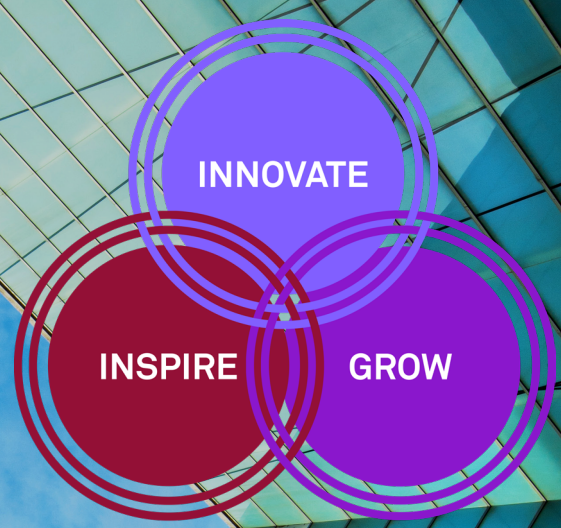


Our commitment to Supplier Diversity



A key component of Ricoh's culture starts with leveraging our unique talents and those of our partners. Intentional engagement with our diverse partners significantly enhances our supply chain value and is critical to both Ricoh and our customers' success. Plus, it's simply the right thing to do.

Our goal is to:

- Grow and expand partnerships with minority-owned, small, small-disadvantaged, women-owned, veteran-owned, disabled-owned, LGBT-owned, and HUB Zone small businesses.
- Enhance our procurement, supply chain and customer solution outcomes with diverse partners through our supplier diversity & small business engagement initiatives.
- Invest in the growth and development of our diverse partners' businesses through mentoring, network sharing, and thought leadership engagement.

More than 20+ years of continual investments

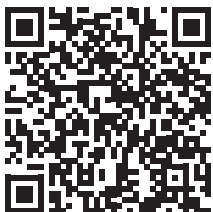
For decades, Ricoh's Supplier Diversity commitment has enhanced the value we provide and differentiated the products and services we offer our customers.

For our alliance partners and communities where we do business, we have created new relationships, fostered the expansion of small businesses, and together, provided positive economic impact to broader communities.

"Diversity and inclusion are at the root of all we do—cornerstones of Ricoh's culture and imperative to our ongoing success. By working to inspire, innovate and grow partnerships with certified diverse-owned businesses, we become part of a larger solution that helps all businesses thrive and realize greater social and economic success."

George Gowan

Senior Vice President & Chief Financial and Legal Officer
Ricoh USA, Inc.



Learn more at
[Ricoh-USA.com](https://www.Ricoh-USA.com)

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Outreach Efforts

We are proud, active members of organizations that promote diverse suppliers. These organizations help increase our spend goals and expand partnerships with diverse suppliers.

- Active members of New York/New Jersey minority supplier development council (NYNJMSDC)
- Active members of Women’s Business Enterprise Council East (WBEC-East)
- Active members of Women’s Business Enterprise National Council (WBENC)
- Active Members of National Gay & Lesbian Chamber of Commerce (NGLCC)



Recognition

In acknowledgement of her passionate commitment to inclusion and intentional support of supplier diversity, Ricoh’s Christina Morrow was recently chosen as a **2023 Top 25 Diversity Change Leaders** by DiversityPlus Magazine.

Christina Morrow

Director, Supplier Relationship Management



Cumulatively, between 2021 and 2023, Ricoh purchased goods and services from the following:

Minority-Owned	\$50 million
Women-Owned	\$94 million
Veterans-Owned	\$48 million
All Other Diversity Spend	\$50 million
Small Business	\$760 million

In addition, Ricoh has been a proud sponsor of the NMSDC Emerging Young Entrepreneur (EYE) program since 2018. EYE provides the next generation of minority entrepreneurs with support to enhance their growing business.

www.ricoh-usa.com

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