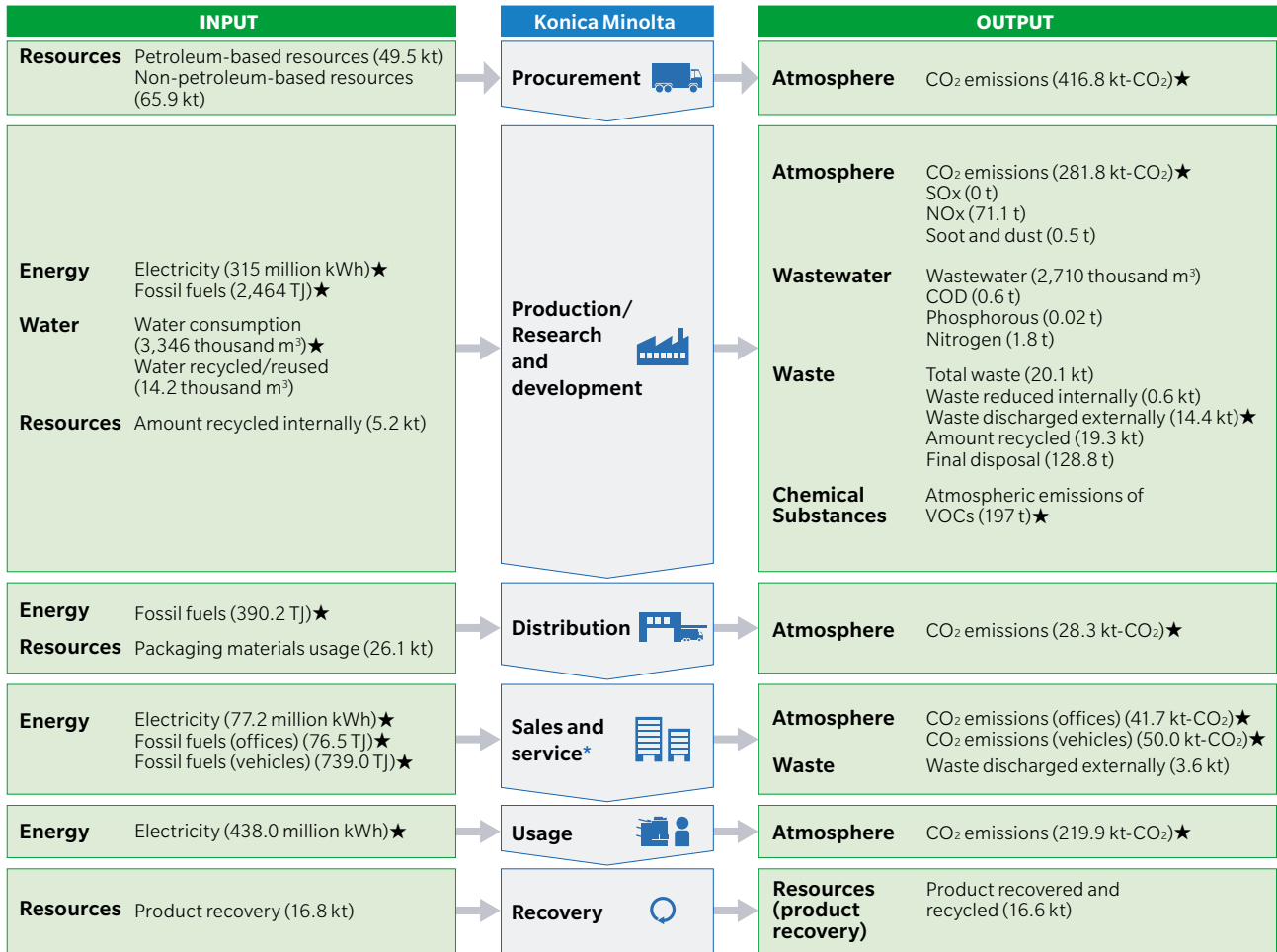


Environmental Data Summary

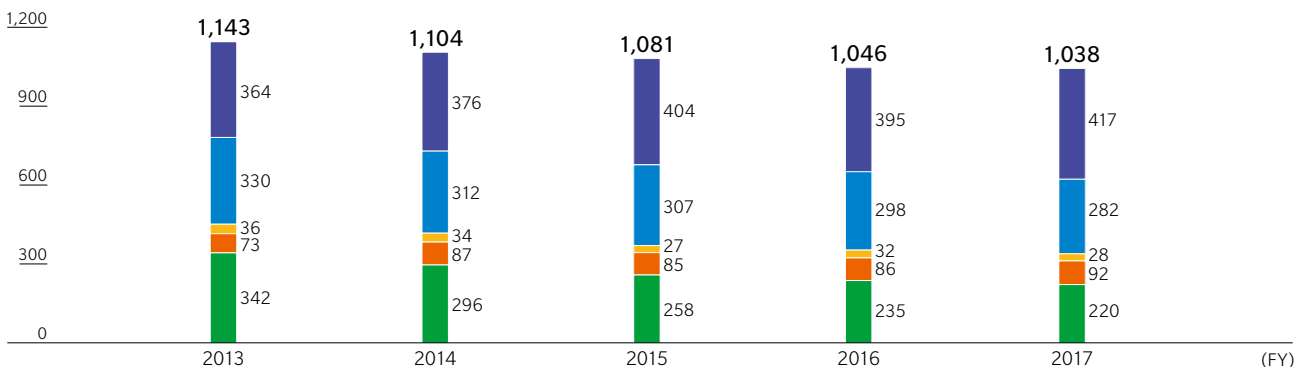
Overall View of Environmental Impacts Resulting from Business Activities



* Boundary: All consolidated sales companies worldwide

Product Lifecycle CO₂ Emissions★

■ Product use
 ■ Sales and service (offices and vehicles)
 ■ Distribution
 ■ Production
 ■ Procurement
 (kt-CO₂)



Notes: 1. The method used to calculate CO₂ emissions at the procurement stage for business technology products was revised to raise the accuracy of data, starting in fiscal 2015. The effect of this change in the method was an increase of 19.8 thousand tons in CO₂ emissions at the procurement stage in fiscal 2015.
2. Figures do not necessarily add precisely to the total due to rounding.

★: Indicators assured by KPMG AZSA Sustainability Co., Ltd.

Calculating CO₂ Emissions across the Entire Supply Chain

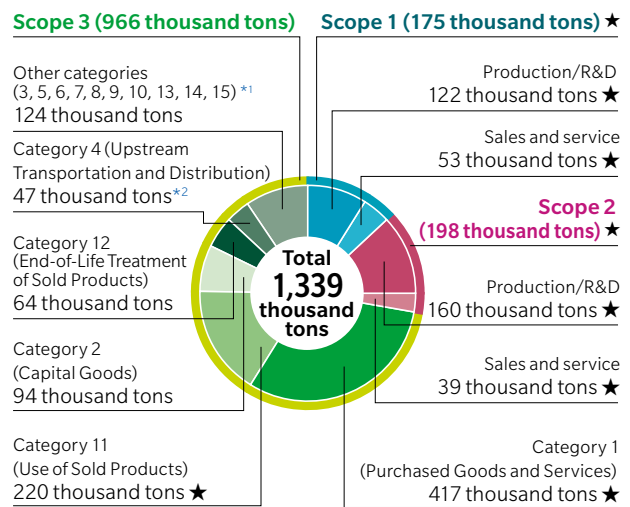
Konica Minolta has calculated the CO₂ emissions associated with the Group's activities across its entire supply chain, from the upstream to the downstream aspects of its operations, based generally on the standards of the GHG Protocol,* the international standard. In fiscal 2017, the calculation showed that CO₂ emissions throughout the supply chain were approximately 1.34 million tons, which represents a decrease of approximately 0.2% from fiscal 2016. Emissions from the Group's activities including direct emissions from fuel use (Scope 1) plus indirect emissions from the consumption of purchased electricity, heat or steam (Scope 2) totaled approximately 0.37 million tons, or approximately 28% of all emissions. Other indirect emissions (Scope 3) associated with the Group's activities totaled approximately 0.97 million tons, accounting for approximately 72% of all emissions.

CO₂ emissions for "purchased goods and services," accounted for 31.1% of emissions across the entire supply chain. The Group is continuing its work to reduce emissions by setting targets in cooperation with suppliers. It is providing technical assistance and making suggestions for the improvement of suppliers' production processes in an effort to reduce material and energy use. In product development, the company is working to develop recycled plastics and design smaller and lighter products, which reduces the input of resources. In terms of the "use of sold products," which accounts for 16.4% of emissions, the Group is working to develop features that encourage customers to save energy, in addition to reducing the power consumption of the products themselves. Konica Minolta will share information with relevant stakeholders in the future based on the results of these

calculations and move forward with CO₂ emissions management and reduction activities throughout the supply chain.

*GHG Protocol: Initiatives for developing an international standard for addressing greenhouse gas (GHG) emissions and climate change

Overall View of CO₂ Emissions Across the Entire Supply Chain of Konica Minolta



*1 Categories 3 (Fuel- and energy-related activities), 5 (Waste generated in operations), 6 (Business travel), 7 (Employee commuting), 8 (Upstream leased assets), 9 (Downstream transportation and distribution), 10 (Processing of sold products), 13 (Downstream leased assets), 14 (Franchises) and 15 (Investments)

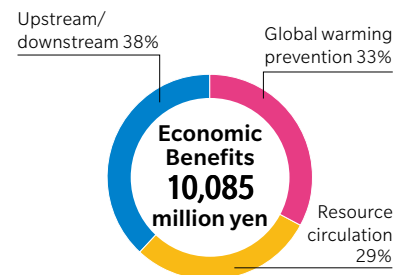
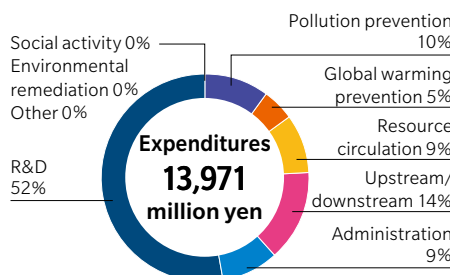
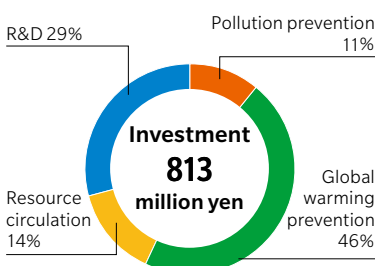
*2 CO₂ emissions attributed to product distribution: 28 thousand tons
 Note: Figures do not necessarily add precisely to the total due to rounding.

Environmental Accounting

Konica Minolta has implemented global-scale, consolidated environmental accounting in order to quantitatively assess the costs of environmental preservation in business operations and the benefits obtained from those activities.

Expenditures in fiscal 2017 were approximately 14.0 billion yen, almost the same as in fiscal 2016. Investments

decreased from the previous fiscal year to 0.8 billion yen. Investment in fiscal 2017 consisted of regular equipment renewal only, and there was no large-scale investment. Economic benefits decreased mainly because the calculation range of the economic benefits was changed in fiscal 2017.



Note: Percentages do not necessarily total to 100 because of rounding.

Human Resources Data Summary

Employee Composition by Employment Status

(As of March 31, 2018)

	Regular employees*1★	Non-regular employees*2	Total
Konica Minolta, Inc.	5,282	1,874	7,156
Group companies in Japan	6,009	1,023	7,032
Group companies outside Japan	32,008	2,424	34,432
Konica Minolta Group (worldwide)	43,299	5,321	48,620

*1 Regular employees: Includes employees seconded from other companies; excludes employees seconded to other companies

*2 Non-regular employees: Includes temporary employees, employees dispatched from an agency, and staff contracted from other companies

Number of Employees, by Gender

(As of March 31, 2018)

	Regular employees★		
	Men	Women	Gender not reported*
Konica Minolta Group (worldwide)	30,551	12,548	200

*Some offices do not count men and women separately.

Number of Newly Hired Employees

(As of March 31, 2018)

	Regular employees		
	Men	Women	Gender not reported
Konica Minolta, Inc.	128	48	—

Percentage of Management Positions Held by Women

	Fiscal 2015	Fiscal 2016	Fiscal 2017
Konica Minolta, Inc.*1	3.4%	4.4%	5.5%
Konica Minolta Group (worldwide)*2	15.3%	16.4%	18.9%

*1 Includes employees seconded to Group companies. Figures are as of April 1, the day after the end of each fiscal year.

*2 Konica Minolta Inc. and consolidated subsidiaries representing at least 89% of the total workforce of the Group through fiscal 2015, and at least 93% in fiscal 2016 and 2017. Figures are as of March 31 of each fiscal year.

Percentage of Employees with Disabilities

	June 1, 2016	June 1, 2017	June 1, 2018
Employment rate	2.03%	2.19%	2.27%

Boundary: Konica Minolta, Inc., Konica Minolta With You, Inc., Konica Minolta Japan, Inc., Kinko's Japan Co., Ltd. and Konica Minolta Mechatronics Co., Ltd.

Percentage of Local Hires at Subsidiaries outside Japan

(As of March 31 of each fiscal year)

	Fiscal 2015	Fiscal 2016	Fiscal 2017
President	61%	60%	63%
Senior staff	53%	55%	55%

Percentage of Unionization

(As of March 31 of each fiscal year)

	Fiscal 2015	Fiscal 2016	Fiscal 2017
Konica Minolta Group (worldwide)	86%	85%	85%

Note: Figures are for non-managerial regular employees.

Retention Status of Employees

	Fiscal 2015	Fiscal 2016	Fiscal 2017
Turnover rate	0.7%	0.9%	1.1%
Percentage of new employees leaving within three years	6.3%	8.8%	11.6%

Note: Figures are for regular employees of Konica Minolta, Inc. The percentage of new employees leaving within three years is defined as the percentage of employees who leave their job within three years of joining the company (as of April 1, the day after the end of each fiscal year).

Indicators Related to Work-Life Balance

	Fiscal 2015	Fiscal 2016	Fiscal 2017
Percentage of paid leave taken	57.5%	60.5%	60.9%
Annual overtime hours worked per employee	58 hours	52 hours	45 hours
Annual total hours worked per employee	1,787 hours	1,763 hours	1,756 hours

Note: Figures are for regular employees of Konica Minolta, Inc.

Work-Life Balance Support Program Use

(persons)

	Fiscal 2015		Fiscal 2016		Fiscal 2017	
	Women	Men	Women	Men	Women	Men
Maternal health management leave	4		2		6	
Maternity leave	32		19		31	
Spousal maternity leave		144		108		122
Parental leave	53	14	42	14	46	27
Shorter working hours for childcare	158	3	132	2	117	3
Work-at-home during child-rearing	20	3	27	4	30	4
Nursing care leave	0	1	0	2	0	1
Shorter working hours for nursing care	0	0	1	0	2	0

Note: Figures are for regular employees of Konica Minolta, Inc.

Percentage of Employees Who Return to Work after Childcare Leave

	Fiscal 2015	Fiscal 2016	Fiscal 2017
Work resumption rate	100%	100%	100%

Note: Figures are for regular employees of Konica Minolta, Inc.

Accidents Causing Absence from Work at Sites in Japan

(As of March 31 of each fiscal year)

	Fiscal 2015	Fiscal 2016	Fiscal 2017
Number of employees taking leave from work	6	4	7
Accident frequency rate*1	0.23	0.13	0.22
Number of days of absence	14	44	237
Severity rate of accidents causing absence from work*2	0.0004	0.0012	0.0062

Note: Figures are employees of Konica Minolta Group Japan, including those dispatched from an agency

*1 **Accident frequency rate:** The number of persons absent from work per one million total actual working hours for current employees

*2 **Severity rate of accidents causing absence from work:** The total number of days absent from work per 1,000 total actual working hours for current employees

Accidents Causing Absence from Work at Sites outside Japan

(As of March 31 of each fiscal year)

	Fiscal 2015	Fiscal 2016	Fiscal 2017
Number of employees taking leave from work	12	6	5
Accident frequency rate	0.44	0.21	0.20
Number of days of absence	340	52	98
Severity rate of accidents causing absence from work	0.0103	0.0015	0.0032

Note: Figures are for employees of Group companies in China and manufacturing companies in Malaysia, including those dispatched from an agency.

★: Indicators assured by KPMG AZSA Sustainability Co., Ltd.