

Topics

Konica Minolta Receives Gold Award at the Human Capital Management Excellence Awards for Its Women 2 Lead Program that Aims to Expand Leadership Opportunities

Tokyo (October 6, 2025) - Konica Minolta, Inc. (Konica Minolta) announced that its Women 2 Lead Program, which aims to expand leadership opportunities for employees from a broad range of backgrounds and experiences, received a Gold Award, the highest honor, in the "Best Leadership Development for Women" category at the 33rd annual Human Capital Management (HCM) Excellence Awards hosted by Brandon Hall Group, a talent development consulting firm based in Florida, USA.

The HCM Excellence Awards recognize companies and organizations that have successfully deployed innovative programs and achieved measurable results in terms of learning and development, talent management, leadership development, talent acquisition, human resources, inclusive leadership, workforce development, sales performance, and the future of work.

"Best Leadership Development for Women" is one of the categories of the HCM Excellence Awards designed for leadership development programs designed for those who aspire to be leaders or are in executive positions. Winners in this category are selected through assessment of the alignment of such programs to business needs and their innovativeness and effectiveness.

Konica Minolta launched the Women 2 Lead Program in 2023 as part of its broader commitment to cultivating leadership capabilities across its global workforce with a view to broadening the range of perspectives in decision-making and strengthening Konica Minolta's long-term business performance.

Konica Minolta recognizes that the Women 2 Lead Program was honored with the Gold Award for its alignment to the Company's business plans and strategies as well as its flexible adaptation to the needs of program participants.

The awarding ceremony is scheduled for February 9 to 12, 2026 in Florida, USA.

Women 2 Lead Program

The Women 2 Lead Program is Konica Minolta's group-wide program created to support the next generation of leaders from a wide range of professional and cultural backgrounds, implemented in collaboration with The International Institute for Management Development (IMD), a Swiss business school and colleagues across the world. The program has consistently received strong feedback from participants and has led to measurable career advancements, including expanded responsibilities and promotions. These outcomes not only highlight the program's effectiveness but also underscore the strategic value of inclusive leadership—bringing diverse perspectives, fostering innovation, and building resilient foundations for long-term success.

The program offers leadership development opportunities to participants from a broad range of backgrounds and experiences. Through assessments based on IMD's methodology, participants gain deeper insights into their individual strengths and areas for growth. Building on these insights, they craft personalized Individual Development Plans and targeted learning modules that foster a leadership mindset for their long-term success.

So far, this program has developed 22 women leaders, who are acting globally in Business Technologies Business, Industry Business and Imaging Solutions Business.

Konica Minolta will remain focused on the five material issues to promote the development of globally-competent human capital and foster an organizational culture that enables individuals to maximize their potential and thrive.

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