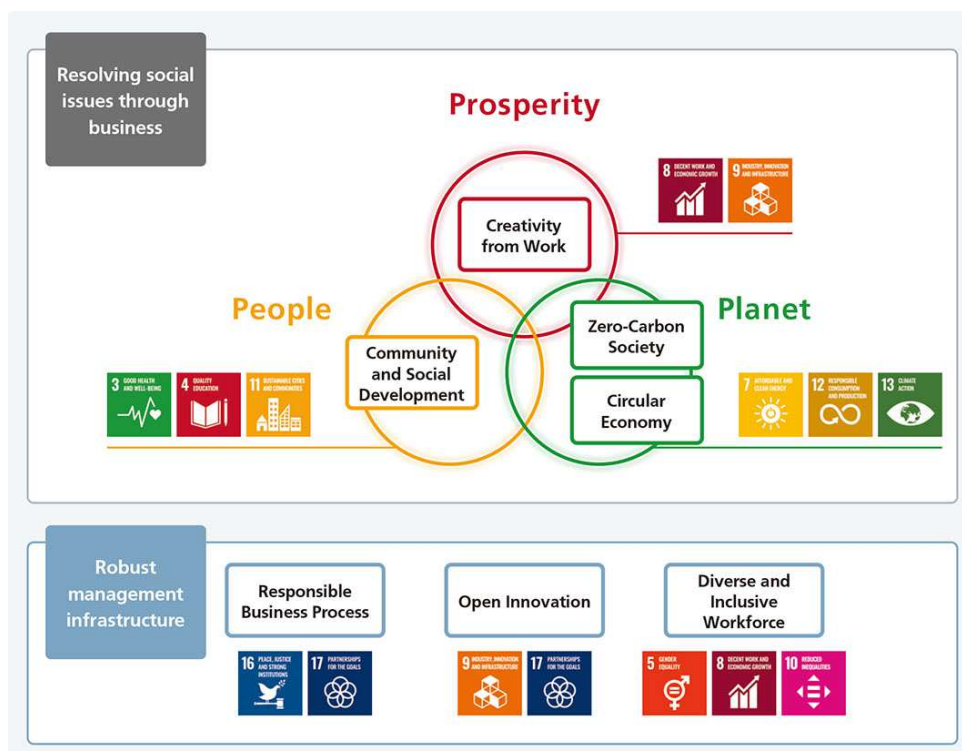


Sustainability Promotion

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

In fiscal 2024, we will work to achieve ESG targets related to the material issues of “Creativity from Work,” “Zero-Carbon Society,” “Circular Economy,” “Responsible Business Process,” and “Diverse and Inclusive Workforce.”

Material Issues	ESG Indicators			Results for Fiscal 2023	Results 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	327,204 units	360,000 units
		 				
	Zero-Carbon Society	Reduction rate of Scope 1 and 2 GHG emissions (compared to fiscal 2015)		5,126 tons of CO ₂ (41.4% reduction)	2,059 tons of CO ₂ (76.5% reduction)	2,076 tons of CO ₂ (76.3% reduction)
		 				
		 	Product compliance with the International ENERGY STAR Program	Scanner products	Product compliance with EPEAT: 100% (3 products)	100%
			Acquisition of EPEAT	Scanner products	Product compliance with EPEAT: 100% (3 products)	100%
			Environmental performance index	Embedded computing products	4.01	3.82
				Interactive KIOSKs	14.36	11.276
				Network appliance products	0.537	0.555
				Security products	0.256	0.254
			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	10,598 tons of CO ₂
				Interactive KIOSKs	1,732 tons of CO ₂	1,367 tons of CO ₂
				Network appliance products	339.6 tons of CO ₂	340.8 tons of CO ₂
				Security products	660.3 tons of CO ₂	652.71 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	1093.6 tons of CO ₂
				Solutions	5,977 tons of CO ₂	6,108.1 tons of CO ₂

Robust management infrastructure	Circular Economy	Percentage of new resources used in products	Percentage of new resources used	Scanner products	95.6%	95.3%	93.9%.
			Reduction in percentage of packaging materials made using virgin plastics made from fossil fuels (compared to fiscal 2020)	Scanner/keyboard products	22.5% reduction	31.0% reduction	14.5% reduction
	Responsible Business Process	CHRB score ICT sector assessment	RBA-SAQ score	 	89.6%	91.9%	85%
		Diverse and Inclusive Workforce	Engagement score	 	3.57	3.67	3.74
			Female manager ratio	 	8.4%	8.6%	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 CO₂ 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 (*1), PFU is working to help disseminate renewable energy use throughout society. The amount of electricity generated from renewable energy sources in fiscal 2024 is 7,524 MWh.

Since April 2024, our headquarters and ProDeS Center have been using 100% renewable energy supplied by Ricoh Japan Corporation.

*1: 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 Power
Supply Certificate

Ricoh Group decarbonization goals

	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%	———

■ Registered as a Zero-Carbon City Kahoku Promotion Partner

We have joined the initiative led by Kahoku City to realize a Zero-Carbon City and were officially registered as a "Zero-Carbon City Kahoku Promotion Partner" on February 25, 2024. This registration system recognizes businesses that collaborate with Kahoku City in efforts to achieve a decarbonized society. Moving forward, we will continue working toward reducing environmental impact and building a sustainable society through co-creation with the local community.



Promotion Partner
Registration Certificate