



# Governance

	Unit	FY2020	FY2021	FY2022	FY2023		
Board of Directors	Number of meetings held	Times	12	14	14	14	Fiscal year (April–March)
	Number of directors	Persons	13	13	13	13	Number of directors after the Ordinary General Meeting of Shareholders
	of which number of independent outside directors	Persons	7	8	8	8	
	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	18	22	23	23	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	2	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	259	228	228	219	Fiscal year (April–March)	
Number of inquiries to the internal whistle-blowing and consultation desk	Cases	3	2	2	7	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		

\* Effective June 24, 2020, the Company has transitioned from a company with a board of corporate auditors to a company with an audit and supervisory committee. The number of (independent outside) directors and the number of directors who are Audit & Supervisory Committee members displayed for fiscal 2020 are as of after this transition. The number of meetings of the Audit & Supervisory Committee and the average attendance rate for fiscal 2020 include those of the Board of Corporate Auditors.

## 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

## External evaluations of sustainability



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

For the eighth year in a row, Ricoh Leasing has been recognized by the Ministry of Economy, Trade and Industry and the Nippon Kenko Kaigi as a 2024 Certified Health & Productivity Management Outstanding Organization in the Large Enterprise Category.



- Received Silver in the PRIDE Indicator 2023

The Company was granted Silver 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 two consecutive years from 2021.)



- Selected for CDP SER2023 Received A- rating in CDP Climate Change Report 2023

The Company received the highest rating in the Supplier Engagement Rating by CDP, an international non-profit organization. In addition, it received a leadership level A- rating in the Climate Change Report 2023.



- 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 2023, 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.