

Notice Regarding Executive Personnel Changes

TOKYO, February 15, 2024 – Ricoh Company, Ltd. (“Ricoh”) announced today its decision to make the following changes to Corporate Officers.

1. Corporate Officer personnel changes (effective April 1, 2024)

Name	New	Current
Akira Oyama	<ul style="list-style-type: none"> ● Representative Director ● President and CEO ● In charge of Corporate Planning ● In charge of Security 	<ul style="list-style-type: none"> ● Representative Director ● President and CEO ● In charge of Corporate Planning ● In charge of Security ● CTO ● General Manager, Corporate Planning Division ● General Manager, Comprehensive China Strategy Division
Koji Miyao	<ul style="list-style-type: none"> ● Senior Corporate Officer ● President of Ricoh Graphic Communications Business Unit 	<ul style="list-style-type: none"> ● Corporate Officer ● President of Ricoh Graphic Communications Business Unit
Yasuyuki Nomizu	<ul style="list-style-type: none"> ● Senior Corporate Officer ● CTO ● General Manager, Management of Technology Division ● General Manager, Digital Strategy Division ● President of Ricoh IT Solutions Co., Ltd. ● Chairperson of Ricoh Software Research Center(Beijing) 	<ul style="list-style-type: none"> ● Corporate Officer ● CDIO* ● General Manager, Digital Strategy Division ● President of Ricoh IT Solutions Co., Ltd. ● Chairperson of Ricoh Software Research Center(Beijing)
Ryoko Nagahisa	<ul style="list-style-type: none"> ● Corporate Officer ● CHRO ● General Manager, Human Resources and General Affairs Division 	<ul style="list-style-type: none"> ● General Manager, Human Resources Office, Human Resources Division ● General Manager, Talent Acquisition Office, Human Resources Division ● General Manager, Human Resources and General Affairs Center, Professional Services Division

Keiichi Shiokawa	<ul style="list-style-type: none"> ● Corporate Officer ● President of Ricoh Industrial Solutions Business Unit 	<ul style="list-style-type: none"> ● General Manager, Strategy and Management Headquarters Center, Ricoh Industrial Solutions Business Unit
Kazuo Nishinomiya	<ul style="list-style-type: none"> ● Advisor 	<ul style="list-style-type: none"> ● Corporate Officer ● In charge of Professional Service ● General Manager, Professional Services Division
Yasutomo Mori	<ul style="list-style-type: none"> ● President of Ricoh Imaging Company, Ltd. 	<ul style="list-style-type: none"> ● Corporate Officer ● President of Ricoh Industrial Solutions Business Unit ● President of Ricoh Elemex Corporation** ● President of Ricoh Imaging Company, Ltd.

*CDIO integrated to CTO. CTO: Chief Technical Officer, CDIO: Chief Digital Innovation Officer

**Koichiro Tominaga, General Manager, Smart Industrial Solutions Business Center, Ricoh Industrial Solutions Business Unit, will assume President of Ricoh Elemex Corporation as of April 1, 2024 in addition to his current role.

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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