mall Park	Monthly*	Yokohama Headquarters
9	Use of local ingredients in the company cafeteria	All year	Ishikawa
10	Collection of plastic bottle caps	All year	All the sites in the nation
11	Social contribution through sports	All year	Ishikawa, all sites in the nation
12	Support for regional education	All year	Ishikawa

*May, June, September, October, November, and December in 2023, and January and February in 2024.

■PFU Creation Workshop Camp 2023

On July 29th (Sat) and August 6th (Sun) in 2023, we held PFU Creation Workshop Camp 2023 at the PFU Headquarters. This is an event we have been holding since 2007 for local children in Kahoku City. 2023 marks our 17th workshop camp. In cooperation with the hands-on courses for families held at Kahoku Citizen's College and sponsored by the Kahoku City Board of Education, this event is being offered to families of elementary school students (4th to 6th graders), including families from Kahoku City and families of our company employees. In fiscal 2023, the number of applicants accepted was set back to the original number of 30 parent-child pairs for the first time in three years. The workshop featured a course carried out over a total of two sessions (two days) covering electronic engineering themes that prepare participants for the "Elementary School Programming Contest in Ishikawa".

■PFU Kids Project for the Future - Ishikawa Space School

In 2010, we began collaborating with teachers in Kahoku City, Kahoku County, and Kanazawa City to carry out events working with the themes of space and natural science.
In fiscal 2023 over three sessions, approximately 100 screened parent-child groups participated in science experiments and projects.

■Use of Green Power at Events

At the "PFU Christmas Charity Concert" (held in Kanazawa on December 9th) , we contributed to spreading the use of natural energy in the nation and mitigating global warming by using renewable energy from solar power to supply the equipment in the venues with electricity.

Certificate of Green Power

■Volunteer Activities for Kahoku Lagoon Reclaimed Land

In March 2007, we entered into a contract to take part in voluntary activities such as weeding and beautification of the environment to help maintain the beauty of the Kahoku Lagoon Reclaimed Land and the function of its agricultural facilities, as private company No. 1 for the Kahoku Lagoon Reclaimed Land Improvement Area and Kahoku Lagoon Reclaimed Land Periphery Improvement Area. In accordance with this contract, in fiscal 2023, we took part in cleanup activities on the Kahoku Lagoon Reclaimed Land in June and October.

■Green Fund Donation and Plantation of Nandina Saplings

Every year we donate to the "Green Fund", and we plant the saplings we are gifted in return on the grounds of our headquarters. The purpose of the Green Fund is to plant trees, protect forests against droughts and other problems, educate children about forests and the environment, help with African green belt restoration activities, and more.

■Mass Beach Cleanup Activity Sponsored by Kahoku City

In Ishikawa, we participated in the mass beach cleanup sponsored by Kahoku City in July 2023. Starting early in the morning, we collected a large amount of trash, including plastic waste, together with many local residents at Shirao Beach near our Headquarters.

■Local Environment Beautification Activities

As part of our CSR activities and environmental activities, we participated in a cleanup activity at Yokohama Minatomirai Grand Mall Park. In fiscal 2023, we conducted a total of eight beautification/cleanup activities on roads around our Yokohama Headquarters.
In the Ishikawa area, we cleaned along the commute routes around the headquarters and ProDes Center in June.

Sharing Information

We transmit and introduce "information about eco-efficient products" and "environmental activities" via our official website and at events.
We are sharing information about sustainability on our website.

"Sustainability" Page on Our Official Website

PFU aims to be a business that can contribute to "solutions to social issues" and "a design for a sustainable society". We have posted a "Sustainability" page on our public website to share information about our way of thinking, course of action, and future direction for "sustainable operation", "environment (E)", "society (S)", and "governance (G)".
In addition, we have built an environment to distribute information within the company to raise awareness of SDGs among workers in the PFU group.

"Sustainability" Page on Our Official Website

Environmental Report

Since 1994, we have been issuing the "PFU Environmental Report" (and the English version since 2003) as our annual environmental report and publishing the report on our official website. In addition to this report, we also share the latest information about eco-efficient products on our official website.

Environmental Report

Showroom

We set up showrooms at our main sites in Japan to display our eco-efficient products, such as scanners and embedded computer products, and other environmentally conscious solutions.

Headquarters

Yokohama Headquarters

Sharing Information on Environmental Issues Internally

We are continuing to make efforts to minimize our environmental impact by sharing the following information on environmental sustainability on the environmental information page on our in-house intranet.

- Environmental policy, action plan, and implementation progress
- Owned facilities and chemical substances used
- Information about environmental laws and regulations and the company's compliance status
- Environmental performance data
  (Electricity, heat, gasoline, light oil, kerosene, gas, water, and waste)
- News, topics, and other information regarding the environment

Portal site for environmental information for employees

Requests and Inquiries from Outside Our Company

In fiscal 2023, we responded to 204 requests and inquires, such as questionnaires and survey requests regarding the environment submitted to our company by customers, the government, industrial groups, and others. There were no environmental claims.

	Requests and Inquiries	Number of Requests
1	Requests about products and services (Example: Request for REACH/RoHS surveys, survey on the use of chemical substances specified by a customer, etc.)	122 requests
2	Requests other than those related to products (Example: Request for provision of data about the environment from customers, the government, industry organizations, etc.)	82 requests
	Total	204 requests

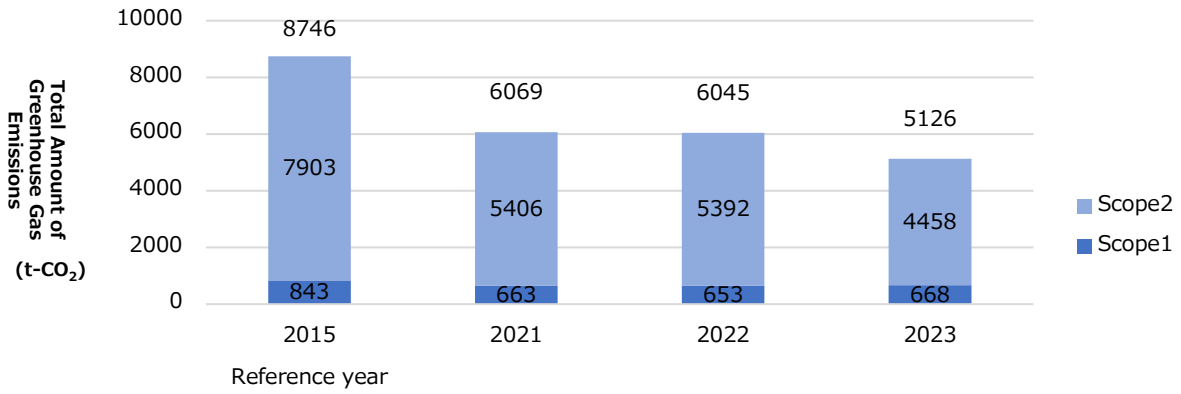
Environmental Performance Data

In order to conserve the environment surrounding our sites and comply with the regulations, we perform ongoing management of our facilities, as well as properly manage chemical substances to prevent pollution.
Also, we regularly monitor the burden on the environment from our sites by assessing the actual amount of greenhouse gases, waste material, and water resources emitted/used in business.

Energy Consumption

Total Amount of Greenhouse Gas (GHG) Emissions (Scope 1, Scope 2)

The amount of greenhouse gas emissions from all our sites in Japan is converted to a CO2 equivalent weight as shown below.



The above greenhouse gas emissions amount (t-CO_2) is calculated by taking the total of the WRI/WBCSD GHG Protocol Scope 1 and Scope 2 emission amounts.

[Conversion factor] Purchased electricity: Uses each electric company's conversion factor for the Act on the Rational Use of Energy report
Liquefied petroleum gas: 5.98 tons of CO_2/1,000 ㎥ (fixed), town gas: 2.23 tons of CO_2/1,000 ㎥ (fixed),
heat: 0.057 tons of CO_2/GJ (fixed), gasoline: 2.32 tons of CO_2/kL (fixed),
light oil: 2.58 tons of CO_2/kL (fixed), kerosene: 2.49 tons of CO_2/kL (fixed)

Electricity Consumption

The amounts of electricity consumption at our main sites in Japan are shown below.

	Unit	Fiscal 2015 Reference year	Fiscal 2021	Fiscal 2022	Fiscal 2023
Total electricity	MWh	13,636	11,849	11,663	11,119
Renewable electricity	MWh	0	321	690	2,211
Renewable energy ratio	%	0.0	2.7	5.9	19.9

Total Amount of Greenhouse Gas (GHG) Emissions (Scope 3)

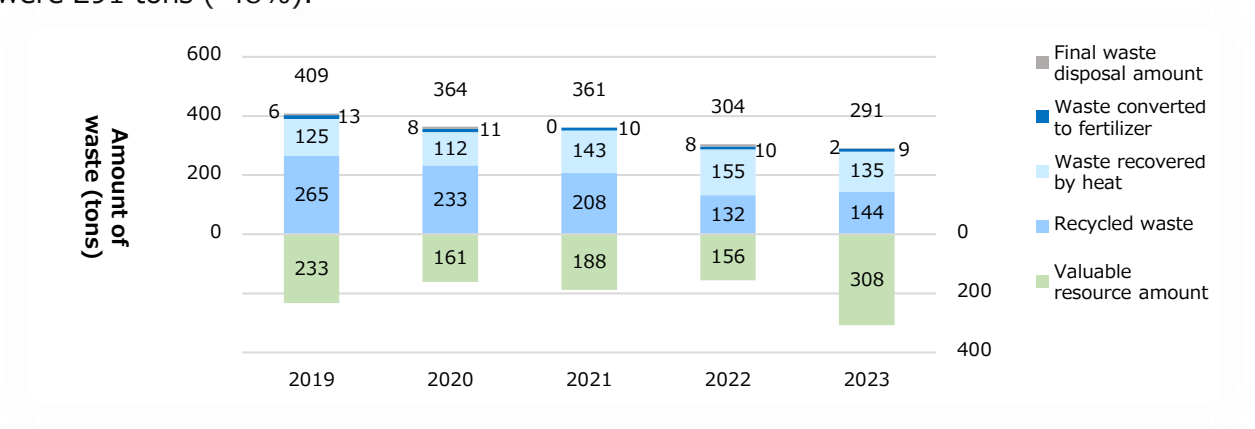
The amount of greenhouse gas emissions is converted to a CO_2 equivalent weight as shown below.

Category	Category Name	Amount of Emission (t-CO_2)				Ratio of amount for each category to entire amount for Scope 3 in fiscal 2023 (%)
		Fiscal 2015 Reference year	Fiscal 2021	Fiscal 2022	Fiscal 2023	
Category 1	Purchased goods and services	97,559.0	52,780.0	56,565.0	42,202.0	60.4
Category 2	Capital goods	4,580.3	1,924.8	4,127.3	12,889.9	18.5
Category 3	Fuel- and energy-related activities not included in Scope 1 or Scope 2	5,331.4	4,485.0	4,335.5	4,210.2	6.0
Category 4	Upstream transportation and distribution	611.7	1,152.9	491.0	467.0	0.7
Category 5	Waste generated in operations	62.1	50.8	44.0	41.3	0.1
Category 6	Business travel	991.5	421.1	703.8	893.2	1.3
Category 7	Employee commuting	3,997.2	2,451.9	2,453.2	2,653.7	3.8
Category 8	Upstream leased assets	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Category 9	Downstream transportation and distribution	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Category 10	Processing of sold products	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Category 11	Use of sold products	9,992.0	7,533.0	7,075.0	6,480.0	9.3
Category 12	End-of-life treatment of sold products	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Category 13	Downstream leased assets	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Category 14	Franchises	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
Category 15	Investments	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable
	Total	123,125.2	70,799.5	75,794.8	69,837.3	100.0

Amount of Waste

The amount of waste for all our sites in Japan is shown below. We promote the effective utilization of waste through heat recovery and recycling at all of our offices and factories.

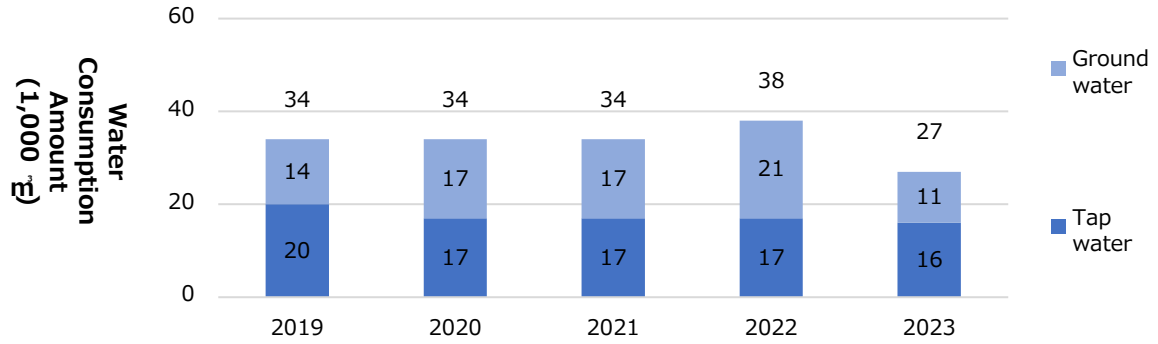
We set a goal for 5% or more reduction in the amount of waste, down to 527 tons or less from the 555 ton average of fiscal years 2012 to 2014. Our actual results from fiscal 2023 were 291 tons (-48%).



Water Consumption/Water Drainage

The amount of water consumption and water drainage for our main sites in Japan is shown below.

■Water Consumption Amount

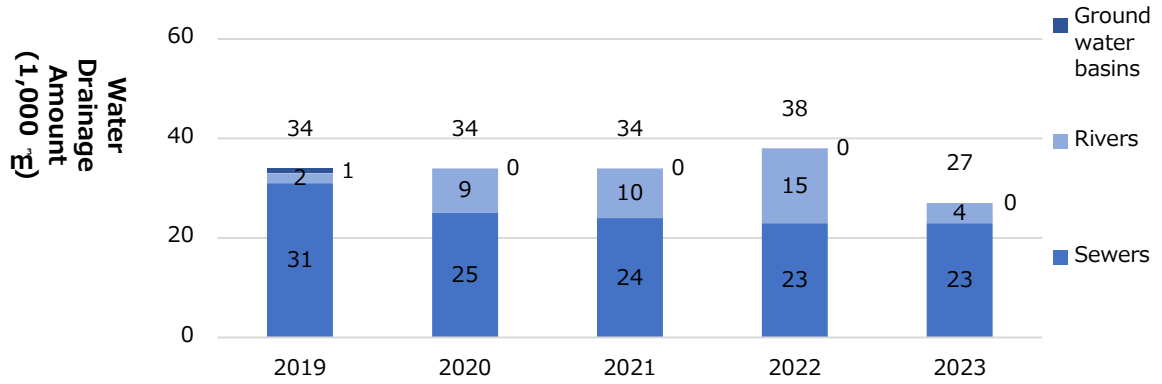


At each site, we use tap water for domestic use and to humidify the office in winter. At our Headquarters, we use ground water to water our plants in summer, and at our Headquarters and the ProDeS Center, we use ground water to melt snow. We use water for our every day needs at our company sites, not for industrial purposes.

For our total water consumption amount, we set a target to reduce it by 1% or more to an amount of 35,600 ㎥ or less compared to the reference year of 2018. In fiscal 2023, the amount of groundwater used to melt snow fell significantly due to reduced winter snowfall. As a result, we were able to achieve our target, with our actual consumption result at 27,000 ㎥ (25% reduction).

Our water is used for every day purposes. We do not have any water that can be reused or recycled.

■Water Drainage Amount



Tap water used for domestic uses drains into the sewer. Ground water used to melt snow drains into the rivers, and water used to water plants drains underground. We have been continuously monitoring and measuring water quality by using our own self management values in order to ensure the quality of water that drains from our main sites.

In fiscal 2023, the amount of groundwater used to melt snow fell due to reduced winter snowfall. As a result, less water drained into rivers.

Results in Handling of Chemical Substances

We tally the amount of chemical substances that are used for purposes such as designing, developing, evaluating, manufacturing, maintaining, or cleaning up the premises no matter how much there is.

■Chemical Substances Subject to PRTR Law

The amount of chemical substances subject to the PRTR law that were handled in fiscal 2023 is shown below. None of the chemical substances were in excess of the annual values which require the relevant prefectural authorities to be notified (*4).
Furthermore, no Special Class I Specified Chemical Substances were handled.
We set a goal to limit the amount we handle to less than the average of fiscal years 2012 to 2014, which was 0.132 tons. Our actual result from fiscal 2023 was 0.14 tons (42.9% increase), partly due to the impact of the addition of target chemical substances following the revision of the PRTR Law.

Annual Handled Amount of Chemical Substances Subject to the PRTR Law (Class I Specified Chemical Substances) (Tons)

Chemical Substance Name	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
n-Alkylbenzenesulfonic acid and its salts	0.031	0.044	0.031	0.031	0.036
Poly(oxyethylene) alkyl ether	0.022	0.025	0.021	0.023	0.026
2-aminoethanol	0.026	0.027	0.025	0.019	0.025
N,N-Bis(2-hydroxyethyl)alkanamide (*5)	-	-	-	-	0.017
Silver and its water-soluble compounds	0.039	0.031	0.022	0.019	0.012
Heptane (*5)	-	-	-	-	0.008
Ethylenediaminetetraacetic acid and its	-	-	-	-	0.004
Diethylene glycol monobutyl ether (*5)	-	-	-	-	0.003
Methyl methacrylate	0.000	0.006	0.006	0.004	0.002
Hexane	0.001	0.001	0.000	0.000	0.002
Other	0.004	0.003	0.003	0.003	0.003
Total	0.123	0.136	0.107	0.098	0.140

*4: 1 ton or more per year for Class I Specified Chemical Substances, 0.5 tons or more per year for Special Class I Specified Chemical Substances.

*5: Added as a target chemical substance due to enforcement of PRTR Law revision in April 2023.

■VOC (Volatile Organic Compound)

Although there are no specific facilities that are subject to VOC emission control, we make an independent effort to maintain and manage the amount of VOCs handled.
We set a goal to limit the amount we handle to less than the average of fiscal years 2012 to 2014, which was 1.266 tons. Our actual results from fiscal 2023 were 0.524 tons (-58.6%).

Annual Amount of VOC Handled (Tons)

Chemical Substance Name	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
Isopropyl alcohol	0.770	0.790	0.809	0.465	0.360
Butyl acetate	0.066	0.046	0.058	0.074	0.040
Ethanol	0.134	0.097	0.053	0.052	0.110
Other	0.043	0.017	0.018	0.023	0.014
Total	1.013	0.950	0.938	0.614	0.524

■Greenhouse Gases

The amount of greenhouse gases that were handled in fiscal 2023 is shown below. The annual amount handled in fiscal 2023 is converted to a CO_2 equivalent weight of approximately 4 tons.
Our reduction target for the amount (tons) of greenhouse gas emissions handled applies to reduction at all our sites.

Annual amount of greenhouse gases handled (Converted to CO2) (Tons)

Chemical Substance Name	Fiscal 2019	Fiscal 2020	Fiscal 2021	Fiscal 2022	Fiscal 2023
1,1,1,2-tetrafluoroethane (HFC-134a)	13.974	11.517	7.061	6.155	4.119
1,1-Difluoroethane (HFC-152a)	0.000	0.054	0.059	0.233	0.107
CO_2 not from energy	0.000	0.001	0.000	0.000	0.020
Total	13.974	11.572	7.120	6.388	4.246

Compliance with All Environmental Laws and Regulations.

In order to conserve the environment surrounding our sites and comply with laws and regulations, we will regularly measure water quality, noise output, and vibration output.

Water Quality Measurement Results

We make efforts to maintain the water quality of drainage from Headquarters, the ProDeS Center, and the PFU Techno Wise Takamatsu Plant. The results of the measurement did not exceed the legal regulations, and there was no problem with water quality.

	Regulated substances	Unit	Regulation value	Fiscal 2023 measured value	Evaluation
Headquarters (Bld. A & B)	Hydrogen ion concentration (pH)	-	Between 5 & 9	8.7	
	Biochemical oxygen demand (BOD)	mg/L	Less than 600	140	
	Suspended substances (SS)	mg/L	Less than 600	65	
	Mineral oil	mg/L	5 or less	Less than 0.5	✓
	Animal and plant oils	mg/L	30 or less	7.2	
	Ammonium-nitrogen, nitrite-nitrogen and nitrate-nitrogen content	mg/L	Less than 380	21	
Headquarters (Bld. E)	Hydrogen ion concentration (pH)	-	Between 5 & 9	8.0	
	Biochemical oxygen demand (BOD)	mg/L	Less than 600	0.8	
	Suspended substances (SS)	mg/L	Less than 600	2	
	Mineral oil	mg/L	5 or less	Less than 0.5	✓
	Animal and plant oils	mg/L	30 or less	Less than 0.5	
	Ammonium-nitrogen, nitrite-nitrogen and nitrate-nitrogen content	mg/L	Less than 380	Less than 1	
Headquarters (Anechoic Chamber)	Hydrogen ion concentration (pH)	-	Between 5 & 9	7.7	
	Biochemical oxygen demand (BOD)	mg/L	Less than 600	10	
	Suspended substances (SS)	mg/L	Less than 600	8	
	Mineral oil	mg/L	5 or less	Less than 0.5	
	Animal and plant oils	mg/L	30 or less	Less than 0.5	✓
	Ammonium-nitrogen, nitrite-nitrogen and nitrate-nitrogen content	mg/L	Less than 380	Less than 1	
ProDeS Center	Hydrogen ion concentration (pH)	-	Between 5 & 9	8.4	
	Biochemical oxygen demand (BOD)	mg/L	Less than 600	220	
	Suspended substances (SS)	mg/L	Less than 600	340	
	Mineral oil	mg/L	5 or less	Less than 0.5	✓
	Animal and plant oils	mg/L	30 or less	6.6	
	Ammonium-nitrogen, nitrite-nitrogen and nitrate-nitrogen content	mg/L	Less than 380	25	
PFU Techno Wise Takamatsu Plant (Bld. 2 & 3)	Hydrogen ion concentration (pH)	-	Between 5 & 9	7.4	
	Biochemical oxygen demand (BOD)	mg/L	Less than 600	3	
	Suspended substances (SS)	mg/L	Less than 600	Less than 1	
	Mineral oil	mg/L	5 or less	Less than 1	
	Animal and plant oils	mg/L	30 or less	Less than 1	
	Ammonium-nitrogen, nitrite-nitrogen and nitrate-nitrogen content	mg/L	Less than 380	0.8	✓

■Noise/Vibration Measurement

At our headquarters, we regularly measure the noise and vibration generated by our business activities (once every five years).
We performed measurements on June 10, 2020, and confirmed that all values did not exceed the legal regulations (next measurement planned for fiscal 2025).

Noise Measurement Results

	Noise	Unit	Regulation value	Fiscal 2020 measured value				Evaluation
				Bld. E north side	Bld. A southwest side	Anechoic chamber north side	South side parking lot	
Headquarters	Daytime	dB	65 or less	34	47	46	-	✓
	Morning	dB	60 or less	34	47	46	-	
	Evening	dB	60 or less	34	47	46	-	
	Nighttime	dB	50 or less	34	47	46	-	
	Daytime	dB	60 or less (*6)	-	-	-	40	
	Morning	dB	55 or less (*6)	-	-	-	40	
	Evening	dB	55 or less (*6)	-	-	-	40	
	Nighttime	dB	45 or less (*6)	-	-	-	40	

*6: Because the parking lot is in an area within 50m of the borders of school grounds, the legal regulations are five decibels lower.

Vibration Measurement Results

	Vibration	Unit	Regulation value	Fiscal 2020 measured value				Evaluation
				Bld. E north side	Bld. A southwest side	Anechoic chamber north side	South side parking lot	
Headquarters	Daytime	dB	65 or less	27	30	31	-	✓
	Nighttime	dB	50 or less	27	30	31	-	
	Daytime	dB	60 or less (*7)	-	-	-	29	
	Nighttime	dB	45 or less (*7)	-	-	-	29	

*7: Because the parking lot is in an area within 50m of the borders of school grounds, the legal regulations are five decibels lower.

Internal Audits and External Inspections

Internal Audits

Internal audits are carried out by employees certified as auditors, confirming the implementation of each department's environmental target set in accordance with the Environmental Policy and confirming that each department upholds various rules, including laws. These audits help improve problems and spread positive activities in our company. We carried out internal audits of 7 departments from May 15 to 17, 2023, and of 20 departments from September 19 to 29, 2023. We found 13 non-compliant cases, 0 cases requiring improvement, and 29 positive cases, all of which do not violate any laws.

External Inspections

The external audit was conducted by the Japan Quality Assurance Organization (JQA) from May 22 to 29, 2023 as an audit on changes from the integration of the PFU IT Services Limited certifications into the Ricoh Group's integrated environmental management system. In addition, the periodic inspection of the Ricoh Group Integrated Environmental Management System was conducted from October 24 th to 25th, 2023. We received the results of this inspection with no non-compliant cases, eight cases requiring improvement, and two highly-rated case. It was determined that with our ESG integration with the Ricoh Group, the indicators for the Ricoh Group's ESG targets are being moved forward as our ESG targets/environmental targets and that we are making progress in our efforts to achieve these targets according to the plans.

Fiscal 2023 Results of Internal Audits and External Inspection (Cases)

Classification	Internal Audits			External Inspections		
	Non-compliant Case	Case Requiring Improvement	Positive Case	Non-compliant Case	Case Requiring Improvement	Highly-rated Case
Number of Detected Cases	13	0	29	0	8	2

PFU Group Activities

PFU IT Services Limited

In fiscal 2023, PFU IT Services Limited promoted participation in "social contribution activities (cleanups)" held in the following regions.

April, July, and September: "Cleanup Activity in Miyagino Street" in Sendai City, Miyagi Prefecture (Sendai site)
May and November: "Cleanup Activity at Yokohama MinatomiraiGrand Mall" in Kanagawa Prefecture (Headquarters)
June: Cleanup activity at parks near Fujitsu Tatebayashi System Center (Tatebayashi SPC)

At the cleanup activity we continue to take part in on Miyagino street, we collected a large number of cigarette butts, empty cans, and other types of trash. This unfortunately made it clear to us that there are still people who litter even as common etiquette appears to be improving.
PFU IT Services Limited continues to contribute to environmental activities by actively participating in community events.


Cleanup Activity in Miyagino Street (Sendai City, Miyagi Prefecture)

Cleanup activity at Grand Mall Park (Yokohama City, Kanagawa Prefecture)

Fujitsu Tatebayashi System Center Cleanup activity at parks in the area (Tatebayashi City, Gunma Prefecture)

PFU Quality Service Limited

PFU Quality Service Limited uses the in-house intranet and digital signage to inform all our employees of environmental issue-related activities.
PFU Quality Service Limited set "energy saving through energy conservation" as the theme for fiscal 2023 in continuation of the theme for the previous year. Monthly, we published our social contributions and the amount of reductions we made in the company's electricity consumption and electricity expenses in order to raise further awareness for energy-saving and pave the way toward a better understanding of energy conservation among our employees.
With the help of our employees, air conditioning systems were programmed to automatically stop when they were not needed and lights were turned off during breaks, helping us save approximately 52,000 Kwh.

Digital Signage (How Much Energy We Are Saving)

PFU Techno Wise Limited

PFU Techno Wise Limited holds an annual weeding program in the area around the Takamatsu Plant (currently used as a warehouse) where our company was founded. In fiscal 2023, the program was held on a summer day (26°C) in July. Participants worked while taking precautions to avoid heat stroke.
15 bags of weeds were removed from the area around the plant.

Weeding (Takamatsu Plant)

Never changing passion, ever changing future

PFU Environmental Report 2024

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