



# Governance

	Unit	FY2021	FY2022	FY2023	FY2024	Remarks	
Number of meetings held	Times	14	14	14	14	Fiscal year (April–March)	
Board of Directors	Number of directors	Persons	13	13	13	13	Number of directors after the Ordinary General Meeting of Shareholders including three directors who are Audit & Supervisory Committee members
	of which number of independent outside directors	Persons	8	8	8	8	Including three directors who are Audit & Supervisory Committee members
	Average attendance rate of directors	%	100	100	100	100	Directors who were in office during the fiscal year (April–March)
Audit & Supervisory Committee	Number of meetings held	Times	22	23	23	22	Fiscal year (April–March)
	Number of directors who concurrently serve as Audit & Supervisory Committee members	Persons	3	3	3	3	Number of directors who were Audit & Supervisory Committee members after the Ordinary General Meeting of Shareholders
	of which number of independent outside directors	Persons	3	3	3	3	
	Average attendance rate of Audit & Supervisory Committee members	%	100	100	100	100	Audit & Supervisory Committee members who were in office during the fiscal year (April–March)
Actual officer remuneration paid	Million yen	228	228	219	248		
Number of inquiries to the internal whistle-blowing and consultation desk	Cases	2	2	7	13	Fiscal year (April–March)	
Rate of participation in e-learning about compliance	%	100	100	100	100		
Rate of participation in e-learning about information security	%	100	100	100	100		

## Participation in external initiatives

- Global Compact Network Japan
- Keidanren Initiative for Biodiversity Conservation
- Council for Better Corporate Citizenship
- Keidanren Committee on Nature Conservation
- TCFD Consortium
- RE Action — Declaring 100% Renewable
- Principles for Financial Action for the 21st Century
- TNFD Forum

## External evaluations of sustainability



### Certified as a Health & Productivity Management Outstanding Organization (Large Enterprise Category)

For the ninth year in a row, Ricoh Leasing has been recognized by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi as a 2025 Certified Health & Productivity Management Outstanding Organization in the Large Enterprise Category.



### Received Gold in the PRIDE Indicator 2024

The Company was granted Gold in the PRIDE Indicator, which the voluntary association “work with Pride” uses to rate initiatives related to LGBT and other sexual and gender minorities. (Received Bronze for three consecutive years from 2018, and Silver for three consecutive years from 2021.)



### Selected as an A List company in CDP Climate Change Report 2024; Selected for CDP SEA2024

The Company was selected as an A List company, the highest rating, in the Climate Change Report 2024 by CDP, an international non-profit organization. In addition, it was received the highest rating in the Supplier Engagement Assessment.



### Acquired Eruboshi certification based on the Act on the Promotion of Female Participation and Career Advancement in the Workplace

The Company has been granted Eruboshi certification by the Minister of Health, Labour and Welfare as a Company with excellent efforts to promote women’s participation. In this certification, we received Grade 3, the highest rank of the three possible grades assigned based on the number of evaluation items satisfied.



### Selected as a constituent stock of the FTSE Blossom Japan Index

Selected by global index firm FTSE Russell as a constituent stock of this index that measures the performance of Japanese companies that demonstrate strong Environmental, Social and Governance (ESG) practices.



### Selected as a constituent stock of the FTSE Blossom Japan Sector Relative Index

The Company was selected by FTSE Russell, a global index provider, for an index that reflects the performance of Japanese companies with excellent ESG responsiveness in their respective sectors.



### Rated 3.5 stars in Nikkei SDGs Management Survey

The Company received a 3.5-star rating in the Nikkei SDGs Management Survey for 2024, a survey run by Nikkei Inc., which evaluates companies in initiatives that contribute to achieving the SDGs.



### Acquired Platinum Kurumin certification

Based on the Act on Advancement of Measures to Support Raising Next-Generation Children, the Ministry of Health, Labour and Welfare (MHLW) has granted us Platinum Kurumin certification as a company that has made progress in the use of systems to support work-life balance and that has implemented a high level of initiatives.