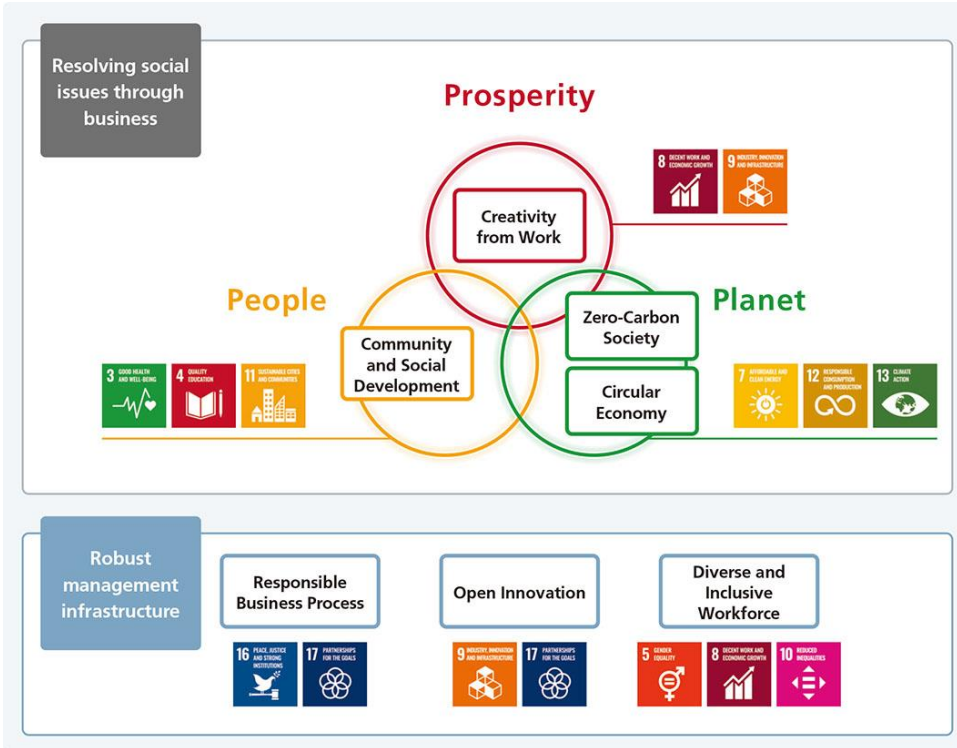


# Promotion of Sustainability

## 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	<b>Creativity from Work</b>	To provide digital services that transform the way customers work, and help them improve productivity improvement and value creation
	<b>Community and Social Development</b>	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.
	<b>Zero-Carbon Society</b>	To decarbonize the entire value chain and create business opportunities by contributing to carbon neutrality
	<b>Circular Economy</b>	To create business opportunities by building a circular economy business model for ourselves and our customers
Robust management infrastructure	<b>Responsible Business Process</b>	To earn stakeholder trust by taking a holistic view of our supply chain and minimizing ESG risks in our business processes
	<b>Open Innovation</b>	To shift from a self-sufficient approach to a new value creation process that creates businesses to quickly resolve social issues
	<b>Diverse and Inclusive Workforce</b>	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	<b>Creativity from Work</b> 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		
	Reduction rate of Scope 1 and 2 GHG emissions  	5,126 tons of CO <sub>2</sub>	5,332 tons of CO <sub>2</sub>	4,697 tons of CO <sub>2</sub>		
	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%	
	<b>Zero-Carbon society</b>	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 <sub>2</sub>	8,115 tons of CO <sub>2</sub>	8,277 tons or CO <sub>2</sub>	
		Interactive KIOSKS	1,732 tons of CO <sub>2</sub>	1,332 tons of CO <sub>2</sub>	762 tons of CO <sub>2</sub>	
Network appliance products		339.6 tons of CO <sub>2</sub>	301.8 tons of CO <sub>2</sub>	190 tons of CO <sub>2</sub>		
Security products		660.3 tons of CO <sub>2</sub>	645.0 tons of CO <sub>2</sub>	649.6 tons of CO <sub>2</sub>		
Environmental contribution to our customers' places of business by providing environmentally conscious solutions	Documents	1,295.1 tons of CO <sub>2</sub>	762.3 tons or CO <sub>2</sub> or more	839.3 tons of CO <sub>2</sub>		
	Solutions	5,977 tons of CO <sub>2</sub>	4,023 tons of CO <sub>2</sub>	4,109 tons of CO <sub>2</sub>		

	<b>Circular Economy</b>	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	<b>Responsible Business Process</b>	CHRB score ICT sector assessment	RBA-SAQ score  		89.6%	85%	85%
		<b>Diverse and Inclusive Workforce</b>	Engagement score  			3.57	3.65
	Female manager ratio  					8.4%	7.3%

## 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<sub>2</sub> 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%	———