

社会データ2022 Social Data 2022

集計期間は各年度3月31日時点。異なる場合は各表に記載。

Aggregation period is as of March 31 of each fiscal year or indicated in each table if otherwise.

従業員の構成 Employee Composition

雇用の種類別 Employee Composition by Employment Status	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
コニカミノルタ (株) Konica Minolta, Inc.	人 persons	8,350	7,611	7,156	7,099	6,963	6,749	6,327
正規従業員☆注1 Regular employees ¹ ☆	人 persons	6,198	5,770	5,282	5,207	5,102	4,910	4,545
非正規従業員注2 Non-regular employees ²	人 persons	2,152	1,841	1,874	1,892	1,861	1,839	1,782
国内グループ会社 Group companies in Japan	人 persons	7,584	7,045	7,032	8,582	8,245	7,802	7,761
正規従業員☆注1 Regular employees ¹ ☆	人 persons	5,766	6,102	6,009	6,071	5,944	5,896	5,737
非正規従業員注2 Non-regular employees ²	人 persons	1,818	943	1,023	2,511	2,301	1,906	2,024
海外グループ会社 Group companies outside Japan	人 persons	33,516	34,050	34,432	35,688	36,176	32,933	32,421
正規従業員☆注1 Regular employees ¹ ☆	人 persons	31,368	32,107	32,008	33,082	32,915	30,173	28,839
非正規従業員注2 Non-regular employees ²	人 persons	2,148	1,943	2,424	2,606	3,261	2,759	3,582
コニカミノルタグループ (全世界) Konica Minolta Group (worldwide)	人 persons	49,450	48,706	48,620	51,369	51,384	47,483	46,509
正規従業員☆注1 Regular employees ¹ ☆	人 persons	43,332	43,979	43,299	44,360	43,961	40,979	39,121
従業員の男女人数☆								
男性 Men	人 persons	30,499	31,044	30,551	30,926	30,560	28,366	26,986
女性 Women	人 persons	12,833	12,761	12,548	13,176	13,142	12,358	11,893
不明※ Gender not reported*	人 persons	-	174	200	258	259	255	242
Gender☆								
日本 Japan	人 persons	11,964	11,872	11,291	11,278	11,046	10,806	10,282
域別従業員数								
欧州 Europe	人 persons	9,824	10,568	10,706	11,275	11,020	10,216	9,952
米国 US	人 persons	8,848	8,519	9,266	9,270	9,227	8,170	8,163
アジア (日本を除く) その他 Asia (not including Japan) and other	人 persons	12,696	13,020	12,036	12,537	12,668	11,787	10,724
非正規従業員注2 Non-regular employees ²	人 persons	6,118	4,727	5,321	7,009	7,423	6,504	7,388

☆ CSRレポートやウェブサイトに記載された数値に対して2018年度の実績値から第三者保証を受けています。

☆ The figures shown on the CSR report and the website have been assured by a third party based on actual figures since FY2018.

注1 正規従業員：他社への出向者を除き、他社からの受け入れ出向者を含む

Note 1. Regular employees: Includes employees seconded from other companies, except for those re-seconded to other companies

注2 非正規従業員：業務請負、派遣社員、臨時社員

Note 2. Non-regular employees: Contract or temporary employees

※ 一部に男女別に集計していない事業所があります

* Some offices do not count men and women separately.

報酬 ☆ † Average Remuneration ☆ †

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
役員※1 Executive level*1	ベース給+ボーナス等の現金インセンティブ BS+Other cash incentives	男性 Men	千円				18,057	20,254
		女性 Women	thousand JPY				18,779	21,867
	ベース給 Base Salary (BS)	男性 Men	千円				14,350	15,708
		女性 Women	thousand JPY				15,491	16,779
管理職※2 Management level*2	ベース給+ボーナス等の現金インセンティブ BS+Other cash incentives	男性 Men	千円				8,494	9,016
		女性 Women	thousand JPY				7,692	8,181
	ベース給 Base Salary (BS)	男性 Men	千円				7,029	7,371
		女性 Women	thousand JPY				6,738	6,935
非管理職※3 Non-management level*3	ベース給 Base Salary (BS)	男性 Men	千円				3,974	4,227
		女性 Women	thousand JPY				3,628	3,912

☆ 第三者保証を受けています。

☆ The figures have been assured by a third party.

注 日本円へは3月31日の為替レートにて換算

Note The amounts are converted to Japanese yen at the exchange rate on March 31.

※1 各年度中に支払われた報酬、ボーナス、株式報酬。株式については各年12月10日～翌年1月22日の平均株価で金額換算しています。

*1. Annual base salary, bonus and other incentives such as stock-based compensation in each year. Stock are converted to value based on the average stock price between December 10 and January 22, each year.

※2 各年度中に支払われた基本給、ボーナス

* 2. Annual base salary and other cash incentives such as bonus in each year.

※3 各年度中に支払われた基本給

* 3. Annual base salary in each year.

† コニカミノルタ(株)、国内子会社 15社および海外子会社 30社における正規従業員 (非執行取締役および業務請負、派遣社員、臨時社員などの非正規従業員は含まない)。集計範囲は連結グループのうち人数ベースで2015年度は89%以上、2016年度、2017年度は93%以上、2018年度、2019年度は92%、2020年度は89%、2021年度は87%以上をカバーする。(以下、同じ。)

† Regular employees of Konica Minolta Co., Ltd., 15 group companies in Japan and 30 group companies outside of Japan. (It does not include non-executive directors and non-regular employees such as business contractors, dispatched employees, and temporary employees.) The scope of the survey covers at least 89% of the consolidated group in terms of the number of employees for FY2015, 93% for FY2016 and FY2017, 92% for FY2018 and FY2019, and 89% for FY2020, and 87% for FY2021. (The same applies hereinafter.)

障がい者雇用率 Percentage of Employees with Disabilities

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY21	FY22
コニカミノルタ (株) ☆注1 Konica Minolta, Inc. ¹ ☆	%	2.02%	2.03%	2.19%	2.28%	2.32%	2.39%	2.55%	2.55%
コニカミノルタグループ (全世界) † Konica Minolta Group (worldwide) †	%						1.1%	1.1%	-

☆ CSRレポートやウェブサイトに記載された数値に対して、2019年度の実績値から第三者保証を受けています。

☆ The figures shown on the CSR report and the website have been assured by a third party since FY2019.

注1 2015年度から2018年度の集計範囲はコニカミノルタ(株)、コニカミノルタウイズユー(株)、コニカミノルタジャパン(株)、キンコーズ・ジャパン(株)、コニカミノルタメカトロニクス(株)。2019年度からはコニカミノルタ情報システム(株)、コニカミノルタプラネタリウム(株)、コニカミノルタビジネスアソシエーツ(株)を新たに追加。各年度6月1日時点。

Note 1. Coverage: From FY2015 to FY2018, Konica Minolta, Inc., Konica Minolta With You, Inc., Konica Minolta Japan, Inc., Kinko's Japan Co., Ltd. and Konica Minolta Mechatronics Co., Ltd. From FY2019, Konica Minolta Information System Co., Ltd., Konica Minolta Planetarium Co., Ltd., Konica Minolta Business Associates Co., Ltd. are added. Figures are as of June 1 of each fiscal year.



Independent Assurance Report

To the President and CEO of Konica Minolta, Inc.

We were engaged by Konica Minolta, Inc. (the “Company”) to undertake a limited assurance engagement of the social performance indicators marked with ☆ (the “Indicators”) for the period from April 1, 2021 to March 31, 2022 (except for the 'Percentage of Employees with Disabilities', which is as of June 1, 2022) included in its Social Data 2022 (the “Social data”) for the fiscal year ended March 31, 2022.

The Company’s Responsibility

The Company is responsible for the preparation of the Indicators in accordance with its own reporting criteria (the “Company’s reporting criteria”), as described in the Social data.

Our Responsibility

Our responsibility is to express a limited assurance conclusion on the Indicators based on the procedures we have performed. We conducted our engagement in accordance with the ‘International Standard on Assurance Engagements (ISAE) 3000, Assurance Engagements other than Audits or Reviews of Historical Financial Information’ issued by the International Auditing and Assurance Standards Board. The limited assurance engagement consisted of making inquiries, primarily of persons responsible for the preparation of information presented in the Social data, and applying analytical and other procedures, and the procedures performed vary in nature from, and are less in extent than for, a reasonable assurance engagement. The level of assurance provided is thus not as high as that provided by a reasonable assurance engagement. Our assurance procedures included:

- Interviewing the Company’s responsible personnel to obtain an understanding of its policy for preparing the Social data and reviewing the Company’s reporting criteria.
- Inquiring about the design of the systems and methods used to collect and process the Indicators.
- Performing analytical procedures on the Indicators.
- Examining, on a test basis, evidence supporting the generation, aggregation and reporting of the Indicators in conformity with the Company’s reporting criteria, and recalculating the Indicators.
- Evaluating the overall presentation of the Indicators.

Conclusion

Based on the procedures performed, as described above, nothing has come to our attention that causes us to believe that the Indicators in the Social data are not prepared, in all material respects, in accordance with the Company’s reporting criteria as described in the Social data.

Our Independence and Quality Control

We have complied with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants, which includes independence and other requirements founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behavior. In accordance with International Standard on Quality Control 1, we maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Kazuhiko Saito, Partner, Representative Director

KPMG AZSA Sustainability Co., Ltd.

Tokyo, Japan

September 26, 2022