

Notice Regarding Executive Personnel Change

TOKYO, March 5, 2025 – Ricoh Company, Ltd. announced today its decision to make the following change to Corporate Officer.

1. Corporate Officer personnel change (effective April 1, 2025)

Name	New	Current
David Mills	<ul style="list-style-type: none">● Corporate Officer● General Manager of EMEA Management Division, RICOH Digital Services Business Unit● CEO of Ricoh Europe PLC	<ul style="list-style-type: none">● Global Investment Lead of RICOH Digital Services Business Unit

*Nicola Downing, current Corporate Officer and General Manager of EMEA Management Division, RICOH Digital Services Business Unit, Ricoh Company, Ltd. and CEO of Ricoh Europe PLC, to step down as of March 31, 2025.

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 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 2024, Ricoh Group had worldwide sales of 2,348 billion yen (approx. 15.5 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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