

Notice Regarding Executive Personnel Changes

TOKYO, November 15, 2023 – Ricoh Company, Ltd. (“Ricoh”) announced today its decision to make the following changes to Corporate Officers.

1. Corporate Officer personnel changes (effective November 15, 2023)

Name	New	Current
Takahiro Irisa	<ul style="list-style-type: none"> ● Senior Corporate Officer ● President of RICOH Digital Services Business Unit ● General Manager of Business Strategy & Planning Division, RICOH Digital Services Business Unit ● Chairperson of Ricoh Japan Corporation 	<ul style="list-style-type: none"> ● Senior Corporate Officer ● President of RICOH Digital Services Business Unit
Tohru Kasai	<ul style="list-style-type: none"> ● Corporate Officer ● General Manager of Japan Management Division, RICOH Digital Services Business Unit ● President of Ricoh Japan Corporation 	<ul style="list-style-type: none"> ● General Manager of Business Strategy & Planning Division, RICOH Digital Services Business Unit

*Kazuhiro Kimura (Former Corporate Officer, General Manager of Japan Management Division, RICOH Digital Services Business Unit / President and CEO of Ricoh Japan Corporation) retired as of November 14.

Relevant Information

The Board

<https://www.ricoh.com/about/facts/board>

| About Ricoh |

Ricoh is a leading provider of integrated digital services and print and imaging solutions designed to support digital transformation of workplaces, workspaces and optimize business performance.

Headquartered in Tokyo, Ricoh's global operation reaches customers in approximately 200 countries and regions, supported by cultivated knowledge, technologies, and organizational capabilities nurtured over its 85-year history. In the financial year ended March 2023, Ricoh Group had worldwide sales of 2,134 billion yen (approx. 16.0 billion USD).

It is Ricoh's mission and vision to empower individuals to find Fulfillment through Work by understanding and transforming how people work so we can unleash their potential and creativity to realize a sustainable future.

For further information, please visit www.ricoh.com

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