

## We are making efforts to conserve global forest ecosystems and enhance our employees' global citizen awareness.

To conserve the global environment, it is important not only to reduce environmental impact, but also to maintain and enhance the resilience of the global environment. The Ricoh Group is promoting forest ecosystem conservation projects at many places all over the world in partnership with environmental NPOs and local communities. In Japan, the Ricoh Group is implementing an Environmental Volunteer Leader Development Program to enhance each employee's global citizen awareness and support environmental conservation activities conducted by local communities.

### Forest Ecosystem Conservation Projects

#### <Ricoh Group/Global>

On the earth, various life habitats exist and unique ecosystems are maintained in forests, grasslands, lakes and ponds, coral reefs and oceans. If these ecosystems are damaged, the possibility would be extremely high that the natural environment including water, air, climate, soil, etc. that is indispensable for maintaining the life of human beings would be harmed. Ricoh places priority on forest ecosystems with rich biodiversity and is promoting forest ecosystem conservation projects in partnership with environmental NPOs and local communities. For details, see the ECO TODAY\* environmental web site.

\* [http://www.ricoh.co.jp/ecology/ecotoday/index\\_e.html](http://www.ricoh.co.jp/ecology/ecotoday/index_e.html)

#### ● Two Projects Completed in fiscal 2003

##### Restoration of Tama Hills Satoyama (Community Forests)

The community forests of Tama Hills, which extend over the suburbs of Tokyo, were left devastated after the living environment changed and these forests were not maintained. Ricoh determined that it was important to restore and conserve valuable natural environments that are left undeveloped. Ricoh has therefore support-



Ricoh Group employees who participated in volunteer activities

#### Ricoh Group's Forest Ecosystem Conservation Projects

Company	Country	Project		NPO	
		Name	Activity	Name	Descriptions
Ricoh Corporation	Mexico	Conservation of the Sierra Tarahumara forest, riverheads, and ecosystem	Restoration of a riverhead forest	WWF	The world's largest environmental protection NPO strives to conserve biodiversity in a variety of ways, from protecting ecosystems to preventing global warming
Ricoh Europe B.V.	United Kingdom	Participation in the virgin forest conservation campaign hosted by the Woodland Trust	Three-year support of the virgin forest conservation campaign, aiming to restore biodiversity	Woodland Trust	The Woodland Trust, the UK's leading woodland conservation charity, was established in 1972. With over 1,000 woods in its care, covering approximately 20,000 ha, the Trust is dedicated to the protection and conservation of our native woodland heritage
Ricoh Asia Pacific Pte Ltd.	Australia	Support of Earth Keeper™, an environmental education program conducted by Warrimoo Public School	A program in which children learn about ecosystems and environmental issues in Australia and plant trees	Warrimoo Public School	Teaches students about the environment through forest conservation activities, focusing on a project called Earth Keeper™, which gives children the skills to live in harmony with nature
	Hong Kong	Restoration of a riverhead forest in Sai Kung, Hong Kong	Restoration of a riverhead forest that was destroyed in a fire	Friends of the Earth Hong Kong	Enhances citizens' interests in the environment, ecology, and resources and develops activities to promote their efficient use
Ricoh Co., Ltd.	Philippines	Restoration of tropical rain forests*	Restoration of rich forests where the Philippine Eagle and other forest creatures can coexist with people	Conservation International	Develops activities using funds and human resources for the conservation of biodiversity (1,200 members in 32 countries)
	Malaysia	Restoration of tropical forests and orangutan habitats*	Expansion of the habitats of endangered species, including the orangutan	WWF	The world's largest environmental protection NPO strives to conserve biodiversity in a variety of ways, from protecting ecosystems to preventing global warming
	China	Restoration of temperate forests and giant panda habitats*	Conservation of habitats for endangered species, including 437 vertebrates, such as the giant panda, and 4,000 plants, to prevent their extinction	WWF	The world's largest environmental protection NPO strives to conserve biodiversity in a variety of ways, from protecting ecosystems to preventing global warming
	Japan	Conservation of the Afan Forest in Kurohime, Nagano*	Conservation of natural forests that have enough space and food for bears, dormice, and other animals to live and where people can feel close to nature	C.W. Nicol Afan Woodland Trust	Researches and studies the forest ecosystem as well as conducts environmental conservation activities with the idea of establishing a forest where mankind can live without harming the natural environment
	Japan	Conservation of the Yanbaru Forest in Okinawa*	Conservation of habitats of endangered species unique to the region, including Rallus okinawae	Yanbaru Forest Trust	Aims at securing trust sites for wildlife, contributing to the conservation of habitats and other natural environments in northern Okinawa, which is blessed with rich biodiversity
	Ghana	Restoration of tropical rain forests	Preservation of forests through sustainable agriculture, specifically, raising cocoa in the shades of trees so that people can live with other living things	Conservation International	Develops activities using funds and human resources for the conservation of biodiversity (1,200 members in 32 countries)
	Sri Lanka	Conservation and restoration of forests at World Heritage Sites	Preservation and expansion of forests where the Sri Lankan long-tailed fowl can live	Field Ornithology Group of Sri Lanka	Conducts research in bird ecology in Sri Lanka and develops domestic and overseas environmental conservation activities for bird habitats
	Bangladesh	Restoration of satoyama (community forests)	Education of children, development of afforestation activities, and raising of saplings	Bangladesh Poush	Provides environmental education especially to children and promotes afforestation activities in Sri Lanka

\* For each project, flag species are mentioned in the column of activities. These projects aim at conserving not only flag species, but also all forest ecosystems in the area.

\* To sustain social contribution activities, Ricoh established a social contribution reserve system. With the approval of shareholders at their general meeting, an amount equal to 1% (maximum ¥200 million) of the amount of net income after deducting the dividend is deposited in the reserve fund every year. The above-mentioned projects are financed by this reserve fund.

ed the Tama Hills community forest restoration project since fiscal 2000. Citizens of Hachioji and Hino cities, employees and officers of Ricoh, and local residents have conducted joint restoration/conservation activities. Although the project was completed in fiscal 2003, local citizens and employees of the Ricoh Group are continuing their activities.

### Conservation of Virgin Mangrove Forests in Brunei

The Ricoh Group has supported the mangrove forest conservation project since fiscal 2000. The achievement of the project was reported at the October 2003 International Symposium on Conservation and Wise Use of Mangroves in Southeast Asia, held in the capital city of Brunei. Since Japanese companies and organizations have strongly emphasized the importance of conservation of these forests, the Brunei government and University Brunei Darussalam has understood the importance of conservation activities and actively began to conduct them. As Ricoh's original objective to trigger forest conservation activities was achieved and local people now routinely conduct these activities, Ricoh decided to end its support to the project.



Inspection by Ricoh employees

### Support for the Promotion of Sustainable Farming <Ricoh/Ghana>

## Conservation of forests leads to a better life. Many residents began to understand the benefits of forests.

The Republic of Ghana, located in the western part of Africa, is a farming country, and the export of cacao is the main support of its economy. The country's problem is that farmland expansion is accomplished by cutting down forest trees, as in the case of other developing countries, and forests are depleted. To help solve this problem, farming to grow cacao without cutting down trees was introduced. Since fiscal 2002, Ricoh has been supporting activities to promote sustainable farming in forests in partnership with environmental NPOs, with the aim of restoring rain forests in Ghana.

### Support for the Promotion of New Cacao Growing in Forests

Traditionally, cacao was grown in cultivated fields that were developed by cutting down forest trees, however the problem was that continued monoculture led to soil degradation. Crops were vulnerable to diseases and bugs, sustainable farming on the same fields became impossible, and new fields had to be developed by cutting down more forest trees. As the population increased, forest trees were cut down on a large scale. As a result, forest creatures such as forest elephants and Diana monkeys were about to become extinguished. A new method to grow cacao in forests, without cutting down forest trees, was therefore introduced. One type of

cacao grows in the shade. The local communities that grew this kind of cacao in forests could increase their income and became better off than before. Those residents who realized that forest conservation leads to a better life began to understand the benefits of forests more fully than before. At present, about 350 residents in eight communities use this method to grow cacao. In the future, Ricoh will ask agricultural cooperatives in Ghana to introduce the use of this method for sustainable cacao growing to other communities. Ricoh would like to introduce this method to other tropical countries.





## Sample Activities Outside Japan

### Riverhead Forest Conservation

#### <Ricoh Corporation/Mexico>

In February 2004, Ricoh Corporation, the regional sales headquarters for the Americas, began supporting the conservation of the Sierra Tarahumara forest in Mexico with the World Wide Fund for Nature (WWF). The forest covers 60,000 square kilometers and is the source of several rivers. It is the habitat of pine and oak trees indigenous to the area. The aim of the forest conservation is to protect precious riverheads that supply water to the entire North Mexico region of 1.5 million residents and 600,000 hectares of agricultural land.



Ricoh Corporation employees and the WWF afforestation team visiting the Sierra Tarahumara

### Supporting the Corporate Afforestation Scheme

#### <Ricoh Hong Kong/Hong Kong>

Since 2001, Ricoh Hong Kong Ltd. has worked with Friends of the Earth (FoE) in the Corporate Afforestation Scheme in support of the Hong Kong Special Administrative Region Government's initiatives in restoring the woodland in Sai Kung, Hong Kong, that was destroyed in a fire. On December 7, 2003, 197 employees and their families re-visited the woodland and took care of the saplings they had planted.



Ricoh Hong Kong employees and their families who took care of saplings



Ricoh Corporation employees in the Sierra Tarahumara

### Supporting an Environmental Education Program for Children

#### <Ricoh Australia/Australia>

Since March 2003, Ricoh Australia Pty, Ltd., a sales company, has supported Earth Keeper™, an environmental education program conducted by Warrimoo Public School in a suburb of Sydney. The program is for five- and six-year-olds and designed to teach them about ecosystems and environmental issues in Australia. On July 25, School's Tree Day, Ricoh Australia provided funds to purchase 260 saplings, and the company's employees helped school children plant the saplings and developed a rapport with them.



Ricoh Australia helped these children to plant saplings

### Promoting Children's Awareness through Afforestation Activities

#### <Ricoh Asia Pacific and Ricoh Singapore/Singapore>

Ricoh Asia Pacific Pte. Ltd., the regional sales headquarters for the Asia-Pacific Region, and Ricoh Singapore Pte. Ltd., a sales company, worked together with the Singapore Environment Council and National Parks & The Green Volunteer Network to plant saplings at a park on November 8. They planted 100 trees with the help of more than 200 children. At the program, events were held to promote environmental awareness, such as a nature art contest and an environmental trivia quiz.



Employees of Ricoh Asia Pacific and Ricoh Singapore plant saplings

## Sample Activities in Japan

### Afforestation

#### <Ricoh Malaysia/Malaysia>

On March 20, Ricoh Malaysia Sdn. Bhd., a sales company, participated in an afforestation project at a botanical garden at the Forest Research Institute Malaysia. The company donated RM10,000 for this project, and 76 employees and their families helped the institute's staff plant 100 trees.



Employees of Ricoh Malaysia after planting saplings

### Afforestation

#### <Ricoh Asia Industry (Shenzhen)/China>

Ricoh Asia Industry (Shenzhen) Ltd., a manufacturing company in Shenzhen, China, joined in the afforestation activity on December 27 at the World Horti-Expo Garden, where 40 cities and 12 countries participated in the horticultural exhibitions. Thirty-seven employees volunteered to plant 20 trees as a way to contribute to green expansion.



Employees of Ricoh Asia Industry plant saplings

### Mt. Kannon Environmental Improvement Volunteer Activities

#### <Saitama Ricoh Co., Ltd.>

On June 29, 2003, 12 employees of Saitama Ricoh participated in environmental improvement activities organized by the Saitama Council of Nature Conservation Instructors, The Nature Conservation Society of Japan. They conducted activities to conserve Nikko Kisuge (a kind of day-lily), Katakuri (dogtooth violet), and Wasurenagusa (forget-me-not) habitats.



Volunteer activities by Saitama Ricoh employees

### Planting of Buna (Japanese beech) at Tomeyama, Hachimori-machi

#### <Akita Ricoh Co., Ltd.>

176 employees (about 95% of all employees) of Akita Ricoh belong to the Akita Ricoh Environmental Conservation Club. Contributions from club members and matching funds from Akita Ricoh are provided to environmental groups. The club members participate in forest conservation activities. On September 5, 2003, the club members participated in tree-planting activities organized by the Shirakami Nature Association.



Club members and their family members planted Buna (Japanese beech)

### Citizens' Forest Project in Nagano City

#### <Nagano Ricoh Co., Ltd.>

Employees of Nagano Ricoh participated in the citizens' forest creation project implemented under Nagano City's Agenda 21 Nagano Environmental Action Plan. They are promoting activities with citizens to create a forest that will be a place of play, relaxation, recreation, and learning.



Employees of Nagano Ricoh and their family members participated in the project

### Activities to Conserve

#### Fureai-no Mori

#### <Ricoh Kyushu Co., Ltd.>

Together with local residents, employees of Ricoh Kyushu are promoting activities to conserve the national forest named Fureai-no Mori, which is located in Sefuri village, Saga Prefecture. They improved footpaths and cut down dead trees. They plan to organize a nature seminar for local children in the future.



Employees of Ricoh Kyushu participated in activities to improve forest conditions



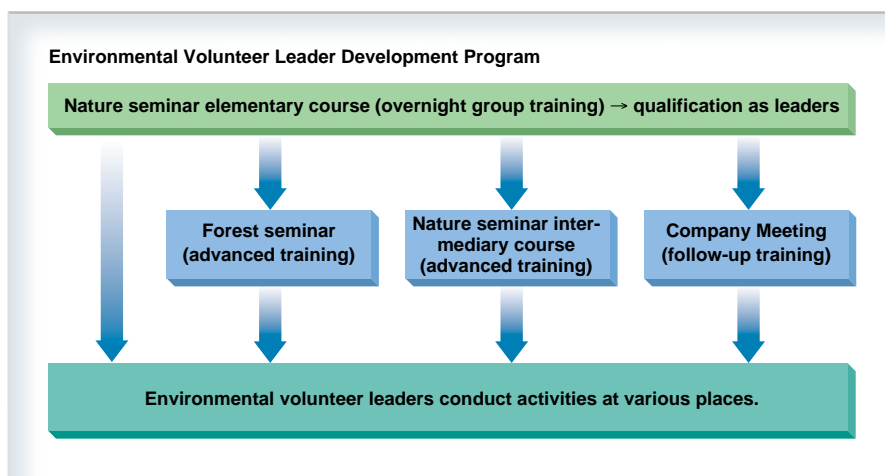
## Environmental Volunteer Leader Development Program

### <Ricoh Group/Japan>

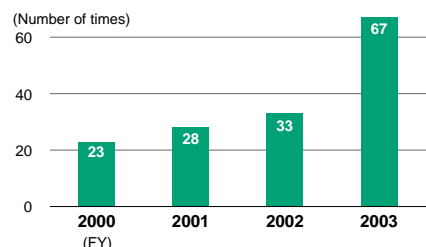
To conserve the global environment, it is important for each employee to volunteer for both company-run and outside environmental conservation activities as a global citizen. However, at present, in comparison with the United States or Europe, very few people in Japan participate in citizens' groups or volunteer activities. To encourage employees to participate in such volunteer activities, it is important, among other things, that companies enhance the

environmental awareness of their employees. It is also effective to seek assistance from environmental conservation NPOs, which are pioneers in environmental conservation, in order to conduct training programs that can motivate employees and continually remind them to preserve nature. In June 1999, the Ricoh Group launched an Environmental Volunteer Leader Development Program as part of its employee training program. In fiscal 2001, the program was expanded to include Ricoh Group employees and retirees. By the end of fiscal 2003, as many as 245 persons, including executives, became environmental

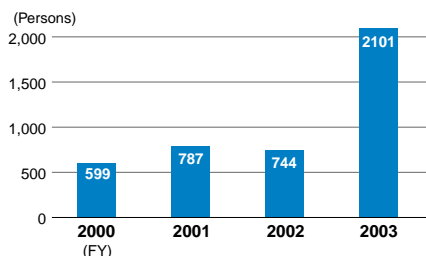
volunteer leaders. The leadership-training program consists of the elementary and intermediary courses at Ricoh nature seminars, forest seminars and Ricoh Company Meetings for Environmental Volunteer Leaders. Actual environmental activities of these leaders will be followed up after they have attended the training program. Following the elementary course, each leader will develop environmental volunteer activities in close cooperation with their divisions or local communities.



Number of Environmental Volunteer Activities



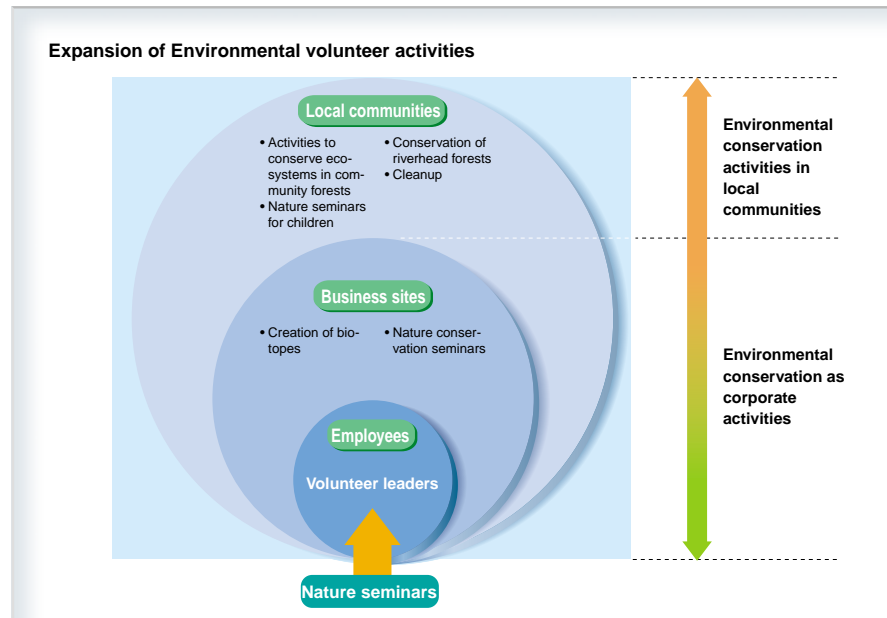
Number of Participants in Environmental Volunteer Activities



## Expansion of Environmental Volunteer Activities

### <Ricoh Group/Japan>

Activities of environmental volunteer leaders have increasingly expanded from those of employees and their family members/friends to those of these persons and local communities, including children. Sales companies now conduct volunteer activities that production sites across the country began.



## Environmental Volunteer Activities

### Activities for Which Business Sites are Opened



#### Nature seminar/Ricoh Fukui Plant

On May 21, 2003, the biotope was opened to 29 children of nearby Higashijugo Kindergarten. They observed butterflies and dragonflies living in the area.



#### School of nature/Ricoh Gotemba Plant

On April 19, 2003, a school of nature was organized for children. Fifty-eight persons, including family members of Ricoh employees, enjoyed making things from bamboo.



#### Natural Environment Seminar/Ricoh Keiki Co., Ltd.

On June 28, 2003, a seminar on natural environment and rearing of stag beetles was organized for elementary school children and their parents (about 30 in total) in Kanzaki town, Kanzaki-gun, Saga Prefecture.

### Activities for Local Communities



#### Children's Eco Club National Festival/Tohoku Ricoh Co., Ltd.

At the Children's Eco Club National Festival in Sendai, held on March 28, 2003, a mock eco road\* was demonstrated.

\* Abandoned wooden pallets are crushed into wood chips, and these wood chips were spread on a green space to make a footpath.



#### Conservation of the Green Zone in Shishigaya City

On November 8, 2003, activities to weed out goldenrod were conducted to conserve the green zone in Shishigaya City's citizens' forest.



#### Beach Cleaning at Kamakura

On September 15, 2003, the fifth Kamakura Zaimokuza beach clean-up & sand craft was organized, and employees and their family members (about 160 in total) participated in this event.



#### Cleaning Up Around the Office/Ricoh Atsugi Plant

On September 17, 2003, 45 employees participated in activities to clean up roads around Atsugi Plant and Matsura Park.



#### Cleaning Up Around the Office/Ricoh Toda Technical Center

On October 24, 2003, 20 persons from Toda Office and affiliated companies participated, for the fourth time, in activities to clean up areas around the office.



#### Thicket Conservation at Lake Shinsei in Hatano City

On April 26, 2003, employees and their family (17 in total) conducted the 20th survey of thicket vegetation.



#### Yadoriki Shinboku Group

On August 30, 2003, 11 members of the Yadoriki Shinboku Group participated in Tsurumi Riverside Kawakaze Festa 2003 and enjoyed bamboo flute making with children.



#### Green Conductor/Ricoh Electronic Devices Company

September 20, 2003, 12 employees participated in thicket conservation activities held by Satsuki-yama Green Echo in Ikeda, Osaka Prefecture.



#### Cleaning Up of Sand Dunes/Ricoh Tottori Group

On September 28, 2003, employees of Ricoh Tottori Group participated in the autumn Tottori Sand Dunes cleaning operation.