



Social

Scope of report: Ricoh Leasing Company, Ltd. (excluding consolidated employees)

	Unit	FY2021	FY2022	FY2023	FY2024	Remarks (coverage, data tabulation period, tabulation method)	
Number of employees	Total	Persons	1,025	1,054	1,105	1,131	
	Male	Persons	538	555	573	582	As of end of fiscal year
	Female	Persons	487	499	532	549	
Number of employees on a consolidated basis	Total	Persons	1,227	1,588	1,641	1,657	As of end of fiscal year
Average age	Total	Years old	40.8	41.1	41.3	41.5	
	Male	Years old	43.0	43.3	43.7	43.7	As of end of fiscal year
	Female	Years old	38.4	38.7	38.8	39.1	
Length of service	Total	Years	13.4	13.7	13.5	13.5	
	Male	Years	14.8	15.2	14.8	14.9	As of end of fiscal year
	Female	Years	11.7	12.0	12.1	12.0	
Average annual salary	Yen	6,931,733	7,147,558	7,628,616	7,686,265	Calculated for the period between April and March for each fiscal year	
Number of temporary workers	Persons	63	62	52	64	As of end of fiscal year	
Number of foreign workers	Persons	2	2	1	1	As of end of fiscal year	
Hiring of new graduates	Total	Persons	14	15	22	19	Each number is as of April 1 of the following fiscal year Note: Includes new graduates who joined in October, while less recent new graduates are considered mid-career hires Ex: Fiscal 2021 shows new graduates joining in April (or October) 2022 (regular employees only) Fiscal 2024 shows new graduates joining in April 2025
	Male	Persons	6	7	16	15	
	Female	Persons	8	8	6	4	
Ratio of female new graduates hired	%	57.1	53.3	27.3	21.0		
Mid-career recruitment	Total	Persons	72	40	78	59	As of end of fiscal year Note: Regular employees only; includes those changing from temporary employment, but not those from contract employment; includes less recent new graduates
	Male	Persons	43	21	41	23	
	Female	Persons	29	19	37	36	
Turnover	Total	Persons	22	24	26	47	
	Male	Persons	12	14	7	24	As of end of fiscal year Regular employees only
	Female	Persons	10	12	18	23	
Turnover rate	%	2.3	2.4	2.6	4.4	Turnover during the fiscal year (regular employees only) / Workers in the Company's employ as of April 1 (regular employees only)	
Stability of new graduates hired	Total	Persons	13/15	17/17	15/17	13/14	2021: New graduates hired in April 2019 in the Company's employ as of April 2022 2022: New graduates hired in April 2020 in the Company's employ as of April 2023 2023: New graduates hired in April 2021 in the Company's employ as of April 2024 2024: New graduates hired in April 2022 in the Company's employ as of April 2025
	Male	Persons	7/8	9/9	6/7	6/6	
	Female	Persons	6/7	8/8	9/10	7/8	
Managers	Total	Persons	271	278	307	311	
	Male	Persons	215	214	240	237	Each number is as of April 1 of each fiscal year
	Female	Persons	56	64	67	74	
of which General Managers or higher positions	Total	Persons	59	52	61	56	
	Male	Persons	54	48	57	51	Each number is as of April 1 of each fiscal year
	Female	Persons	5	4	4	5	
Officers	Total	Persons	30	33	32	30	
	Male	Persons	25	27	26	24	Each number is as of April 1 of each fiscal year
	Female	Persons	5	6	6	6	
Ratio of female managers	%	20.7	23.0	21.8	23.8	Each number is as of April 1 of each fiscal year	
Of which, section manager class	%	24.1	26.5	25.6	27.1	Each number is as of April 1 of the following fiscal year	
Of which, general manager class	%	8.5	7.7	6.6	8.9	Each number is as of April 1 of the following fiscal year	
Employees promoted to management positions	Total	Persons	18	21	20	17	
	Male	Persons	13	11	17	9	Each number is as of April 1 of the following fiscal year
	Female	Persons	5	10	3	8	
Ratio of female leaders (leaders: managerial position + group leader)	%	26.1	29.3	28.5	31.7	Each number is as of April 1 of each fiscal year	

	Unit	FY2021	FY2022	FY2023	FY2024	Remarks (coverage, data tabulation period, tabulation method)	
Ratio of working mothers among all female employees	%	34.5	36.3	37.1	38.2	As of the end of each fiscal year	
Ratio of working mothers who are in managerial positions	%	9.6	11.0	12.6	12.7	As of the end of each fiscal year	
Employees with disabilities	Persons	20	21	19	28	As of the end of each fiscal year	
Percentage of employees with disabilities	%	2.42	2.54	2.21	2.92	As of the end of each fiscal year	
Achievement of statutory employment rate	%	105.2	110.4	96.1	116.8	As of the end of each fiscal year; rounded to the first decimal place	
Employees using maternity leave at childbirth	Persons	18	18	24	27	Number of employees who started maternity leave during each fiscal year	
Employees using childbirth leave	Persons	5	7	3	3	Celebration leave available for spouses giving birth; number of employees using this leave during each fiscal year	
Employees using childcare leave	Total	Persons	36	47	36	47	
	Male	Persons	18	24	18	20	Number of employees who started childcare leave during each fiscal year
	Female	Persons	18	23	18	27	
Ratio of employees who returned to work after childcare leave	%	100	100	100	85.7	Actual number of employees who returned to work after childcare leave + (employees who returned to work after childcare leave for the fiscal year + retirees)	
Employees using maternity leave at childbirth	Total	Persons	82	90	98	97	
	Male	Persons	0	1	0	0	Number of employees who used shortened working hours for childcare during each fiscal year
	Female	Persons	82	89	98	97	
Number of employees who took nursing care leave	Total	Persons	0	0	0	1	
	Male	Persons	0	0	0	0	
	Female	Persons	0	0	0	1	
Ratio of employees who took paid leave	%	73.9	79.8	78.8	76.1	Calculated based on the period between January and December (per person average)	
Total annual working hours	Hours	1,801	1,826	1,826	1,872	Calculated based on the period between April and March (per person average)	
Overtime working hours	Hours	153	177	188	201	Calculated based on the period between April and March (per person average)	
Average monthly overtime per employee	Hours	12.3	14.6	15.3	16.5	Calculated based on the period between April and March	
Cost of education per person	Yen	35,122	39,730	40,016	58,176	Number of employees in 2024 (as of March 31, 2025): 1,105	
Training period per person	Hours	11.8	12.2	10.6	15.9	Number of employees in 2024 (as of March 31, 2025): 1,105	
Engagement score		72	72	71	71	2021 (February 2022), 2022 (March 2023), 2023 (March 2024), 2024 (March 2025)	
Number of occupational accidents	Cases	2	2	1	5	Including accidents while commuting	
Number of employees who took mental health leave	Persons	5	5	10	18	Number of employees who took mental health leave during the period between April and March (number of persons who took mental health leave even for one day)	
Regular health check-ups uptake rate	%	100	100	100	100		
Follow-up examination rate	%	100	100	100	46.6	Through 2023, re-examination and detailed examination rate from health checkup results From 2024, criteria changed for health guidance and action interview intervention in health checkup results	
Breast cancer screening uptake rate	%	98.2	91.6	94.2	89.0		
Cigarette smoking rate	%	13.2	11.9	12.6	11.1		
Stress check rate	%	98.5	93.6	97.4	98.7	Ricoh Group employees as of July 1 (Ricoh San'ai Health Insurance Association members)	
Uterine cancer screening uptake rate	%	97.9	86.6	75.8	77.9		
Presenteeism		70	72	A	B	2020/2021: Engagement score data; 2023: Wfun data	
Absenteeism		1.5	2.8	1.3	3.0	Average number of days used for sick leave system for all employees	
Number of employees who took volunteer leave and who used the system of leave	Persons	0	2	3	1		
Number of persons who participated in volunteer activities	Persons	17	52	66	63	Total number of persons	
Social contribution activities expenditures	Yen	5,030,000	37,701,320	78,521,967	38,228,170	Donations, etc., under the Abundant Future Reserve system from 2022	