

Ricoh Group Biodiversity Policy

In recognition of the fact that society is dependent on the richness of the global environment, and that the activities of the diverse living creatures that support that environment are diminishing, we have established a Biodiversity Policy.

[**Basic Policy**]

Recognizing the fact that we benefit from the lives of living creatures and operate our business activities while impacting biodiversity, we will engage in activities to reduce our impact on biodiversity and actively contribute to the conservation of biodiversity.

1. Management Issues

We consider biodiversity conservation as one of material issues for the sustainability of the company and will incorporate it into environmental management.

2. Identifying and reducing impacts

We will continuously strive to reduce the impact of our business activities, including raw material procurement, on biodiversity by assessing, identifying, analyzing, and setting numerical targets for the impact of our business activities.

3. Method of proceeding

Giving priority to measures with high impact and effectiveness from both biodiversity and business perspectives

4. Promotion of technological development

With the aim of realizing a sustainable society, we will develop technologies to utilize biological resources, learn from the mechanisms of ecosystems and the origins of living organisms, and promote technological development and production process innovations that leverage the accumulated expertise of these efforts.

5. Collaboration with local communities

We will promote activities to conserve the precious ecosystems remaining in the world and the biodiversity of the countries/regions where we operate, not only with government authorities, but also with local residents, NGOs, and other stakeholders, from the perspective of sustainable development.

6. Activities with the participation of all employees

Enhance understanding and awareness of biodiversity among all employees through proactive actions by top management and company-wide educational programs, encouraging all employees to take part in voluntary conservation activities.

7. Expansion of the loop

We will expand the loop of biodiversity conservation activities by sharing information, knowledge, and experience on biodiversity through activities in collaboration with customers, suppliers, other companies, NGOs, international organizations, and other organizations.

8. Communication

Contribute to raising public awareness of biodiversity conservation activities by proactively disclosing the specific details of our initiatives and achievements.