

Our Performance Against Major CSR Indicators

Indicator	Scope of Survey	Performance			Items Relating to Major Initiatives*1	Note
		Year ended Mar. 31, 2014	Year ended Mar. 31, 2015	Year ended Mar. 31, 2016		

Governance

1	Number of outside directors (total number of directors)	Ricoh Co., Ltd.	2 (10)	3 (9)	3 (10)	GRI: 38 ISO26000: 6.2 SDGs: 16	
2	Response rate for CSR self-assessments by suppliers (%) () indicates number of suppliers asked to respond	Japan	—	—	100 (13)	GRI: HR10, HR11 GC: 1, 2, 4-8 ISO26000: 6.3, 6.4, 6.5, 6.6, 6.7, 6.8	Implemented for new suppliers in FY2016
		China	—	100 (560)	—		
		Thailand	100 (67)	—	—		
3	Cases of serious accidents involving products*2	Ricoh Group	0	0	0	GRI: PR1, PR2 ISO26000: 6.7 SDGs: 16	Number of serious accidents involving products which jeopardize the life or physical health of consumers (which may result in death, serious injury, residual disorder, or cause carbon monoxide poisoning or fires, etc.) For more details: www.ricoh.com/csr/consumer/
4	Number of serious incidents and accidents involving information security	Ricoh Group	1	0	2	GRI: PR8 ISO26000: 6.7 SDGs: 16	Number of serious violations of law or incidents and accidents that must be made public 2013: Website falsification 2015: Laptop computer theft and service issues owing to system failure
5	Number of serious violations of law or incidents and accidents*2	Ricoh Group	0	0	1	GRI: SO5, SO7, SO8 GC: 1, 2, 4-8, 10 ISO26000: 6.3, 6.4, 6.5, 6.6, 6.7 SDGs: 16	Number of serious violations of law or incidents and accidents that must be made public Number excludes any serious product accidents noted in 3 above, and any serious information security accidents or incidents noted in 4 above For more details: www.ricoh.com/governance/risk.html 2016: Fraudulent accounting at Ricoh India

Environment

6	Energy consumption	Total calories (TJ)	Ricoh Group	5,027	4,915	4,712	GRI: EN3 GC: 7, 8 ISO26000: 6.5 SDGs: 7, 8, 12, 13	Third-party inspection ratio*3: 83%			
7	GHG emissions	Scope1	CO ₂ (kt)	158.4	153.6	147.5	GRI: EN15 GC: 7, 8 ISO26000: 6.5 SDGs: 3, 12, 13, 15	Third-party inspection ratio*3: 68%			
			5 gases (kt)	29.0	31.7	30.7			GRI: EN15 GC: 7, 8 ISO26000: 6.5 SDGs: 3, 12, 13, 15	Third-party inspection ratio*3: 100%	
		Scope2	CO ₂ (kt)	307.5	337.5	320.1	GRI: EN16 GC: 7, 8 ISO26000: 6.5 SDGs: 3, 12, 13, 15	Third-party inspection ratio*3: 93%			
			Total (kt)	491.0	518.5	498.3			GRI: EN15,16 GC: 7, 8 ISO26000: 6.5 SDGs: 3, 12, 13, 15	Third-party inspection ratio*3: 86%	
8	CO ₂ emissions during product use	Scope3	CO ₂ (kt)	Ricoh Group	606.0	612.5	563.8	GRI: EN17 GC: 7, 8, 9 ISO26000: 6.5, 6.7 SDGs: 3, 12, 13, 15			Third-party inspection ratio*3: 95% CO ₂ emissions based on lifecycle estimations of equipment sold in each year (Subject products: imaging equipment, projectors, videoconferencing/webconferencing systems, LED lighting)
9	CO ₂ reduction contribution	CO ₂ (kt)	Global	395	374	453	GRI: EN27 GC: 7, 8, 9 ISO26000: 6.5, 6.7 SDGs: 6, 8, 12, 13, 15	Reduction of CO ₂ emissions due to the use of Ricoh products and/or solutions			
10	Water use	Total (km ³)	Ricoh Group	4,087	4,252	4,475	GRI: EN8 GC: 7, 8 ISO26000: 6.5 SDGs: 3, 6, 12	Third-party inspection ratio*3: 100%			
11	Wastes	Total amount (t)		Ricoh Co., Ltd. and manufacturing subsidiaries	64,949	61,555	61,357	GRI: EN23 GC: 7, 8 ISO26000: 6.5 SDGs: 3, 6, 8, 12	Third-party inspection ratio*3: 100%		
		Final disposal amount (t)			390	356	375			GRI: EN23 GC: 7, 8 ISO26000: 6.5 SDGs: 3, 6, 8, 12	Third-party inspection ratio*3: 100%
		Resource recovery rate (%)			98.6	98.3	98.5				

*1 Major initiatives GRI: Global Reporting Initiative (GRI) Sustainability Reporting Guidelines (G4), GC: Global Compact, SDGs: Sustainable Development Goals, ISO 26000: International standards for SR

*2 Third-party inspections conducted during FY2016 by SGS Japan Inc.

For more details > WEB: www.ricoh.com/environment/data/third.html

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(The ratios listed in the "Note" column are for FY2016.)

 For more information about environmental data > WEB: www.ricoh.com/environment/data/

Indicator	Scope of Survey	Performance			Items Relating to Major Initiatives*1	Note
		Year ended Mar. 31, 2014	Year ended Mar. 31, 2015	Year ended Mar. 31, 2016		

Society *4

12	Number of regular employees	Ricoh Group	108,195	109,951	109,361	GRI: 9	Item 12 is the total number of employees at 231 companies in the Ricoh Group	
13	Gender ratio (male:female)	Ricoh Group (Domestic)	85:15	84:16	84:16	GRI: 10 GC: 6 ISO26000: 6.4 SDGs: 5, 8	Numbers differ from those disclosed in the previous fiscal year, reflecting a change in the scope of data in items 13, 16, 17, and 22 for domestic Ricoh Group businesses	
14	Average years of service	Ricoh Co., Ltd.	Male	17.1	17.6	17.9	GRI: N/A GC: 6 ISO26000: 6.4 SDGs: 5, 8	Numbers differ from those disclosed in the previous fiscal year, reflecting a change in the scope of data in item 21 for major Ricoh Group businesses (31 companies)
			Female	17.1	17.7	18.3		
15	Average age	Ricoh Co., Ltd.	Male	42.4	42.7	43.0	GRI: LA10 GC: 6 ISO26000: 6.4 SDGs: 5, 8	Item 23 changed to an implementation rate for general surveys conducted by the Ricoh Group every three years It applies to 69 Ricoh Group companies, with about 85,000 employees
			Female	39.7	40.3	41.0		
16	Percentage of female workers in management positions*5	Ricoh Group (Domestic)	3.0	3.2	3.6	GRI: LA12 GC: 6 ISO26000: 6.4 SDGs: 5, 8		
17	Percentage of female workers in executive management positions*5	Ricoh Group (Domestic)	1.3	1.6	1.8	GRI: LA12 GC: 6 ISO26000: 6.4 SDGs: 5, 8		
18	Employee turnover ratio	Ricoh Co., Ltd.	2.1	1.9	1.9	GRI: LA1 ISO26000: 6.4 SDGs: 5, 8		
19	Number of people taking childcare leave	Ricoh Co., Ltd.	120	146	144	GRI: LA3 ISO26000: 6.4 GC: 1 SDGs: 5, 8		
20	Number of people taking nursing care leave	Ricoh Co., Ltd.	6	6	8	GRI: N/A ISO26000: 6.4 GC: 1 SDGs: 8		
21	Percentage of locally hired presidents	Overseas subsidiaries (Major subsidiaries)	51.4	57.1	61.3	GRI: LA12 GC: 6 ISO26000: 6.4 SDGs: 8		
22	Number of industrial accidents	Ricoh Group (Domestic)	107	108	130	GRI: LA6 GC: 1 ISO26000: 6.4 SDGs: 3, 8		
23	Implementation rate of employee awareness surveys	Ricoh Group	—	87.4	—	GRI: N/A ISO26000: N/A SDGs: 8		
24	Amount of charitable donations*5 (JPY million)	Ricoh Group	207	166	170		<ul style="list-style-type: none"> Collected amounts at 54 Ricoh Group companies Amounts are based on exchange rates for each fiscal year as determined in-house 	
25	Hours spent for social contribution activities	Ricoh Group	45,465	36,081	28,159	GRI: SO1 ISO26000: 6.8 SDGs: 1-17		
26	Total contributions to society (JPY million)	Ricoh Group	504	430	363			

*4 For a breakdown on the item "Society," for Ricoh Company, Ltd., domestic subsidiaries and overseas subsidiaries > WEB: www.ricoh.com/csr/data.html

*5 Third-party inspections conducted during FY2015 by SGS Japan Inc.

For more details > WEB: www.ricoh.com/environment/data/third.html