

Note: This document has been translated from the Japanese original for reference purposes only. In the event of any discrepancy between this translated document and the Japanese original, the original shall prevail.

June 23, 2025

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 Changes of Personnel

RICOH LEASING COMPANY, LTD. (the “Company”) hereby announces that, in order to enhance the Company’s corporate value by further strengthening of our governance structure and clarifying executive responsibilities, the Board of Directors resolved at its meeting held on June 23, 2025, to implement the following personnel changes effective July 1, 2025.

1. Personnel Changes of Directors

New position	Current position	Name
Representative Director President and Chief Executive Officer <u>Head of Sustainability Strategy</u>	Representative Director President and Chief Executive Officer	Tokuharu Nakamura
Director Senior Executive Officer In charge of Head Office <u>Officer in charge of Financial Strategy</u> Director, TECHNO RENT CO.,LTD	Director Senior Executive Officer In charge of Head Office Director, TECHNO RENT CO.,LTD	Hiroshi Osawa

2. Personnel Changes of Executive Officers

New position	Current position	Name
Managing Executive Officer <u>Officer in charge of Human Resources Strategy</u> General Manager of Group Human Resources Management Division Head of the Board of Directors Office	Managing Executive Officer General Manager of Group Human Resources Management Division Head of the Board of Directors Office	Yuichi Araki
Executive Officer <u>Officer in charge of Compliance</u> General Manager of Corporate Management Division	Executive Officer General Manager of Corporate Management Division	Kentaro Takita