

Ricoh UK Products Limited

Gender Pay Report April 2025

The data presented in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This data applies only to Ricoh UK Products Limited (RPL), a subsidiary of Ricoh Company Ltd, Japan.

The gender pay gap information contained in this report is a snapshot of the payroll data from April 2025 and compares the pay of female employees to male employees. The figures shown in this report indicate the gap between females pay compared to males and is shown as a percentage. One of the key measures looked at in the data is the mean (average) gap between male and female employees, at RPL a gap exists of 5.63% below the national average for all organisations submissions up to 23rd October 2025 (ONS).

Pay Differences between men and women at RPL:

Data as at 5th April 2025 - The population of male and females at RPL is 78.57% males compared to 21.43% females a difference of +1.03% females compared to the same period in 2024.

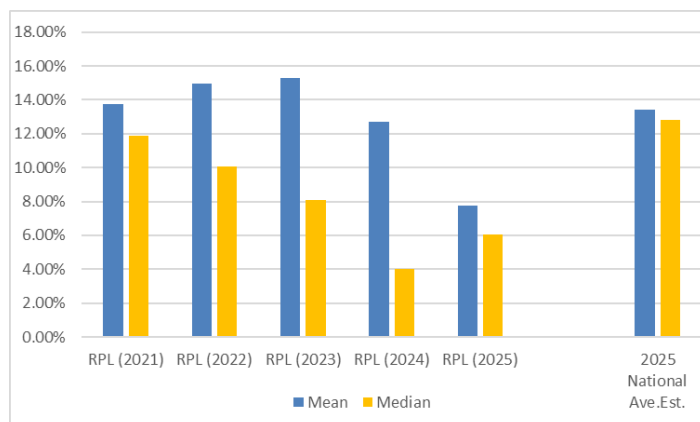
Gender Pay Gap

The diagram below shows the gender pay gap between male and female employees at RPL compared with the national average (source: ONS.gov.uk 23rd October 2025).

Pay, for the purpose of Gender Pay Gap reporting, is calculated based on an hourly rate and does not include overtime and one-off payments. It does, however, require pay to be reduced where an employee has a salary sacrifice arrangement in place.

The data shows that our mean hourly rate of pay for females at RPL is 7.77% lower than for males. This is a 4.83% reduction in the gap compared to the same period last year. It also shows that the median hourly rate for females is 6.05% lower than for males, which is an increase in the gap of 2.06% compared to last year. When comparing RPL’s data to the national average figure the average pay gap between males and females at RPL is lower than the current national average.

RPL v National Average

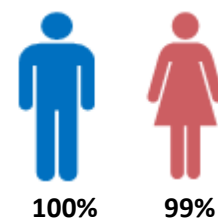


Bonus Differences

The data below shows the difference in the bonus received by males and females in the 12 months preceding 5th April 2025. The mean gender pay gap for bonuses at RPL is 8.99%, which is 17.48% lower than in the same period in 2024.

	2025	
	Mean	Median
Bonus	13.75%	8.99%

Bonus Data: This shows the % receiving a bonus in the 12 months preceding the 5th April 2025.



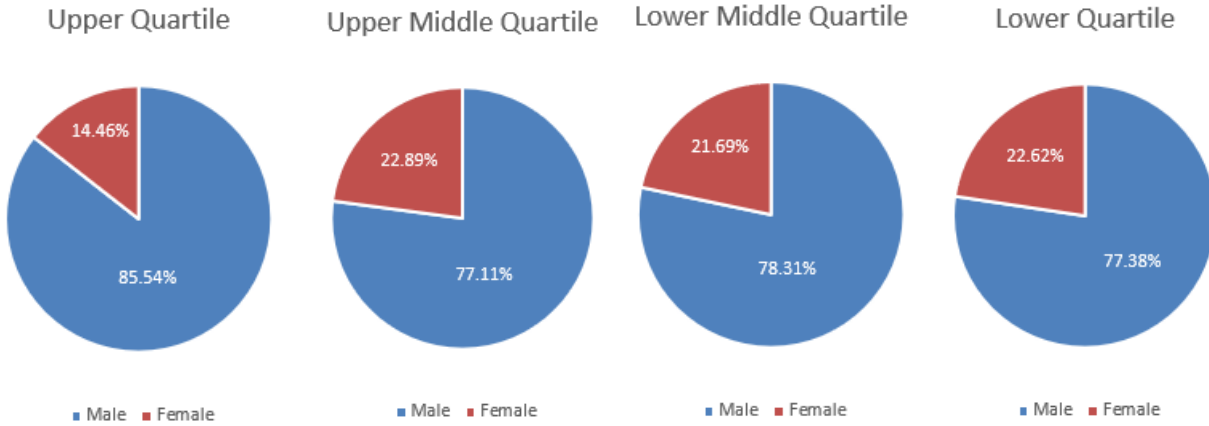
RPL awards a bonus to all employees each December and the only eligibility criteria is that the employee is employed at the time the bonus is paid.

Therefore, the percentage above would normally be 100%, however one female commenced employment after December 2024 and would not have received a bonus in the 12 months preceding 5th April 2025.

Pay Quartiles

The charts below show the gender distribution at RPL across four quartiles. The quartiles are based on the average hourly rate of each employee (from highest to lowest) and each quartile includes 83 employees except the lower quartile which includes 84 employees.

The charts are split to show what proportion of males and females are in each quartile.



Overall, at RPL females represent 21.43% of employees. Proportionately females are represented less well in the upper quartile than males. This can be attributed to there being more males in Specialist and Senior Management roles at RPL.

Summary

The gender pay gap at RPL has reduced for the second consecutive year. This continued improvement reflects changes to our workforce profile following a business split in April 2025. A large proportion of those impacted by the split were senior and specialist male roles who are now part of the new business. This has helped to positively rebalance the gender distribution across senior management and specialist grades remaining at RPL, directly contributing to the reduction in the gender pay gap.

I confirm that the information contained within this report is true to the best of my knowledge:

Rod Baggott
Executive Director and Company Secretary