

Request for agreement to and cooperation with the Ricoh Group Supplier and Partner Code of Conduct

Ricoh Group believes that mutual development with suppliers and partners is important. Ricoh Group shares the importance of CSR with them and is striving to deepen understanding through interactive communication while building strong relationships of trust and long-term cooperation. Hence, Ricoh Group would like our suppliers and partners to work together to ensure a safe working environment, promote dignity and respect for all our workers, fulfill environmental responsibilities, and conduct business in an ethical manner.

In November 2019, Ricoh joined the RBA (Responsible Business Alliance). The RBA is a corporate alliance that promotes corporate social responsibility in the global supply chain. Ricoh Group respects the common goals and spirit of the RBA and adopts the RBA methodologies and methods and strives to implement them. Ricoh Group shares a code of conduct with suppliers and partners that reflects the RBA approach.

The Ricoh Group recognizes the RBA Code of Conduct, which is derived from major global human rights standards, as the Ricoh Group Supplier and Partner Code of Conduct. Our suppliers and partners are requested to conduct business based on this Code of Conduct. To ensure compliance with this code of conduct, Ricoh Group requests the person in charge in our suppliers and partners to sign and submit this agreement form with Ricoh Group Code of Conduct.

Please note that this Code of Conduct may be revised in the future to reflect changes in applicable laws, regulations, and societal expectations.

By agreeing to this Code of Conduct, you acknowledge and agree that your company will comply with the most recent version of the Code of Conduct, including any revisions made thereafter.

The latest information regarding the Code of Conduct is available on Ricoh's official website at the link below. We kindly ask that you review it periodically.

Ricoh Official Website: <https://www.ricoh.com/sustainability/society/scm>

Ricoh Company, Ltd.

Agreement Form

We have confirmed the contents of the Ricoh Group Supplier and Partner Code of Conduct and agree to the initiatives outlined in this code.

In addition, we will make improvements with Ricoh Group to items that do not conform with the Code.

Date _____

Company name _____

Title _____

Name _____

(Signature or Stamp)

*The signature or stamp is requested from the representative or the person in charge of the division to which authority is delegated.