

Notice Regarding Personnel Changes

YOKOHAMA, November 18, 2025 – ETRIA CO., LTD. announced today its decision to make the following changes in the presidency of its affiliated company.

Change of President at Affiliated Company (effective February 1, 2026)

Name	New	Current
Osamu Uchinokura	● President of ETRIA MANUFACTURING JAPAN Co., Ltd.	● General Manager, Numazu Supply Production Center, Production Division

| About Ricoh Group |

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 2025, Ricoh Group had worldwide sales of 2,527 billion yen (approx. 16.8 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