

Promotion of Environmental Volunteer Activities

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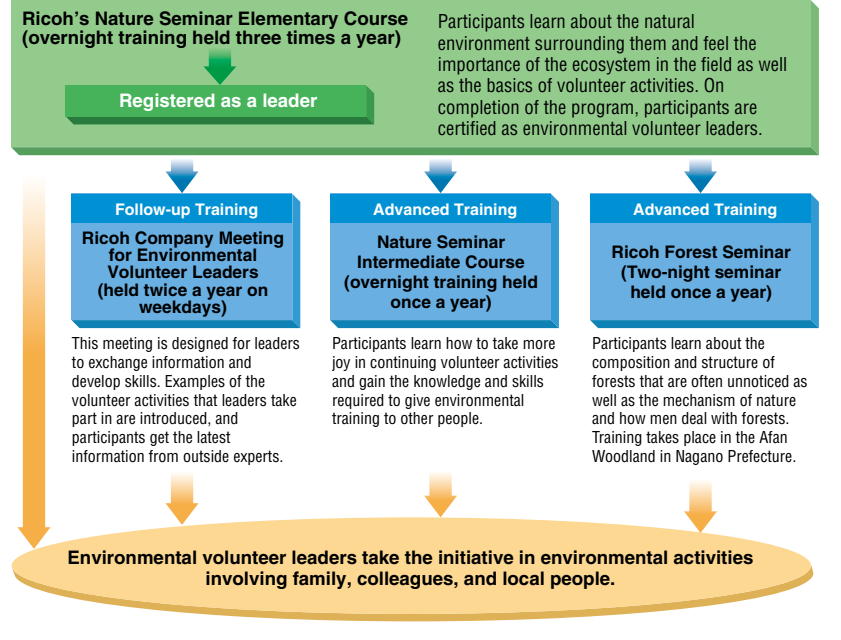
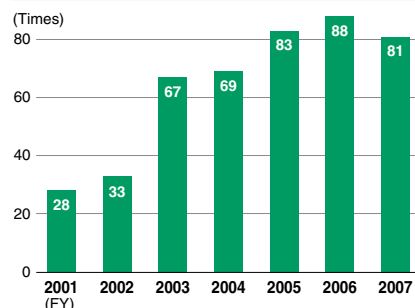
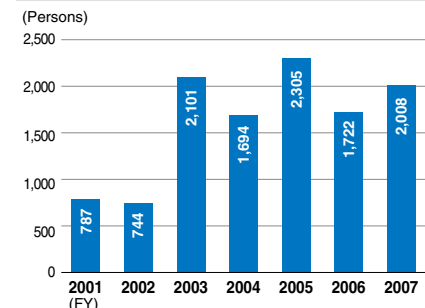
<Ricoh Group (Japan)>

For the conservation of the global environment, it is important for each staff member to carry out activities spontaneously inside and outside the company, maintaining a sense of being a global citizen. Ricoh launched the Environmental Volunteer Leader Development Program in June 1999 as part of its staff training and expanded the program in fiscal 2001 to include staff members working at group companies as well as retired employees. By the end of fiscal 2007, 412 environmental volunteer leaders, including directors, had been fostered. The programs consist of Nature Seminar Elementary Courses, Nature Seminar Intermediate Courses, Forest Seminars, and Ricoh Company Meetings for Environmental Volunteer Leaders. Activities after the seminars are also followed up. After taking a Nature Seminar Elementary Course, each participant engages in volunteer activities involving his or her division or community. Environmental volunteer leaders have expanded their activities significantly. Although at first they worked only with their families and friends, they now participate in more extensive activities involving local children and communities.

Ricoh Company Meeting for
Environmental Volunteer Leaders

On February 28, 2007, the 22nd Ricoh Company Meeting for Environmental Volunteer Leaders was held at Ricoh Atsugi Plant. The meeting, designed for leaders to develop skills and exchange information, is held twice a year as part of the Environmental Volunteer Leader Development Program. The theme this time was "To Expand the Network of Natural Environment Conservation into the Community." About 90 people participated in the meeting—including not only environmental volunteer leaders, but also other Ricoh employees, as well as representatives from other companies in the Atsugi area, administrative bodies and NPOs.

Environmental Volunteer Leader Development Program

Number of Activities Sponsored by
Environmental Volunteer LeadersNumber of Participants in Activities Sponsored
by Environmental Volunteer Leaders

People from NPOs that have been working to expand the network of natural environment conservation through environmental education were invited to give lectures, and they talked about the purposes and methods of promotion as well as troubles they went through and their creative ideas. In the panel discussion, Ricoh employees certified as environmental volunteer leaders joined the lecturers, and they had a lively discussion about the issues and the roles of companies and individuals that must be considered when expanding the network of natural environment conservation into the community through volunteer activities.



Trash Survey in Tanzawa

On May 12, 12 Ricoh Group employees participated in the survey of trash in Tanzawa, organized jointly by Tanzawa Gomi Chosa-Kai and Yokohama Miroku Sangaku-Kai. This project aims to help prevent careless discarding of trash by surveying and collecting trash left on mountain trails and identifying the reasons why such trash is thrown away. They collected 11 bags of burnable trash and 17 bags of unburnable trash on the day.



Environmental Volunteer Activities

Community Forest Conservation on Mt. Satsuki (Mt. Sekku) in Ikeda City

On May 19, 10 Ricoh environmental volunteer leaders and Ricoh Group employees participated in the satoyama (community forests) conservation activities organized by Satsukiyama Green Echo on Mt. Satsuki (Mt. Sekku) in Ikeda City, Osaka Prefecture. They cut down withered bamboos and cleared the forest floor, and as a result, the bamboo forest that used to be thick with bamboos turned into a new bright forest.



Thicket Conservation by Lake Shinsei

On June 12, 9 people, including members of the Hatano Thicket Conservation Group, one of Ricoh's environmental volunteer groups, and their families, carried out conservation activities in thickets by Lake Shinsei in the suburbs of Hadano City, Kanagawa Prefecture. They weeded and picked up small branches. They then made wood chips from the collected branches and spread them on footpaths, which was welcomed by local residents who said, "Now it's easier to walk."



Conservation of Afan Woodland

On September 23 and 24, 11 members of Ricoh Yadoriki Shinboku Group carried out conservation activities in Afan Woodland in Kurohime, Nagano Prefecture. To cooperate with the C.W. Nicol Afan Woodland Trust in forest conservation activities, they surveyed the vegetation of the trees in the woodland that the Trust planted 4 years ago, and weeded the new lot of land the Trust purchased.



Replacement of Thatched Roofs of an Old Private House Designated as a Cultural Asset

On November 10, 10 members of Shishigaya Green Zone Conservation Group, a Ricoh environmental volunteer group, helped replace the thatched roof of the Yokomizo Residence, an old private house located in Tsurumi-ku, Yokohama City that is designated as a cultural asset. They carried away waste thatch and took care of other work, and the locals, including people related to the old house, were really thankful.



Conservation of Ricoh Chiba's Fureai-no-Mori

On November 17, 30 people, including members of Wakaba-Ku Shimoizumi Satoyama Conservation Group for Ricoh Chiba's Fureai-no-Mori, one of Ricoh's environmental volunteer groups, and their families, carried out forest conservation activities for the 34th time. Amid the chill of late autumn, they thinned Japanese cedars and repaired steps in the forest, aiming to create a mixed forest.



Sample Activities in Japan

2007 Festa Coste del Gomi in Senbonhama in Shizuoka Prefecture <Ricoh Numazu Plant etc.>

On June 17, 130 people, which was the largest number ever, participated in 2007 Festa Coste del Gomi in Senbonhama held in Numazu, Shizuoka. They included employees of Ricoh Numazu Plant and Ricoh Group companies, staff members of temporary staffing agencies, and their families. Parents and children collected trash during a "treasure hunt" and enjoyed this worthwhile event.



Creation of Hyakunen-no-Mori and Aya-no-Mori in Shizuoka Prefecture <Shizuoka Ricoh Co., Ltd., Ricoh Chubu Co., Ltd.>

On September 16, 7 employees of Shizuoka Ricoh Co., Ltd. and Ricoh Chubu Co., Ltd. participated in the Hyakunen-no-Mori and Aya-no-Mori Project carried out in the Sumatakyo Valley along the upper course of Oi River. This project is part of activities to replace conifers with broad-leaved trees to vitalize mountains and forests. They built fences to protect young trees from deer and Japanese antelopes.



"Forests on Mt. Fuji Created by the Green Fund-Raising Campaign" in Shizuoka Prefecture <Ricoh Leasing Co., Ltd., etc.>

On September 1, 160 employees of Ricoh Leasing Co., Ltd. and the Ricoh Group joined activities in "Forests on Mt. Fuji Created by the Green Fund-Raising Campaign," sponsored by the National Land Afforestation Promotion Organization. Since fiscal 2005, Ricoh Leasing has donated to the Project to Restore National Forests at the Foot of Mt. Fuji while engaging in conservation activities twice a year. The national forests were seriously damaged by a typhoon in 1996. This time, participants conducted weeding to help the previously planted trees grow.



Beautification and Conservation of Natural Forest Environment in Yamanashi Prefecture <Yamanashi Branch of Ricoh Sales Co., Ltd., etc.>

On October 20, 35 employees of Ricoh Sales Co., Ltd. and the Ricoh Group weeded and culled excessive Japanese larches in the community forest preserve surrounding Sawara Pond on Mt. Amari in Yamanashi Prefecture. They were the first activities that were carried out in compliance with the Community Forest Preserve Maintenance Agreement concluded by Yamanashi Prefecture, Nirasaki City, and the Yamanashi Branch of Ricoh Sales. They plan to conduct such activities continually twice a year.



Conservation Activities for a Forest Park in Ibaraki Prefecture <Ricoh Printing Systems, Ltd.>

On September 2, 16 employees of Ricoh Printing Systems, Ltd. carried out conservation activities in a forest park in Mito City, Ibaraki Prefecture. Under the comfortable weather, they struggled with the unaccustomed use of scythes for weeding. After the hard work, they listened to a member of the Ibaraki Forest Club, which offered support to the activities, talk about forest volunteer activities.



Afforestation Activities to Develop Forests Rich in Water and Greenery in Miyazaki Prefecture <Miyazaki Ricoh Co., Ltd.>

On March 20, volunteer activities to develop forests rich in water and greenery, organized by Miyazaki Prefecture, were carried out in Kiyotake Citizens' Forest, where seven people from Miyazaki Ricoh Co., Ltd., including their families, participated. All in all, 270 people participated, planting about 2,000 wild cherry trees, blue Japanese oaks, etc. all at once.



Map of Forest Conservation Activities by Sales Subsidiaries in Japan

Hokkaido

- Volunteer activities to restore the forest on Mt. Tarumae (Hokkaido Ricoh)
- Arbor Day in Sennen-no-Mori (Hokkaido Ricoh)
- Moiwayama Cleanup Climb (Hokkaido Ricoh)
- 58th National Arbor Day (Hokkaido Ricoh)

Akita Prefecture

- Social gathering for forest volunteers (Akita Ricoh)
- Tree planting volunteer experience on Mt. Shirakami (Akita Ricoh)
- Tree planting volunteer experience at Shimohama Beach (Akita Ricoh)
- Japanese beech planting volunteer experience on Mt. Ryugamori (Akita Ricoh)

Iwate Prefecture

- Morioka Afforestation Festival by Citizens (Iwate Ricoh)

Yamagata Prefecture

- Yamagata Mori-no-Kanshasai (Yamagata Ricoh)

Miyagi Prefecture

- Arbor Day in Zao (Ricoh Tohoku)

Fukushima Prefecture

- Afforestation activities on Mt. Myonjingadake (Fukushima Ricoh)
- Afforestation activities on Mt. Hakase (Fukushima Ricoh and Ricoh Technosystems)

Gunma Prefecture

- Arbor Day in Gunma Prefecture (Gunma Ricoh)
- Afforestation activities in Mine Park (Gunma Ricoh)

Saitama Prefecture

- Thicket conservation on Mt. Kannon (Ricoh Sales and Ricoh)
- Conservation of Sayama Hills (Ricoh Sales, Ricoh Technosystems, and Ricoh)
- Conservation of Ohya thicket in Higashimatsuyama City (Ricoh Sales, Ricoh Technosystems, Ricoh Software, and Ricoh)

Chiba Prefecture

- Conservation of Ricoh Chiba's Fureai-no-Mori (Ricoh Sales, Ricoh Technosystems, NBS Ricoh, and Ricoh)

Tokyo

- Tachikawa Kids Nature Exploration (Ricoh Sales)

Kanagawa Prefecture

- Conservation of Shishigaya Green Zone (Ricoh Sales, Ricoh Technosystems, and Ricoh)
- Maintenance of bamboo forest in Murase-no-Mori (Ricoh Sales)
- Community nature conservation activities (Ricoh Sales)
- Conservation of Harudake-no-Mori (Ricoh Sales)
- Gathering at the Yadoriki spring in Kanagawa Prefecture (Ricoh Sales)
- Thicket conservation by Lake Shinsei (Ricoh Sales)

Yamanashi Prefecture

- Environmental beautification and conservation activities for natural forests (Ricoh Sales and Ricoh Technosystems)
- Cleanup campaign on Mt. Fuji (Yamanashi Ricoh)

Shizuoka Prefecture

- Afforestation activities on Mt. Fuji (Ricoh Sales and Ricoh)
- Forests on Mt. Fuji Created by the Green Fund-Raising Campaign (Ricoh Sales, Ricoh Leasing, and Ricoh)
- Hyakunen-no-Mori and Aya-no-Mori Project (Shizuoka Ricoh and Ricoh Chubu)

Mie Prefecture

- 35th Suzuka Range Cleanup Climb (Mie Ricoh)

Nara Prefecture

- Afforestation volunteer experience (Nara Ricoh)

Fukui Prefecture

- Maintenance of the environment in Boken-no-Mori on Mt. Jouyama (Fukui Ricoh)

Osaka Prefecture

- Conservation activities on Mt. Sekku by Ikeda Green Echo (Ricoh Kansai)

Tottori Prefecture

- 53rd Arbor Day in Tottori Prefecture (Tottori Ricoh)
- Festival of Thanks for Forest Blessings (Tottori Ricoh)

Okayama Prefecture

- Conservation of Kurashiki Beautiful Forest (Okayama Ricoh and Ricoh Technosystems)

Shimane Prefecture

- Afforestation activities in the Yasugi area (Shimane Ricoh)

Kochi Prefecture

- Conservation of the Hokigamine Forest Park (Shikoku Ricoh)

Fukuoka Prefecture

- Planting of 100,000 trees in Koga City (Ricoh Kyushu)
- Conservation of the Onojo Trust Forest (Ricoh Kyushu)

Oita Prefecture

- Tree planting activities around the Kitsuki Cultural Gymnasium (Oita Ricoh)

Miyazaki Prefecture

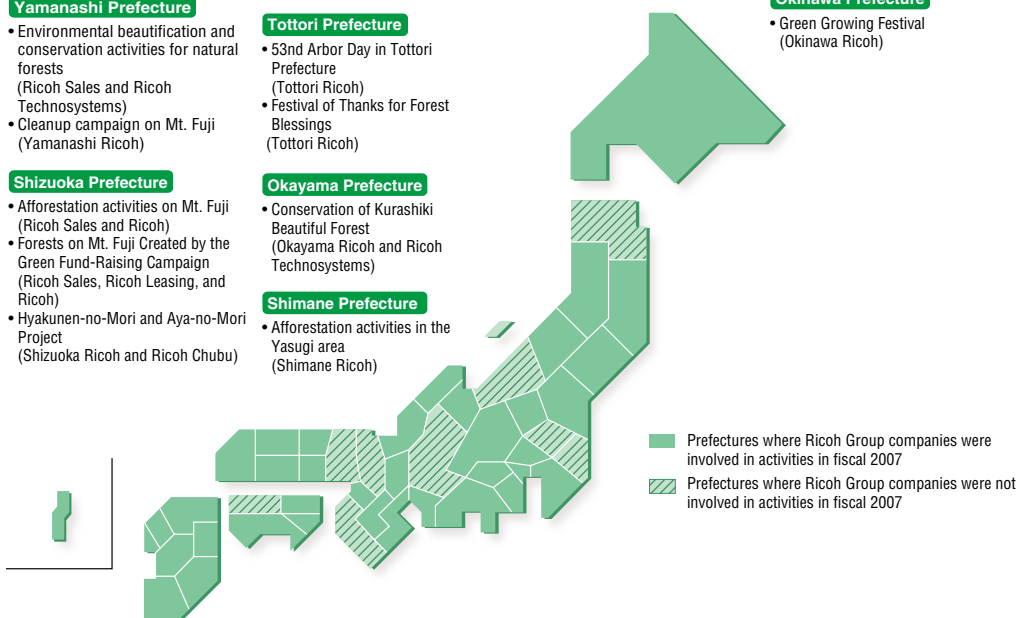
- Afforestation activities in the Kanmuridake Furusato Millennium Forest (Miyazaki Ricoh)
- Development of forests rich in water and greenery (Miyazaki Ricoh)
- Afforestation activities by the Acorn Millennium Forest Project (Ricoh Technosystems)

Kagoshima Prefecture

- Kyushu Homeland Forestation Program (Kagoshima Ricoh)

Okinawa Prefecture

- Green Growing Festival (Okinawa Ricoh)

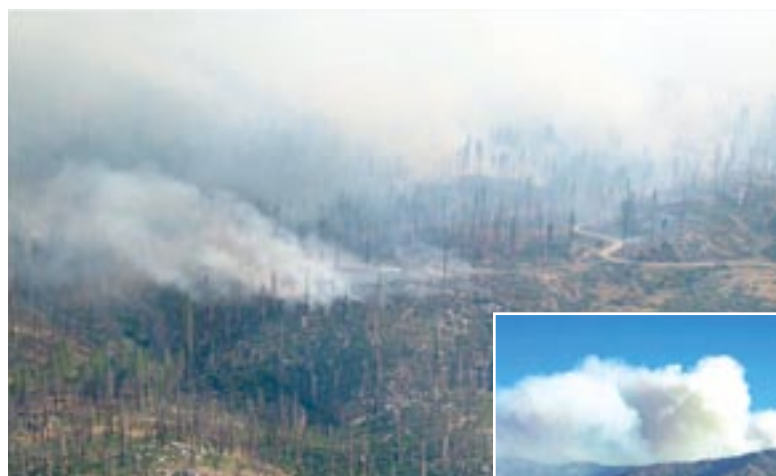


Sample Activities outside Japan

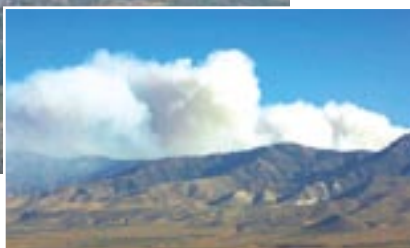
Tree Planting Activities in Cooperation with Customers

<Ricoh Hong Kong Limited (Hong Kong)>

Ricoh Hong Kong Limited (RHK), a sales subsidiary, has engaged in the restoration of woodland in Tai Lam Country Park, ravaged by forest fire in 2006. The kick-off ceremony held on June 9, 2007 was attended by more than 100 people in total, including RHK employees, their family members and staff from 12 customer companies. More than 10,000 trees will be planted on two hectares of land over the next three years. RHK believes that to preserve the environment, it is also important to raise the awareness of employees and customers through environment-conscious social contribution activities.



Large-scale fire in San Bernardino in Southern California



Support for Restoration of Forests Destroyed in Large-Scale Fire

<Ricoh Americas Corporation (U.S.)>

In October 2007, a large-scale fire broke out in southern California and destroyed vast areas of forest. Ricoh Americas Corporation (RAC), Ricoh's regional sales headquarters for the Americas, donated \$10,000 in March 2008 for the restoration of approximately 100 million acres* of woodland in the San Bernardino National Forest destroyed in the fire. This gift of money will be used to grow seedlings of endangered species. Nursery trees will be planted in fiscal 2009.

* One acre is about 4,047 m².

Support for Mangrove Planting in a National Park

<Ricoh (Malaysia) Sdn. Bhd. (Malaysia)>

Ricoh (Malaysia) Sdn. Bhd. (RMS), a sales subsidiary, planted mangrove seedlings in Tanjung Piai National Park from November 10 to 12, 2007. Looking out on the Straits of Malacca, the national park serves as a corridor that connects two important marshlands. The activity attracted 70 RMS employees, 59 students and volunteers and five customers. They listened to a talk on the roles played by mangrove forests and marshlands in the ecosystem and then planted 500 mangrove seedlings.



TOPIC

Leadership in Environmental Conservation in Local Community

We are expanding the network of local environmental conservation activities through environmental awareness building and vegetable garden experience programs for children.

<Ricoh Distribution Center (Uruguay)>

Organically grown vegetables donated to a local elementary school

At Ricoh Distribution Center (RDC), a distribution site in Uruguay, employees grow squashes, onions, cabbages and other vegetables organically, using organic waste generated from employees' leftover meals. This effort is promoted by volunteer employees as a part of Ricoh's Zero-Waste-to-Landfill activities. RDC started reclaiming land in fiscal 2003, sowed seeds in October 2004 and harvested vegetables for the first time in March 2005. Harvested vegetables are always donated to Villa Castellana Elementary School, as a contribution to the local community.

Raising children's awareness of environmental conservation

Exchanges with the elementary school began before the vegetable donation program. Since 2003, RDC has put together books on global warming and water, read them to students and donated the books on a continuous basis to raise awareness of environmental issues in the local community. Moreover, since fiscal 2007, RDC has invited students at EYTAC, a school for disabled children in Montevideo, the capital of Uruguay, to visit RDC's vegetable garden and offered them the opportunity to try vegetable gardening and interact with nature, which cannot be experienced through ordinary school programs. In fiscal 2008, RDC plans to keep bees, harvest the organic honey and donate it to the school.



Harvesting vegetables grown by employee volunteers

Calling for support for environmental conservation

RDC informs the local community of its environmental activities and calls for support for its activities through local newspapers in an effort to expand the network of environmental conservation. As a result, more companies have started support activities in the Free Zone area where RDC is located.

Expanding the Network of Tree Planting Activities

<Ricoh New Zealand Ltd. (New Zealand)>

The Auckland office of sales subsidiary Ricoh New Zealand Ltd. (RNZ) started its tree planting program on Motuihe Island in 2004. Thus far, the Ricoh Auckland staff have planted 6,500 trees. For its 2007 activities, its fourth visit to the Island, the office invited customers and their families in addition to its employees and their families. Ninety-six participants completed the planting of 1,500 seedlings in a record-breaking one hour. Afterwards, they had a good time and enjoyed a barbecue. The children also enjoyed playing in the tree planting area and on the beach. Later, the office received words of gratitude from the customers who were invited.

