

Results of Activities from Fiscal 2023 to Fiscal 2025

PFU set and worked toward ESG targets for fiscal 2023 to fiscal 2025 related to the following Ricoh Group material issues: “Creativity from Work,” “Zero-Carbon Society,” “Circular Economy,” “Responsible Business Process,” and “Inclusive Workforce.”

In fiscal 2025, the final year of the three-year plan, we worked to achieve 17 ESG targets.

Material Issues	ESG Indicators			Results for Fiscal 2023	Results for Fiscal 2024	Results 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	342,369 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)	1,940 tons of CO ₂ (77.9% reduction)
		 				
		Reduction rate of Scope 3 GHG emissions	Product compliance with the International ENERGY STAR Program	Product compliance with EPEAT: 100% (3 products)	100% (1 model)	100% (3models)
			Acquisition of EPEAT	Product compliance with EPEAT: 100% (3 products)	100% (1 model)	100% (2models)
		Environmental performance index	Embedded computing products	4.01	3.82	-
			Interactive KIOSKs	14.36	11.276	10.350
			Network appliance products	0.537	0.555	0.593
			Security products	0.256	0.254	0.252
		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	811 tons of CO ₂
			Network appliance products	339.6 tons of CO ₂	340.8 tons of CO ₂	322.1 tons of CO ₂
			Security products	660.3 tons of CO ₂	652.7 tons of CO ₂	633.5 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	1,093.6 tons of CO ₂	1,034.9 tons of CO ₂
			Solutions	5,977 tons of CO ₂	6,108.1 tons of CO ₂	5,678 tons of CO ₂

	Circular Economy	Percentage of new resources used in products	Percentage of new resources used	Scanner products	95.6%	95.3%	92.3%.
			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	39.4% reduction
Robust management infrastructure	Responsible Business Process	CHRB score ICT sector assessment	RBA-SAQ score	 	89.6%	91.9%	93.8%
		Diverse and Inclusive Workforce	Engagement score	 	3.57	3.67	3.67
	Female manager ratio		 	8.4%	8.6%	9.3%	

Action Plan from Fiscal 2026 to Fiscal 2030

The Ricoh Group's concept of a sustainable society is expressed in the "Three Ps Balance," which describes a society that maintains a balance among the three Ps: economy (Prosperity), society (People), and the global environment (Planet).

Toward the realization of this ideal society, Ricoh Group identifies material issues that reflect its management philosophy, Mid-Term Management Strategy, and stakeholder expectations, and reviews and sets these material issues in conjunction with the formulation of the Mid-Term Management Strategy.

Six Material Issues



Materiality		Social issues
Prosperity (Sustainable economy)	Creativity from Work	Boosting productivity/Unleashing creativity/ Digital inclusion
		Accelerating innovation
	Safe and secure digital society	Information security and customer privacy
		Ethical technology development and utilization
	Fair corporate activities	Respect for human rights
		Ensuring business ethics and compliance
People (Sustainable society)	Inclusive workforce	Employee engagement and inclusion
		Employee skill development
	Coexistence with communities	Building relationships with local communities
Planet (Sustainable environment)	Zero-carbon society and circular economy	Climate change mitigation and adaptation
		Resource depletion/Resource circulation

PFU ESG Targets

Of the Ricoh Group's six material issues, PFU has set ESG targets for fiscal 2026 to fiscal 2030 related to "Creativity from Work", "Inclusive Workforce", and "Zero-Carbon Society and Circular Economy".

Materiality		Social issues	ESG Targets					
			Targets	Targets for Fiscal 2026	Targets for Fiscal 2027	Targets for Fiscal 2028	Targets for Fiscal 2029	Targets for Fiscal 2030
Prosperity (Sustainable economy)	Creativity from Work	Accelerating innovation  	Number of products and services contributing to "Creativity from Work"	2 or more	2 or more	2 or more	2 or more	2 or more
People (Sustainable society)	Inclusive workforce	Employee engagement and inclusion   	Engagement score	3.74	To be updated after target values are finalized			
			Female manager ratio	10.7%	11.5%	12.4%	12.8%	12.9%
Planet (Sustainable environment)	Zero-carbon society and circular economy	Climate change mitigation and adaptation  	GHG Scope 1 and 2 reduction rate (compared with fiscal 2015)	77% or less	78% or less	79% or less	79% or less	80% or less
			GHG Scope 3 reduction rate (compared with fiscal 2015)	45% or less	46% or less	47% or less	48% or less	50% or less
		Resource depletion/Resource circulation 	Virgin material usage ratio in products	91.1%	90.1%	85.9%	85.7%	85.7%
			Reduction in percentage of packaging materials made using virgin plastics made from fossil fuels (compared to fiscal 2020)	44.0% or less	48.0% or less	71.8% or less	71.1% or less	71.2% or less

Carbon Neutral

PFU aims to achieve net-zero greenhouse gas (GHG) emissions by 2050. In addition to our short-term target of reducing Scope 1, 2, and 3 emissions by 2030 and our long-term target of reducing Scope 1 and 2 emissions by 2040, we have also set a goal of achieving a 100% renewable energy ratio for electricity used in business activities by 2040. Through these targets, we are strengthening our decarbonization initiatives.

■ Efforts towards Scope 1 and 2

PFU continues to promote energy conservation while also advancing the introduction 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 2025 is 7,284 MWh.

*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

PFU Decarbonization Goals

		Targets for Fiscal 2030	Targets for Fiscal 2040	Targets for Fiscal 2050	
GHG emissions reductions	Scope 1, Scope 2	80% reduction compared to fiscal 2015	90% reduction compared to fiscal 2015 Net-zero emissions	90% or more reduction compared to fiscal 2015	Scope1,2,3 Net-zero
	Scope 3	50% reduction compared to fiscal 2015 (Procurement, transportation and use categories)	65% reduction compared to fiscal 2015 (All categories)	90% reduction compared to fiscal 2015 (All categories)	
Renewable energy ratio		85%	100%	_____	