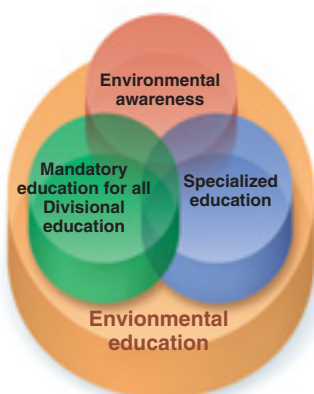


We are making efforts to train our employees so that they will realize that they are global citizens and will promote their individual sustainable environmental management.

To make all-employee participatory sustainable environmental management really effective, the commitment of senior management and the active efforts of all divisions are essential, and so is the fostering of employees who can carry out sustainable environmental management in their own operations. Although sustainable environmental management concerns corporate activities, these activities are the accumulation of the actions of individual employees. The Ricoh Group has about 82,000 employees throughout the world. The results of sustainable environmental management will widely differ depending on the awareness of individual employees. Therefore, we are conducting education and awareness building activities for our employees so that they may grow as “global citizens,” “employees of the Ricoh Group,” and “specialists in promoting sustainable environmental management.”



Implementation of Educational Measures Based upon an Environmental Awareness Survey <Rico Group (Japan)>

The environmental awareness of each employee is important to realize sustainable environmental management. The Ricoh Group defines high environmental awareness as knowledge of the environment and participation in environmental activities. The Ricoh Group takes a variety of measures

for environmental awareness activities and education based upon regular environmental awareness surveys of employees, aiming to foster employees who can spontaneously incorporate environmental viewpoints into their own business activities and put them into practice. In fiscal 2006, elementary environmental e-learning was conducted for employees in Japan, and a pamphlet offering information on sustainable environmental management was distributed.

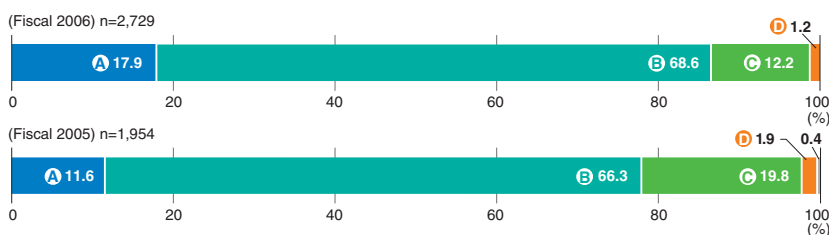
Implementing the Ricoh Group Environmental Awareness Survey in Fiscal 2006

The Ricoh Group has set targets concerning how much environmental knowledge and power of action Ricoh employees should have, and it has prepared and produced an educational curriculum based upon the results of a survey conducted in fiscal 2005. We were able to confirm the effectiveness of the education in the survey conducted in February 2007. Priority in education was given to improving understanding of sustainable environmental management and on how far individual employees' work affected the environment. A comparison of the answers to these questions with those of the previous year revealed significant changes, proving that educational measures were definitely effective. We plan to formulate educational curriculums for each job type and division in the future.

Results of Survey in Fiscal 2006 (extract)

① How far do you understand the phrase sustainable environmental management? Give concrete examples.

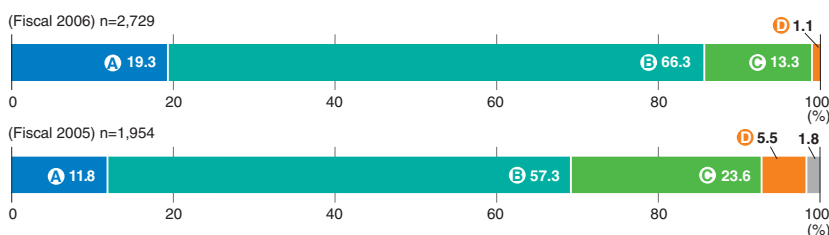
- A I understand it sufficiently and can explain it to others.
- B I understand most of it but cannot explain it to others.
- C I know the phrase but do not understand it well.
- D I do not know what the phrase means.



Comparison with the previous survey The number of employees who selected A or B increased significantly, from 78% to 87%.

② How much do you understand what impact your activities at work have on the environment?

- A I roughly understand what impact they generate and know some of the actual figures.
- B I understand the relationship between them but do not know the actual figures.
- C I have some idea of the relationship between them.
- D I have never thought about it.



Comparison with the previous survey The number of employees who selected A or B increased significantly, from 69% to 86%.

Employee Education and Divisional Education

Elementary Environmental e-learning for Employees**<Ricoh (Japan)>**

An elementary e-learning course, "First Steps to Sustainable Environmental Management," was conducted over the in-house LAN for Ricoh employees in fiscal 2006. The curriculum covered "Current Condition of the Global Environment," "Companies' Missions in Global Environment Problems," "Ricoh Group's Sustainable Environmental Management," "Activity Cases in Respective Divisions," and other subjects. It aimed to enhance understanding and awareness of sustainable environmental management. The English version of this curriculum will be used for employees at Ricoh Group companies abroad, while intermediate e-learning for employees in charge of environmental activities in each of the divisions will be planned and implemented.

**Distributing a Pamphlet on Sustainable Environmental Management to Employees****<Ricoh (Japan)>**

A pamphlet titled "Sustainable Environmental Management by Everyone" was distributed to each employee who completed the elementary environmental e-learning. It is a compact version of the Ricoh Group's Sustainability Report (Environment) and offers information on Ricoh's sustainable environmental management in an easy-to-understand manner, using, for example, simple four-frame comic strips. It is read not only by employees but also by their family members and used as a tool to expand the network of sustainable environmental management.

**Ricoh Group's Sustainable Environmental Management Conference****<Ricoh Group (Global)>**

In February 2007, Ricoh Group's 13th Sustainable Environmental Management Conference was held at the Ohmori Office. Its theme was the "enhancement of sustainable environmental management." At the conference, achievements in sustainable environmental management so far were reviewed, while an explanation was given about the future direction and the progress of the current environmental action plan. A commendation ceremony for the 5th Ricoh Sustainable Development Award was also held during the conference. The Award for Sustainable Environmental Management Improvement Activities was given to Ricoh's Fukui Plant in recognition of its activities to reduce their environmental impact by introducing a cogeneration system and changing fuels¹, and the Award for Technology Applied to Products was given to the Thermal Media Company in recognition of its development of the RECO-View IC tag sheet².

1. See page 38. 2. See page 27.



A scene from Sustainable Environmental Management Conference

European Environment Conference**<Ricoh Group (Europe)>**

The European Environment Conference was held in June 2006 in Schiphol in the Netherlands. Forty-nine people in charge of the environment and recycling from 27 sales subsidiaries and manufacturing subsidiaries in 15 countries in the European region participated in the conference. They explained environmental and recycling conditions, as well as policies regarding environmental and recycling activities. Group discussions were also held about environmental marketing, the collection of used products, and activities to reduce CO₂. In addition, the chosen venue for this year's conference was near the airport in Amsterdam, which is near Europe's midpoint, so that CO₂ emissions caused by the holding of the confer-

ence, including those emitted by the methods of transport used by the participants and electricity consumption in the meeting rooms for the conference, could be reduced. As a result, CO₂ emissions more than halved, from 27.5 tons in the previous year to 11 tons. Furthermore, this year's conference, as well as the previous year's conference, took the "carbon neutral" approach, which means that the CO₂ generated by the conference was completely offset by the planting of trees.



Scene from the European Environment Conference

Eco Challenge Held**<Ricoh Group (Latin America)>**

Ricoh Latin America, Inc. (RLA), which manages sales in Latin America, has held a contest, Eco Challenge, to promote sustainable environmental management by sales subsidiaries since 2001. In Eco Challenge, such matters as the acquisition of ISO14001 certification, establishment of schemes for collection, reuse, and recycling, sales promotion of environmentally-friendly products, and social contribution to environmental conservation are examined. In the 2006 contest, Ricoh Costa Rica, S.A., and Ricoh El Salvador, S.A., received awards, and were invited to visit the factory of Ricoh Electronics, Inc., a manufacturing subsidiary in the U.S. The award aimed to provide them with an opportunity to visit a factory that is carrying out high-level environmental conservation including zero-waste-to-landfill, so that they could use this experience to improve their future activities. Ricoh Latin America intends to fortify sustainable environmental management at its sales subsidiaries in Latin America through this contest.



Visiting Ricoh Electronics' plant

Environmental Awareness Building

Parent-Child Nature School Held

<Ricoh Group (Japan)>

The fifth Ricoh parent-child nature school was held on July 22 and 23 in Afan Woodland in Kurohime in Nagano Prefecture under the joint sponsorship of Ricoh and the C.W. Nicol Afan Woodland Trust, and 24 people (Ricoh employees and their families) participated. This school has been designed to offer parents and children the opportunity to go to woodlands together

and to feel and experience the importance of nature. Participants enjoyed coming into touch with a variety of plants and other living things, with a night hike through the forest and a children's expedition that allowed children to explore the forest by themselves.



Ricoh Group employees and their children participating in the nature school



Participation in European Mobility Week

<Ricoh Group (Europe)>

The Ricoh Group companies in Europe participated in the European Mobility Week (EMW), held from September 16 to 22, 2006. The event, which aims to reduce greenhouse gases via promoting more environmental friendly means of transport, has been held annually within the EU since 2002, and is under the sponsorship of the European Commission*. The Ricoh Group in Europe organized a variety of events ranging from putting up illustrative posters at all its sales subsidiaries in Europe to more active contributions. Ricoh Espana S.A. and Ricoh Norge A.S. presented awards to employees who commuted by environmentally-friendly transport methods, such as public transport. Ricoh Nederland B.V. held an Eco Driving Contest. In addition, 238 staff members of Ricoh Europe B.V. commuted by bike, public transport, car-pooled or walked. In the office building the operation of two elevators out of four was

suspended for the whole week and employees were encouraged to use the stairs. Thus, Ricoh Europe could achieve a reduction in CO₂ emissions of almost 1,000 kg during the Mobility week.

* Administrative organization of the European Union (EU)



Elevators out of service

Specialized Education

Organization of

Environment-Related Courses

<Ricoh Group (Japan)>

To develop personnel who can manufacture environmentally-friendly products or manage chemical substances properly as sustainable environmental management specialists, environment-related courses, such as LCA and recyclable design, are organized for employees at their workplaces.

Environment-Related Courses (Number of Participants)

Name of course	Number of participants in fiscal 2006
Life Cycle Assessment (LCA) (basic)	17
Life Cycle Assessment (LCA) (application)	8
Safety of Supplies (elementary)	26
Safety of Supplies (advanced)	38
Environment-Related Laws and Regulations	91
Noise (basic)	36
Recyclable Design	31
Thermal Design for Office Equipment	19
Ricoh Group's Chemical Substance Management System (outline)	26
Total	292