



# Social

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

	Unit	FY2020	FY2021	FY2022	FY2023	Remarks (coverage, data tabulation period, tabulation method)	
Number of employees	Total	Persons	963	1,025	1,054	1,105	As of end of fiscal year
	Male	Persons	503	538	555	573	
	Female	Persons	460	487	499	532	
Number of employees on a consolidated basis	Total	Persons	1,156	1,227	1,588	1,641	As of end of fiscal year
Average age	Total	Years old	40.7	40.8	41.1	41.3	As of end of fiscal year
	Male	Years old	43.0	43.0	43.3	43.7	
	Female	Years old	38.3	38.4	38.7	38.8	
Length of service	Total	Years	13.7	13.4	13.7	13.5	As of end of fiscal year
	Male	Years	15.4	14.8	15.2	14.8	
	Female	Years	11.6	11.7	12.0	12.1	
Average annual salary	Yen	6,805,043	6,931,733	7,147,558	7,628,616	Calculated for the period between April and March for each fiscal year	
Number of temporary workers	Persons	69	63	62	52	As of end of fiscal year	
Number of foreign workers	Persons	0	2	2	1	As of end of fiscal year	
Hiring of new graduates	Total	Persons	17	14	15	22	Each number is as of April 1 of the following fiscal year
	Male	Persons	7	6	7	16	
	Female	Persons	10	8	8	6	
Ratio of female new graduates hired	%	58.8	57.1	53.3	27.3		
Mid-career recruitment	Total	Persons	72	72	40	78	As of end of fiscal year: regular employees only
	Male	Persons	31	43	21	41	
	Female	Persons	41	29	19	37	
Turnover	Total	Persons	14	22	24	26	As of end of fiscal year: regular employees only
	Male	Persons	11	12	14	7	
	Female	Persons	4	10	12	18	
Turnover rate	Total	%	1.6	2.3	2.4	2.6	Regular employees only
Stability of new graduates hired	Total	Persons	15/17	13/15	17/17	15/17	2020: New graduates hired in April 2018 in the Company's employ as of April 2021
	Male	Persons	8/8	7/8	9/9	6/7	2021: New graduates hired in April 2019 in the Company's employ as of April 2022
	Female	Persons	7/9	6/7	8/8	9/10	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
Managers	Total	Persons	250	271	278	307	Each number is as of April 1 of the following fiscal year
	Male	Persons	199	215	214	240	
	Female	Persons	51	56	64	67	
of which General Managers or higher positions	Total	Persons	55	59	52	61	Each number is as of April 1 of the following fiscal year
	Male	Persons	52	54	48	57	
	Female	Persons	3	5	4	4	
Officers	Total	Persons	31	30	33	32	Each number is as of April 1 of the following fiscal year Includes executive officers and corporate associates
	Male	Persons	25	25	27	26	
	Female	Persons	6	5	6	6	
Ratio of female managers	%	20.4	20.7	23.0	21.8	Each number is as of April 1 of the following fiscal year	
Of which, section manager class	%	24.6	24.1	26.5	25.6	Each number is as of April 1 of the following fiscal year	
Of which, general manager class	%	5.5	8.5	7.7	6.6	Each number is as of April 1 of the following fiscal year	
Employees promoted to management positions	Total	Persons	24	18	21	20	Each number is as of April 1 of the following fiscal year
	Male	Persons	15	13	11	17	
	Female	Persons	9	5	10	3	
Ratio of female leaders (leaders: managerial position + group leader)	%	26.4	26.1	29.3	28.5	Each number is as of April 1 of the following fiscal year	
Ratio of working mothers among all female employees	%	35.4	34.5	36.3	37.1	As of the end of each fiscal year	

	Unit	FY2020	FY2021	FY2022	FY2023	Remarks (coverage, data tabulation period, tabulation method)	
Ratio of working mothers who are in managerial positions	%	6.8	9.6	11.0	12.6	As of the end of each fiscal year	
Employees with disabilities	Persons	18	20	21	19	As of end of fiscal year	
Percentage of employees with disabilities	%	2.37	2.42	2.54	2.21	As of end of fiscal year	
Achievement of statutory employment rate	%	97.4	105.2	110.4	96.1	As of end of fiscal year	
Employees using maternity leave at childbirth	Persons	19	18	18	24	Number of employees who started maternity leave during each fiscal year	
Employees using childbirth leave	Persons	7	5	7	3	Celebration leave available for spouses giving birth/ Number of employees using this leave during each fiscal year	
Employees using childcare leave	Total	Persons	30	36	47	36	Number of employees who started childcare leave during each fiscal year
	Male	Persons	13	18	24	18	
	Female	Persons	17	18	23	18	
Ratio of employees who returned to work after childcare leave	%	100	100	100	100	Actual number of employees who returned to work after childcare leave ÷ (employees who returned to work after childcare leave for the fiscal year + retirees)	
Number of employees who used shortened working hours for childcare	Total	Persons	82	82	90	98	Number of employees who used shortened working hours for childcare during each fiscal year
	Male	Persons	0	0	1	0	
	Female	Persons	82	82	89	98	
Number of employees who took nursing care leave	Total	Persons	0	0	0	0	
	Male	Persons	0	0	0	0	
	Female	Persons	0	0	0	0	
Ratio of employees who took paid leave	%	67.8	73.9	79.8	78.8	Calculated based on the period between January and December (per person average)	
Total annual working hours	Hours	1,689	1,801	1,826	1,826	Calculated based on the period between April and March (per person average)	
Overtime working hours	Hours	136	153	177	188	Calculated based on the period between April and March (per person average)	
Average monthly overtime per employee	Hours	10.4	12.3	14.6	15.3	Calculated based on the period between April and March	
Cost of education per person	Yen	29,838	35,122	39,730	40,016	Number of employees in 2023 (as of March 31, 2024): 1,054	
Training period per person	Hours	10.1	11.8	12.2	10.6	Number of employees in 2023 (as of March 31, 2024): 1,054	
Engagement score		70	72	72	71	2020 (February 2021), 2021 (March 2022), 2022(March 2023), 2023 (March 2024)	
Number of occupational accidents	Cases	1	2	2	1	Including accidents while commuting	
Number of employees who took mental health leave	Persons	9	5	5	10	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	100	Re-examination and detailed examination rate from health checkup results	
Breast cancer screening uptake rate	%	99.1	98.2	91.6	94.2		
Cigarette smoking rate	%	13.6	13.2	11.9	12.6		
Stress check rate	%	96.0	98.5	93.6	97.4	Ricoh Group employees as of July 1 (Ricoh San'ai Health Insurance Association members)	
Uterine cancer screening uptake rate	%	94.4	97.9	86.6	75.8		
Presenteeism		—	70	72	A	2020/2021: Engagement score data; 2023: Wfun data	
Absenteeism		—	1.5	2.8	1.3	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	0	2	3		
Number of persons who participated in volunteer activities	Persons	12	17	52	66	Total number of persons	
Social contribution activities expenditures	Yen	4,200,000	5,030,000	37,701,320	78,521,967	Donations, etc., under the Abundant Future Reserve system from 2022	