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July 31, 2026

Company name: RICOH LEASING COMPANY, LTD.
Name of representative: Tokuharu Nakamura, President and Chief Executive Officer
(Securities code: 8566; Prime Market)
Inquiries: Kentaro Takita, Executive Officer and General Manager of Corporate Management Division
(Telephone: +81-50-1702-4203)

Notice Concerning the Determination of Matters Related to Share Acquisition under the Employee Stock Compensation Plan

RICOH LEASING COMPANY, LTD. (the “Company”) hereby announces that, at a meeting of its Board of Directors held on March 25, 2026, it resolved to introduce a stock compensation plan utilizing a trust (the "Plan") for the Company’s employees (the "Employees"), and that, at a meeting of its Board of Directors held today, it resolved matters relating to the acquisition of the Company’s shares by the trustee of the trust established under the Plan, as described below.

1. Overview of the Trust

(1) Name	Share Delivery Trust for Employees (RS Trust)
(2) Settlor	The Company
(3) Trustee	Sumitomo Mitsui Trust Bank, Limited (Re-entrustment trustee: Custody Bank of Japan, Ltd.)
(4) Beneficiaries	Employees who satisfy the beneficiary requirements
(5) Trust Administrator	A third party to be selected that is independent of the Company and its officers
(6) Exercise of Voting Rights	The trustee will exercise the voting rights of shares in the Trust during the trust period based on the instructions of the trust administrator.
(7) Type of Trust	Trust of money other than “money trust” (kinsen-shintaku) (third-party-benefit trust)
(8) Trust Agreement Date	August 18, 2026
(9) Date of Contribution of Trust Funds	August 18, 2026
(10) Trust Termination Date	September 30, 2031 (scheduled)

2. Matters Relating to the Acquisition of the Company's Shares by the Trustee of the Trust

(1) Type of Shares to be Acquired	Common shares
(2) Amount of Funds to be Entrusted by the Company for the Acquisition of Shares	¥1,399,455,000
(3) Total Number of Shares to be Acquired	204,300 shares
(4) Method of Share Acquisition	Acquisition through the disposal of treasury shares
(5) Date of Share Acquisition	August 18, 2026