Konica Minolta, Inc. Sustainability Report 2024

Contents

(Website information as of October 2024)

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Sustainability



> Basic Approach and Systems for Sustainability Management

Sustainability Strategy

> Sustainability Strategy

> Targets and Results

Material Issues



Improving Fulfillment in Work and Corporate Dynamism



Supporting Healthy, High-Quality Living



Ensuring Social Safety and Security



Addressing Climate Change



Using Limited Resources Effectively

Activity Report

> Social



This section introduces Konica Minolta's initiatives to strengthen the capacity and diversity of its human resources, raise customer satisfaction, provide safe products, protect human rights, and ensure social responsibility across the supply chain.

Highly Relevant Material Issues

- Improving Fulfillment in Work and Corporate Dynamism
- Supporting Healthy, High-Quality Living
- Ensuring Social Safety and Security

> Environment



This section introduces Konica Minolta's medium-term environmental strategy, initiatives to reduce environmental impact in business activities, and efforts to achieve "Carbon Minus" status.

Highly Relevant Material Issues

- Addressing Climate Change
- Using Limited Resources Effectively

> Governance



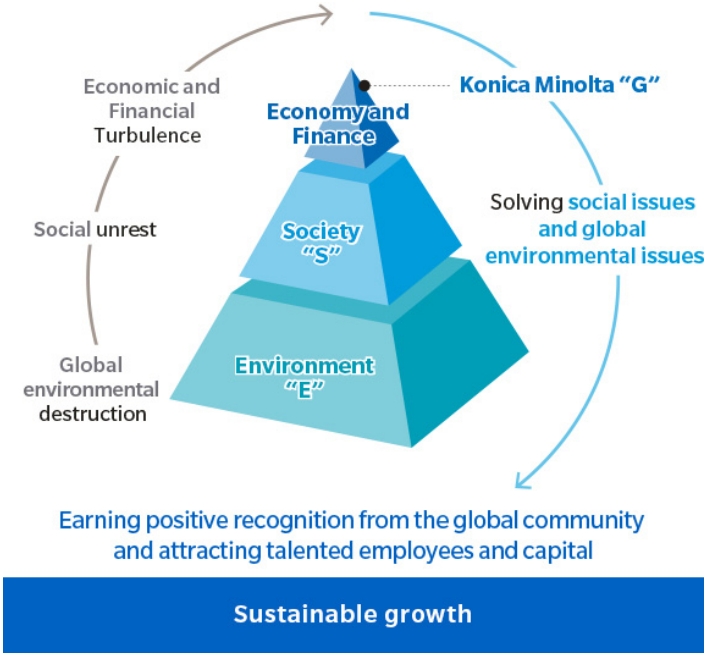
This section introduces Konica Minolta's corporate governance, compliance, risk management and information security measures.

> Evaluation by External Parties
> Stakeholder Engagement
> Participation in Intiative
> ESG data
> List of Policies
> Report Archives
> Reporting Policy
> External Assurance
> Guidelines Index

Basic Approach and Systems for Sustainability Management

Basic Approach: Grow the Business by Providing New Value That Helps Build a Sustainable Society

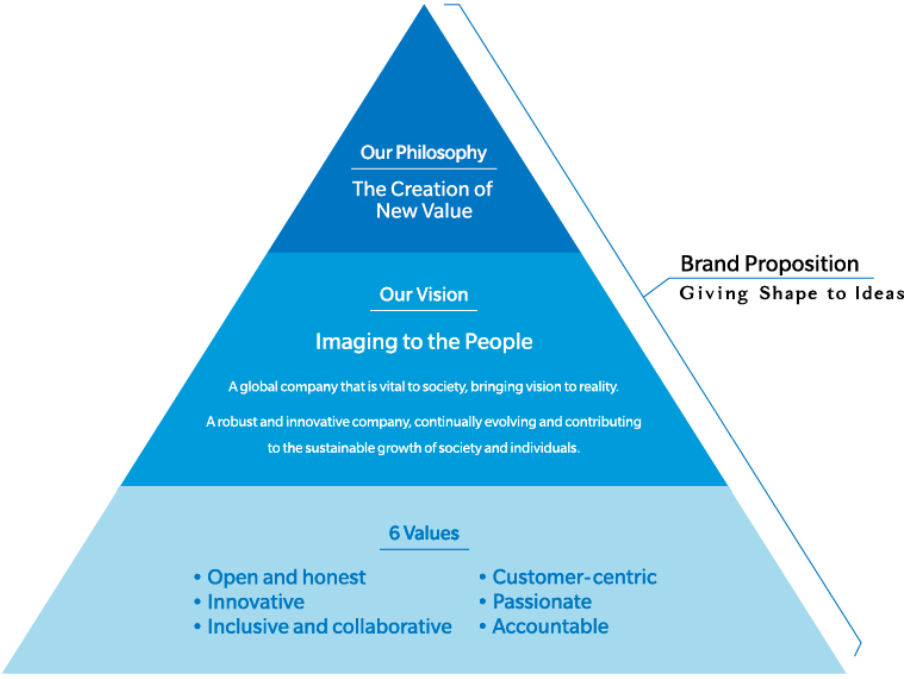
Konica Minolta has prospered together with society by continuing to provide the new value required in each era, living up to its philosophy, "The Creation of New Value." Helping to build a sustainable society also promotes corporate sustainability. If greater social unrest is triggered by the destruction of the global environment, it will also impact economies and financial systems worldwide. However, by working to solve global environmental and social problems, Konica Minolta can minimize future risks while creating opportunities for growth.



Corporate Philosophy

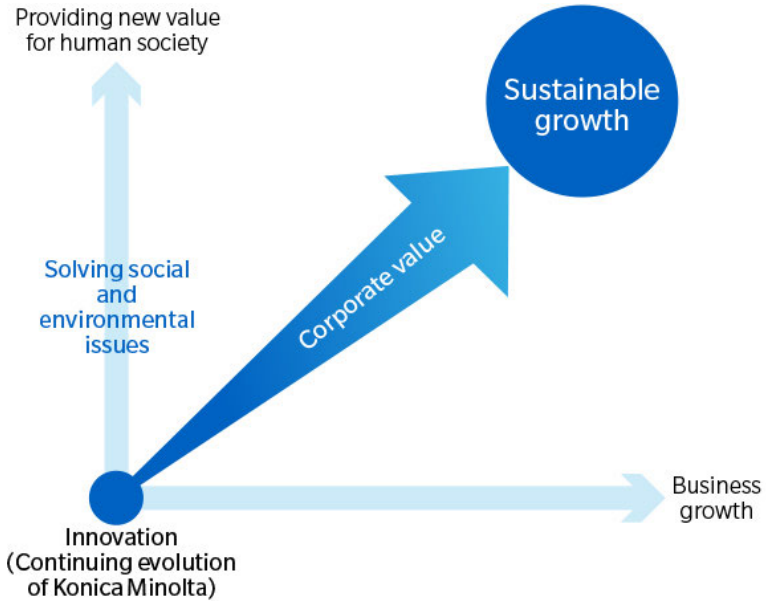
The Konica Minolta Philosophy consists of "Our Philosophy," which has remained unchanged since the launch of Konica Minolta in 2003; "Our Vision," which looks forward to 2030; the "6 Values" that guide its corporate culture as a wellspring of value creation, and Brand Proposition.

By continually evolving with its customers through innovation, Konica Minolta contributes to the realization of a sustainable society and continues to take on the challenge of both the growth of its business and the creation of new value for the global environment and all of human society.



Enhancing Corporate Value for Sustainable Growth

For a company to grow sustainably, it must continually provide new value for human society as well as achieve business growth. To further its own evolution, Konica Minolta is determined to generate innovation to help solve social and environmental issues. By linking this effort to financial performance, Konica Minolta seeks to enhance its corporate value and achieve sustainable growth.



Konica Minolta Group Charter of Corporate Behavior

Konica Minolta's efforts to achieve sustainability are based on the Konica Minolta Group Charter of Corporate Behavior and its basic approach to sustainability management. The Konica Minolta Group Guidance for the Charter of Corporate Behavior is shared globally and illustrates desirable behavior in each of the categories included in the Charter as a basis for understanding and practicing desired behavior.

- Konica Minolta Group Charter of Corporate Behavior

Respect for International Best Practices

The Konica Minolta Group respects and follows widely adopted international social responsibility initiatives, including the Global Compact initiated by the United Nations.

Sustainability-Related Principles, Charters, and Norms That Konica Minolta Observes

Universal Declaration of Human Rights

Sustainable Development Goals (SDGs)

United Nations Guiding Principles on Business and Human Rights

OECD Guidelines for Multinational Enterprises

ISO26000

Japan Business Federation (Nippon Keidanren) Charter of Corporate Behavior

■ Support for the Japan Business Federation Charter of Corporate Behavior

Konica Minolta, Inc., is a member of the Japan Business Federation (Nippon Keidanren) and respects its Charter of Corporate Behavior.

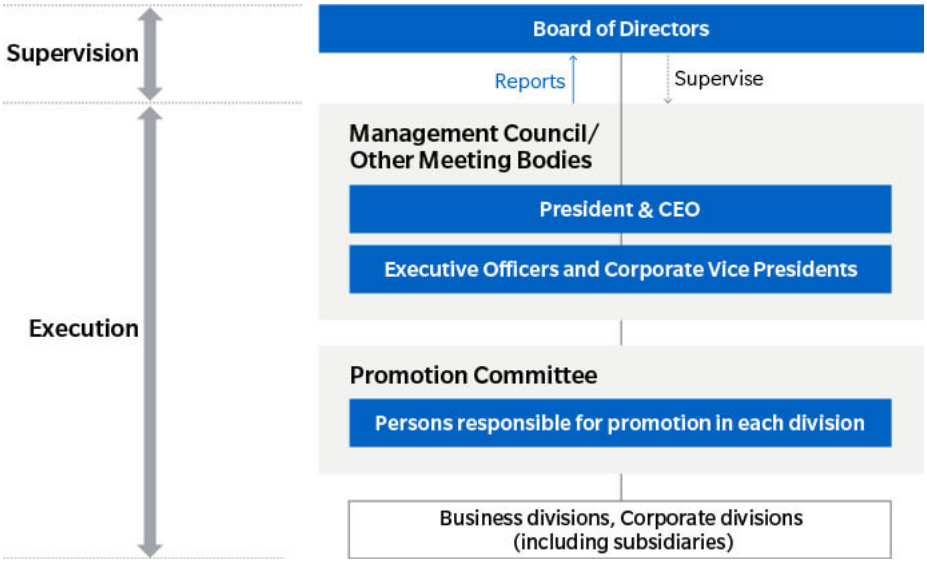
- Japan Business Federation (Nippon Keidanren) Charter of Corporate Behavior
- Japan Business Federation (Nippon Keidanren) Charter of Corporate Behavior Implementation Guidance

Major Sustainability-Related Organizations in Which Konica Minolta Participates or Is a Signatory

- United Nations Global Compact
  - Responsible Business Alliance (RBA)
  - Responsible Minerals Initiative (RMI)
- Japan Electronics and Information Technology Industries Association (JEITA), Responsible Minerals Trade Working Group, Conflict-Free Sourcing Working Group
- RE100
- Task Force on Climate-related Financial Disclosures (TCFD)
- Task Force on Nature-related Financial Disclosures (TNFD)
- Japan Climate Initiative (JCI)
- "Challenge Zero," Japan Business Federation (Nippon Keidanren)
- Electrical and Electronics Industries' "Carbon Neutrality Action Plan"
- Japan Partnership for Circular Economy (J4CE)
- Initiative based on the Declaration of Biodiversity by Keidanren

Sustainability Management System

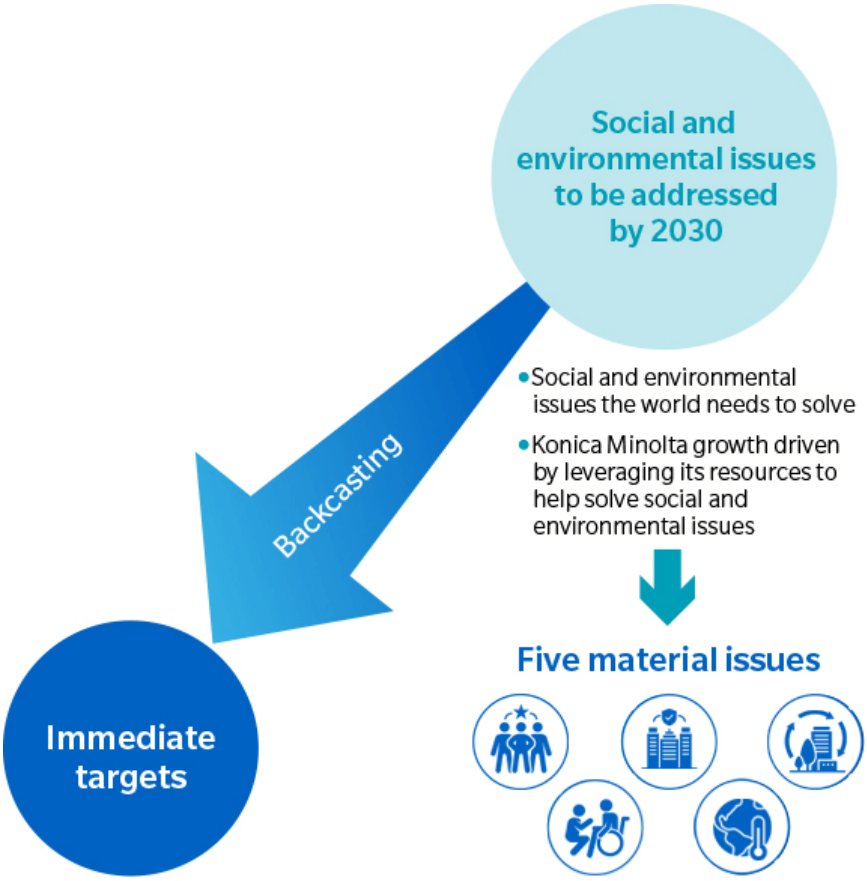
At Konica Minolta Inc., the President and CEO, who is a member of the Board of Directors, is tasked with the ultimate responsibility and authority for overall sustainability management and is also responsible for its effectiveness. The actual sustainability management activities for the entire Group are executed by each Group executive for corporate sustainability, under the President. Just like other key management issues, discussions and decisions on key sustainability issues are made at the Management Council and other meetings attended by the President, Executive Officers, and Corporate Vice Presidents.
Each Group executive in charge creates a medium-term management plan for sustainability, which is summarized as a Company-wide business plan, and approved by the Board of Directors after discussion and approval by the Management Council and other convening bodies as a management plan for the entire Group. In the process of formulating the medium-term management plan, each executive in charge of sustainability, led by the executive in charge of corporate planning, reviews material issues by conducting a rolling review of the amount of change in risk, and revises it, as necessary. After deliberation and approval by the Management Council and other convening bodies, the Board of Directors approves it. Each executive in charge of sustainability has established a Promotion Committee as necessary as an organization to review and promote the medium-term sustainability plan. For example, the Company has established the Environmental Promotion Committee as an organization to review and promote the medium-term environmental plans. Chaired by the manager of the Corporate Planning Division, the council is comprised of persons responsible for promotion appointed by the heads of the business and corporate divisions. The Committee discusses the medium-term environmental plan and the annual plan, checks the quarterly progress, and reviews the Group's environmental issues.
Since fiscal 2017, the company has been promoting sustainability as part of its management activities by including non-financial indicators such as ESG in the performance evaluation items of executive officers. However, from fiscal 2023, Konica Minolta will further promote sustainability initiatives as part of its management activities by linking the CO_2 emissions reduction indicator and employee engagement score to medium-term stock compensation as important non-financial indicators.



Sustainability Strategy

Helping to Solve Social Issues through Businesses Focused on Five Material Issues

The future is difficult to predict in a complex world characterized by population growth, developed countries with declining birthrates and aging populations, rapid digital transformation, increasing use of biotechnology, multipolarity in international relations, and a worsening climate crisis. Given the uncertain future the world faces, Konica Minolta has decided to identify the social and environmental issues it must help address. While reaffirming its corporate DNA, the company clarified issues to be addressed by 2030, and then backcasted from that year to determine the targets it must tackle immediately.



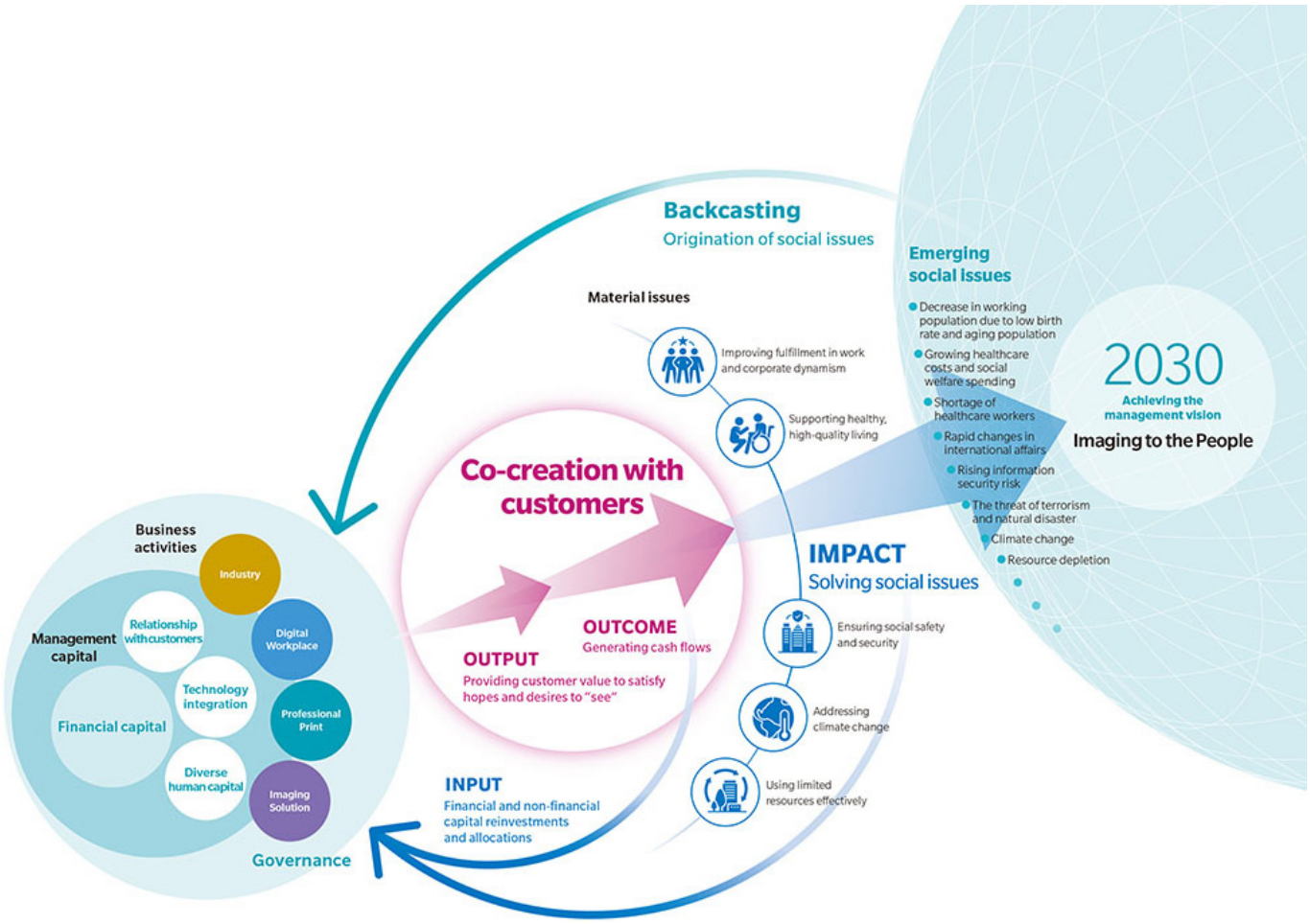
After gaining insight into social and environmental issues expected to be critical by 2030 by examining the UN Sustainable Development Goals (SDGs) and macro trends, Konica Minolta conducted a materiality analysis from the perspectives of social issues that must be resolved and Konica Minolta's business growth. This led to the identification of five material issues for Konica Minolta to tackle starting in 2020. For each of these issues, a vision was also established, thereby clarifying Konica Minolta's medium and long-term directions for value creation.

Vision for 2030 and Five Material Issue

Material issue	Vision for 2030	Related SDGs
Improving fulfillment in work and corporate dynamism	Increase labor productivity for corporate clients, society, and Konica Minolta. Make time for creativity, and promote workplaces where all individuals can thrive.	
Supporting healthy, high-quality living	Promote health and high quality of life of clients, society, and at Konica Minolta. Help individuals lead fulfilling lives.	
Ensuring social safety and security	Enhance safety and security in the workplaces of corporate clients and in society. Minimize risks posed by Konica Minolta products and services.	
Addressing climate change	Reduce CO_2 emissions by Konica Minolta. Enhance CO_2 emissions reduction at corporate clients and suppliers.	
Using limited resources effectively	Promote the effective use of resources at Konica Minolta, while also helping corporate clients and suppliers to achieve effective use.	

These five material issues are linked to Konica Minolta's business growth strategy and are the basis for promoting each business activity. Konica Minolta will pursue initiatives that integrate business growth and social sustainability to create customer and social value that align with the value creation process.

Value Creation Process



Backcasting from social issues envisioned for 2030, Konica Minolta meets the client's needs through products and solutions from its four business. Not only by leveraging its strengths in intangible assets (customer relationships, fusion of technologies, and diverse human resources), Konica Minolta also seeks to create customer value through co-creation with customers. At the same time, the Company will continuously repeat this process of generating cash flow, which is the resulting economic value, and expand the impact of solutions for social and environmental issues.

Click below for details on the material issue identification process.

- Material Issue Evaluation and Identification Process

Sustainable Products that Create Customer Value and Social Value

Identifying products and solutions that solve social and environmental issues by material issues.

- Products that contribute to each material issue

Opportunities and Risks for Material Issues

Risk Management

Sustainability-related risks (such as climate change, information security, etc.) based on identified material issues are integrated with company-wide risks and managed by the Risk Management Committee.

Opportunities and Risks

The material issues and the related opportunities and risks are shown in the table below. Each of Konica Minolta's businesses works to create value with an awareness of material issues. For example, in the Industry Business, Konica Minolta is working to resolve the issue of passing on the skills of top workers by automating the inspection process, which relies on the skills of experienced workers at production sites, and to reduce the number of required workers, and contribute to greater quality of end products, and improve fulfillment in work and corporate dynamism. In the professional print business, the Company is helping to address climate change and use limited resources effectively by transforming its customers' supply chains to reduce transport, storage, disposal, and intermediate materials through production conducted with the right timing, quantities, and location. Furthermore, in the healthcare business, we contribute to "supporting healthy, high-quality living" by realizing early detection and diagnosis.

	Social and environmental issues (Assumptions for 2030)	Opportunities	Risks
Improving fulfillment in work and corporate dynamism	Bridging the digital divide and eliminating the labor shortage Opportunity gaps for employment and creation	Transforming workflow and supply chain to help customers improve productivity and shift to more creative work	Declining employee diversity, independence, and ability to innovate due to stagnant efforts to create workplaces that promote diversity
Supporting healthy, high-quality living	Lower sustainability of medical and nursing care Restricted medical care access Reduced social security spending	Contributing to early diagnosis, lower medical costs, and higher QOL through imaging and medical IT services	
Ensuring social safety and security	Risk of workplace accidents due to aging facilities, etc.	Ensuring the safety and security of businesses and society through image monitoring Ensuring customer quality through advanced measurement and inspection	Damage to company or society due to serious accidents caused by products or services
Addressing climate change	Adaptation to changes associated with the transition to a carbon-neutral world Impact of climate change on society, the economy, and ecosystem	Reducing the impact of energy and CO_2 on client companies and society by transforming the workflow and supply chain	Declining competitiveness due to delayed transition to sustainable energy Delayed business restructuring to accommodate the paperless trend Supply chain disruptions due to abnormal weather
Using limited resources effectively	Adaptation to changes associated with the transition to a circular economy Impact of resource depletion on society, the economy, and ecosystem	Reducing resource use and improving resource efficiency at client companies and in society by transforming the workflow and supply chain	Declining competitiveness due to delayed switching to sustainable raw materials Increasing material costs due to raw material shortages and supply instability

Impact Assessment on External Stakeholders

Material Issues	Impact on External Stakeholders	Output	Impact
Addressing Climate Change	If dire climate change predictions materialize, rising sea levels will submerge coastlines and damage biodiversity. There will likely also be frequent severe weather events, such as typhoons and hurricanes, which could have a significant impact on both industry and people's lives. Konica Minolta is promoting the reduction of CO_2 emissions by downsizing its products, incorporating energy-saving designs, and implementing energy conservation and renewable energy in production. We believe that these actions will lead to a reduction in the economic losses brought to society and the environment.	Scope 1,2,3 CO_2 reduction: 33,000 t (FY2023)	Social cost of reduced carbon*1: 950 million yen
Using Limited Resources Effectively	In order to make more effective use of finite resources, it is necessary not only to reduce the amount of resources wasted, but also to recover and recycle waste. Konica Minolta has developed a new technology to recycle disposable plastics such as milk bottles and PET bottles. The company is contributing to waste reduction by actively using recycled plastics for the housings and consumables of its MFPs. We believe this will help reduce waste disposal and management costs for society as a whole.	Amount of recycled plastic introduced: 4,000 t (FY2023)	Social cost of reduced waste*2: 180 million yen

Notes:

*1 Social cost of carbon is calculated at 190 US dollars per ton of CO_2 based on the survey data from the "Report on the Social Cost of Greenhouse Gases" (U.S. EPA, 2022).

*2 Social cost of waste is calculated at 46,000 yen per ton of waste based on the waste disposal fee of the Tokyo Metropolitan Government (Tokyo Twenty-three Wards Cleaning Partial Administrative Association).

Sustainability Strategy

Material Issue Evaluation and Identification Process

Background of Material Issue Settings

The future is difficult to predict in a complex world characterized by population growth, developed countries with declining birthrates and aging populations, rapid digital transformation, increasing use of biotechnology, multipolarity in international relations, and a worsening climate crisis. Given the uncertainty the world faces, Konica Minolta has decided to identify the social and environmental issues it must help address. While reaffirming its corporate DNA, the Company clarified the issues to be addressed by 2030, and then backcasted from that year to determine the targets it must tackle immediately.
Konica Minolta believes that a sustainable and decentralized society with greater individual autonomy is on the horizon. When it arrives, organizations and individuals will be creating all kinds of value utilizing an explosively expanding amount of data. Along with greater prosperity based on individualization and diversification, countries will be able to solve many pressing social and environmental issues. Advanced technology will be required both for achieving greater prosperity and for addressing these issues.
After gaining insight into social and environmental issues expected to be critical by 2030 by examining the UN Sustainable Development Goals (SDGs), macro trends, and various stakeholder requirements, Konica Minolta conducted a materiality analysis from the perspectives of social issues that must be resolved and Konica Minolta's business growth. This led to the identification of five material issues for Konica Minolta to tackle. By addressing these five material issues, Konica Minolta will support the human quest for purpose in life and contribute to global sustainability.
The validity of the material issue settings is periodically reexamined during the formulation of the medium-term business plan every three years.

Evaluation and Identification Process

Step 1. Issue Awareness

First, Konica Minolta made a list of diverse environmental, social, and economic issues by referencing international frameworks and guidelines such as the GRI Standards and SDGs, as well as macro trends in each specialized field.
The list was prepared by referring to the Wedding Cake Model of the SDGs. This structural model was developed by the Stockholm Resilience Center* as a way to understand the SDGs, and it helps to clarify the relationships among the SDGs. With this model, the 17 goals are divided into three layered categories, like the tiers of a wedding cake. These tiers, from bottom to top, are biosphere, society, and economy. The model illustrates that achieving the biosphere and society-related SDGs can help to build a sustainable economy and society, upon which companies can help build the foundation for a sustainable economy. With this relationship in mind, Konica Minolta identified the issues of greatest importance to its business.
During this identification process, Konica Minolta also considered social and environmental changes, regulatory and policy trends, and stakeholder requirements, all in light of the Company's current and potential business areas, as well as the corresponding supply and value chains.

※ Stockholm Resilience Center

Frameworks and Guidelines referred to:

- GRI Standards
- Sustainability Accounting Standards Board (SASB)
- ISO 26000
- Sustainable Development Goals (SDGs)
- The Ten Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises
- Task Force on Climate-related Financial Disclosure (TCFD)
- Macro trends in various climate change and other specialized fields (the Paris Agreement, the European circular economy, etc.)
- International Integrated Reporting Council (IIRC), International Integrated Reporting Framework
- Stockholm Resilience Center's Wedding Cake Model for the SDGs

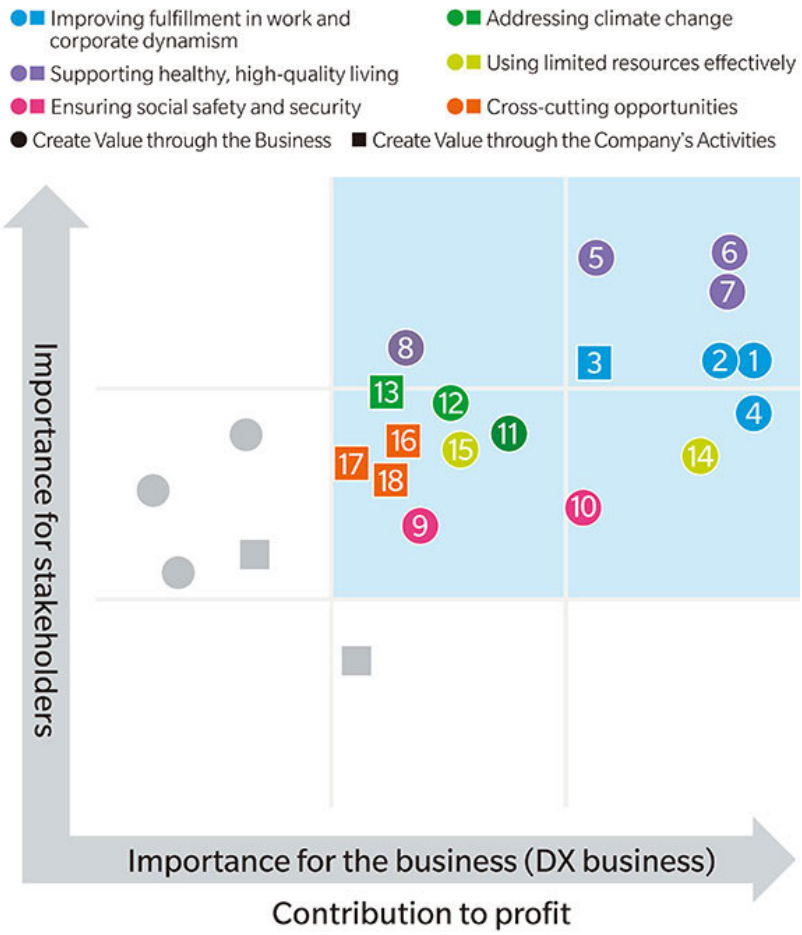
Evaluations, dialogues and requirements for Konica Minolta from stakeholders

- Dialogue with investors and other stakeholders at IR briefings, business briefings, etc.
- Dialogue with CDP and other international NGOs and NPOs
- Items requested in various ESG surveys
- Dialogue with customers on Green Marketing activities
- Dialogue with companies participating in the Environmental Digital Platform
- Dialogue with investors and other stakeholders at the TCFD Consortium Roundtable

Step 2. Issue Identification and Prioritization

From the initial list of issues, Konica Minolta identified fields that are particularly relevant to its business, and then conducted a prioritization process.
Konica Minolta's materiality analysis is unique in that it assesses both risks and opportunities. By evaluating both aspects, the Company aims to fulfill expectations for enterprises to tackle the SDGs. The expectation is that companies treat social and environmental issues as opportunities to grow their businesses while helping to solve issues through their business activities.
In performing the materiality analysis, Konica Minolta evaluated and prioritized the issues based on two perspectives: importance to stakeholders and importance to the business.
Customers, business partners, shareholders, investors, and employees were defined as part of the analysis. Importance to stakeholders was quantified by scoring each issue from one to five. To analyze financial impact and importance to the business, each issue was similarly scored based on the amount of potential earnings for opportunity issues and the amount of potential loss for risk issues.

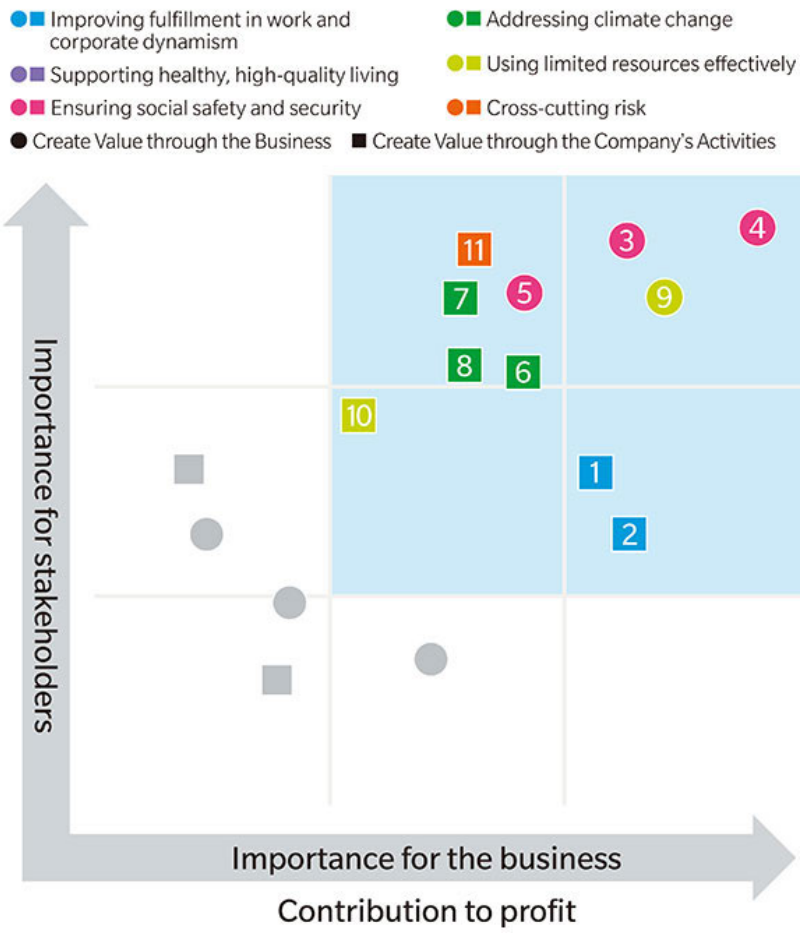
【Opportunities for Each Material Issue】



Improving fulfillment in work and corporate dynamism	1 Improving productivity of customer organizations and increasing time for creativity by providing work-style solutions using digital technology
	2 Improving productivity and enhancing workplace motivation in the supply chains of customer organizations by providing products and services that transform the workflows of frontline workers
	3 Realizing the full potential of human resources, who are the source of new value, and creating workplaces organizations where individuals thrive
	4 Eliminating labor shortages and strengthening cyber security by eliminating the gap in IT access faced by small and medium enterprises
Supporting healthy, high-quality living	5 Transforming caregiver workflow with imaging IoT-based systems and onsite consulting services, and creating a labor pool in the caregiving industry
	6 Promoting disease prevention and early detection by providing high value-added medical services, and reducing medical expenses
	7 Streamlining drug development by promoting innovation in drug discovery processes utilizing genetic testing technology
	8 Improving healthcare accessibility in developing countries
Ensuring social safety and security	9 Improving safety and security at client sites and for society by providing products and services such as gas leak monitoring services
	10 Supporting the quality produced by corporate clients by offering products and services that facilitate high-tech measurement and inspection
Addressing climate change	11 Reducing energy consumption and CO_2 emissions of customers and society by providing manufacturing process solutions
	12 Promoting a paperless and ubiquitous computing society by providing solutions for work style reform
	13 Contributing to drastic CO_2 emissions and cost reductions by helping business partners to reduce their environmental impact using DX technology
Using limited resources effectively	14 Constructing efficient supply chains for client companies using on-demand production
	15 Reducing workflow and supply chain loss for client companies

Cross-cutting opportunities	16 Fostering a corporate culture that encourages role models for the generation of SDG innovation
	17 Improving ESG relations with investors
	18 Enhancing customer relations by making the most of ESG initiatives

【Risks for Each Material Issue】



Improving fulfillment in work and corporate dynamism	1 Mismatches between employee skills and their work due to rapid changes in systems and environments
	2 Declines in employee diversity, independence, and ability to innovate due to stagnated efforts to create workplaces that promote diversity
Ensuring social safety and security	3 Loss of public confidence in the event of a product or service-related accident that results in death or injury to a user
	4 Loss of public confidence in the event of a serious information security accident related to a product or service, which results in a personal data leak or privacy infringement
	5 Impacts on operations and product shipments due to the use of substances that pollute ecosystems and pose human health hazards
Addressing climate change	6 Skyrocketing energy prices, increased material costs due to raw material shortages, and supply instability
	7 Greater use of paperless systems due to skyrocketing energy prices and raw material shortages
	8 Supply chain disruptions due to abnormal weather
Using limited resources effectively	9 Decline in competitiveness due to delayed participation in the circular economy
	10 Production or shipment delays due to water-related risks and water resource depletion

Cross-cutting risk	11 Decline in public confidence due to lack of governance at business partners

Step 3. Identification and Validation

Konica Minolta holds a meeting to promote the sustainability aspect of its Medium-term Business Plan. The meeting verifies the validity of the evaluation process and analysis results for these material issues and identifies which issues should be prioritized. The identified material issues are then deliberated by senior management and approved by the Board of Directors.
This material issue identification process is reviewed as necessary during the development of the Medium-term Business Plan to ensure the validity of the issues and plans.

Sustainability Strategy

Sustainability Targets and Results

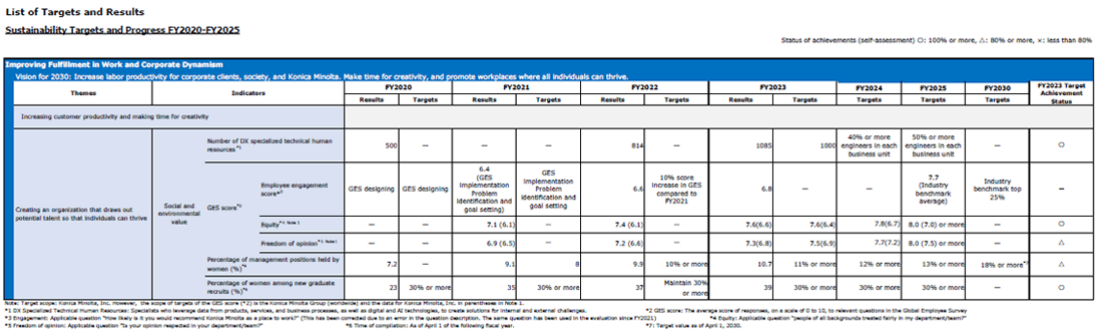
Konica Minolta has set indicators in line with its material issues and uses them to manage progress.

Initiatives from FY2020 to FY2025

In 2030, Konica Minolta defined the social and environmental issues it should address, and used backcasting to identify five material issues (priority issues) to tackle in 2020: Improving fulfillment in work and corporate dynamism; Supporting healthy, high-quality living; Ensuring social safety and security; Addressing climate change; and Using limited resources effectively. For each of these issues, visions for 2030 were also established, thereby clarifying Konica Minolta's medium and long-term directions for value creation.

Konica Minolta reports on the targets and action plans to create social and environmental value and economic value in line with these five material issues were also formulated.

Click image to jump to the page



List of Targets and Results

Sustainability Targets and Progress FY2020-FY2025

Status of achievements (self-assessment) ○: 100% or more, △: 80% or more, ×: less than 80%

Improving Fulfillment in Work and Corporate Dynamism

Vision for 2030: Increase labor productivity for corporate clients, society, and Konica Minolta. Make time for creativity, and promote workplaces where all individuals can thrive.

Themes	Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2023 Target Achievement Status
Increasing customer productivity and making time for creativity														
Creating an organization that draws out potential talent so that individuals can thrive	Social and environmental value	Number of DX specialized technical human resources*1	500	—	—	—	814	—	1085	1000	40% or more engineers in each business unit	50% or more engineers in each business unit	—	○
		GES score*2 Employee engagement score*3	GES designing	GES designing	6.4 (GES implementation Problem identification and goal setting)	GES implementation Problem identification and goal setting	6.4	10% score increase in GES compared to FY2021	6.8	—	—	7.7 (Industry benchmark average)	Industry benchmark top 25%	—
		GES score*2 Equity*4 Note 1	—	—	7.1 (6.1)	—	7.4 (6.1)	—	7.6(6.6)	7.6(6.4)	7.8(6.7)	8.0 (7.0) or more	—	○
		GES score*2 Freedom of opinion*5 Note 1	—	—	6.9 (6.5)	—	7.2 (6.6)	—	7.3(6.8)	7.5(6.9)	7.7(7.2)	8.0 (7.5) or more	—	△
		Percentage of management positions held by women (%)*6	7.2	—	9.1	8	9.9	10% or more	10.7	11% or more	12% or more	13% or more	18% or more*7	△
		Percentage of women among new graduate recruits (%)*6	23	30% or more	35	30% or more	37	Maintain 30% or more	39	30% or more	30% or more	30% or more	—	○

Note: Target scope: Konica Minolta, Inc. However, the scope of targets of the GES score (*2) is the Konica Minolta Group (worldwide) and the data for Konica Minolta, Inc. in parentheses in Note 1.
*1 DX Specialized Technical Human Resources: Specialists who leverage data from products, services, and business processes, as well as digital and AI technologies, to create solutions for internal and external challenges.
*2 GES score: The average score of responses, on a scale of 0 to 10, to relevant questions in the Global Employee Survey
*3 Engagement: Applicable question "How likely is it you would recommend Konica Minolta as a place to work?" (This has been corrected due to an error in the question description. The same question has been used in the evaluation since FY2021)
*4 Equity: Applicable question "people of all backgrounds treated fairly in my department/team?"
*5 Freedom of opinion: Applicable question "Is your opinion respected in your department/team?"
*6: Time of compilation: As of April 1 of the following fiscal year.
*7: Target value as of April 1, 2030.

List of Targets and Results

Sustainability Targets and Progress FY2020-FY2025

Status of achievements (self-assessment) ○: 100% or more, △: 80% or more, ×: less than 80%

Improving Fulfillment in Work and Corporate Dynamism

Vision for 2030: Increase labor productivity for corporate clients, society, and Konica Minolta. Make time for creativity, and promote workplaces where all individuals can thrive.

Themes	Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2023 Target Achievement Status
Increasing customer productivity and making time for creativity														
Creating an organization that draws out potential talent so that individuals can thrive	Social and environmental value	Number of DX specialized technical human resources *1	500	—	—	—	814	—	1085	1000	40% or more engineers in each business unit	50% or more engineers in each business unit	—	○
		GES score *2 Employee engagement score *3	GES designing	GES designing	6.4 (GES implementation Problem identification and goal setting)	GES implementation Problem identification and goal setting	6.6	10% score increase in GES compared to FY2021	6.8	—	—	7.7 (Industry benchmark average)	Industry benchmark top 25%	—
		Equity *4 Note1	—	—	7.1 (6.1)	—	7.4 (6.1)	—	7.6(6.6)	7.6(6.4)	7.8(6.7)	8.0 (7.0) or more	—	○
		Freedom of opinion *5 Note1	—	—	6.9 (6.5)	—	7.2 (6.6)	—	7.3(6.8)	7.5(6.9)	7.7(7.2)	8.0 (7.5) or more	—	△
		Percentage of management positions held by women (%) *6	7.2	—	9.1	8	9.9	10% or more	10.7	11% or more	12% or more	13% or more	18% or more *7	△
		Percentage of women among new graduate recruits (%) *6	23	30% or more	35	30% or more	37	Maintain 30% or more	39	30% or more	30% or more	30% or more	—	○

Note: Target scope: Konica Minolta, Inc. However, the scope of targets of the GES score (*2) is the Konica Minolta Group (worldwide) and the data for Konica Minolta, Inc. in parentheses in Note 1.
*1 DX Specialized Technical Human Resources: Specialists who leverage data from products, services, and business processes, as well as digital and AI technologies, to create solutions for internal and external challenges.
*2 GES score: The average score of responses, on a scale of 0 to 10, to relevant questions in the Global Employee Survey
*3 Engagement: Applicable question "How likely is it you would recommend Konica Minolta as a place to work?" (This has been corrected due to an error in the question description. The same question has been used in the evaluation since FY2021)
*4 Equity: Applicable question "people of all backgrounds treated fairly in my department/team?"
*5 Freedom of opinion: Applicable question "Is your opinion respected in your department/team?"
*6 Time of compilation: As of April 1 of the following fiscal year.
*7: Target value as of April 1, 2030.

Supporting Healthy, High-Quality Living

Vision for 2030: Promote health and high quality of life at corporate clients, in society, and Konica Minolta. Help individuals lead fulfilling lives.

Themes		Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2023 Target Achievement Status
Promote Health and High Quality of Life at Corporate Clients															
Building Safe and Comfortable Workplaces Where Employees Feel Motivated	Improve organizational health	Social and environmental value	Percentage of workplaces where stress levels exceed the appropriate range *1	—	—	—	—	13.3%	—	5.3%	12.5%	11.3%	9.3%	—	○
			Average score of the organizational health survey (10-point scale) results	—	—	—	—	6.1	—	6.3	6.4	6.9	7.7	—	△
	Employee health		Presenteeism: Percentage of employees with moderate or greater impaired work function due to health problems *2	—	—	—	—	18.2%	—	18.2%	17.1%	16.1%	15.1%	—	×
			Absenteeism *3 : Average reduction *4 in the number of days of leave for the person on leave *5	—	—	—	—	—	—	2% increase	3% decrease	9% decrease	17% decrease	—	×

Note: Target scope: Konica Minolta, Inc.
*1 Workplaces with stress levels that exceed the appropriate range: Workplaces with a total health risk of 120 or higher in stress check (A total health risk of 100 is the national average)
*2 Presenteeism: A condition in which an employee is present at work, but their performance is declining due to some physical disorder. It is evaluated using the Work Functioning Impairment Scale (WFun), a survey developed at the University of Occupational and Environmental Health, Japan to measure the degree of impaired work function due to health problems. In Japan, a score of 21 or higher on this survey is said to indicate moderate or greater impaired work function.
*3 Absenteeism: Condition of not being able to come to work due to illness or poor health
*4 Percentage of reduction from FY2022 results
*5 Person on leave: Employee on leave (including unscheduled absence and temporary retirement). The number of days of leave of absence does not include fixed days off, paid vacations, and absence due to work-related injury.

Ensuring Social Safety and Security

Vision for 2030: Enhance safety and security in the workplaces of corporate clients and in society. Minimize risks posed by Konica Minolta products and services.

Themes		Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2023 Target Achievement Status
Provide Safety and Security in the Work and Daily Lives of Corporate Clients															
Minimizing Risks Related to the Safety and Security of Konica Minolta Products and Services	Eliminate substances that affect health	Social and environmental value	Number of serious accidents *1 caused by chemical substances	0	0	0	0	0	0	0	0	0	0	0	○
	Reinforce efforts to ensure safety when products and services are used		Number of serious product-related accidents *2	0	0	0	0	0	0	0	0	0	0	0	○
	Completely eliminate serious information security incidents		Number of serious information security incidents *3	0	0	0	0	0	0	0	0	0	0	0	○

*1 Serious accident: A case that causes serious harm to the product user's life and/or body and cases that cause serious and significant impact on the business of the product user
*2 Serious product-related accidents refer to those accidents that cause serious harm to the product user's life and/or body and accidents that cause serious damage to assets other than the product.
*3 Serious security incidents refer to those product-security incidents that cause serious and significant harm to the product user's business

Addressing Climate Change

Vision for 2030: Reduce CO2 emissions by Konica Minolta. Enhance CO2 emissions reduction at corporate clients and suppliers.

Themes		Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2050 Targets	FY2023 Target Achievement Status
Reducing Energy Usage and CO_2 Emissions by Transforming Customer Processes		Social and environmental value	Amount of contribution to CO_2 reduction *1 (thousand tons)	578	590	585	700	624	640	631	630	690	800	1,000	2,060	○
		Economic value	Solution sales (billion yen)	51	56	56	66	76	71	84	89	97	100	—	—	△
Energy Usage and CO_2 Emissions Reduction Related to Konica Minolta Sites, Business Partners, Products and Services	CO_2 emissions over the product lifecycle *2	Social and environmental value	Reduction of CO_2 emissions (thousand tons)	821	—	790	—	850	970	750	—	—	800	650	0 (net zero)	○
			Reduction rate (%) over FY2005	60	—	61	—	58	57	63	—	—	61	70	100	○
	Reduction of environmental impact of Konica Minolta production sites *3	Social and environmental value	Reduction of CO_2 emissions through energy conservation (thousand tons)	4	4	12	10	18	18	11	6	17	21	—	—	○
		Economic value	Monetary equivalent of energy reduction (million yen)	79	89	270 *8	210 *8	450	350	410	280	630	800	—	—	○
		Social and environmental value	Amount of CO_2 reduced through procurement of renewable energy (thousand tons)	7	6	10	12	20	20	3	3	17	55	—	—	○
			Percentage of electricity derived from renewable energy (%)	6.5	—	8.3	—	12.3	10	14	—	—	—	50	100	—
	Reduction of environmental impact through the use/ procurement of Konica Minolta products and services	Social and environmental value	Reduction of CO_2 emissions (thousand tons)	14	16	25	28	53	50	19	22	30	35	—	—	△
		Economic value	Green Products *4 sales (billon yen)	676	770	597	690	777	690	773	—	—	735	—	—	—
	Reduction of environmental impact at suppliers using DX *5	Social and environmental value	Amount of contribution to CO_2 reduction* *1 (thousand tons)	1.1	1.0	2.8	2.1	6.4	5.0	2.2	1.8	4.2	4.8	—	—	○
		Economic value	Monetary equivalent of energy reduction (million yen)	16	15	43	32	103	77	46	42	95	110	—	—	○
Reinforcing Engagement with Customers Using DX		Economic value	Number of customer relationships strengthened *6	285	320	303	—	338	408	424	372	371	—	—	—	○
			Number of times participating in business talks *6	212	160	153	—	230	181	372	257	258	—	—	—	○
			Sales Contributions *7 (million yen)	692	700	892	—	989	1,000	1,100	1,100	1,100	1,300	—	—	○

Note: Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021.Targets for FY2024 and FY2025 have been revised based on FY2023 results.
*1 Contribution to CO_2 reduction: Volume of CO2 emissions reduced at customers, business partners and the broader society
*2 CO_2 emissions over the product lifecycle, from procurement, production, distribution, sales and service to use by the customer
*3 Cumulative reductions for each fiscal year from FY2020 - FY2022 and FY2023 - FY2025.The reduction effects of measures implemented from the first fiscal year of each period to the relevant fiscal year are summed up for each fiscal year.
*4 Green Products: Name changed from Sustainable Solution in FY2023. Promotes the solving of social and environmental issues by defining and certifying solutions that help to solve social and environmental issues and expand sales
*5 Enhanced customer relations: Number of business opportunities gained by providing customers with environment-related technologies and know-how
*6 Business negotiation participation: Number of proposed products for which a quotation was submitted out of the number of enhanced customer relations
*7 Sales contribution: Total amount of sales of products proposed at the above-mentioned business negotiations
*8 In the fiscal 2023 disclosure, there was an error for fiscal 2021, which has been corrected.

Using Limited Resources Effectively

Vision for 2030: Promote the effective use of resources at Konica Minolta, while also helping corporate clients and suppliers to achieve effective use.

Themes		Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2023 Target Achievement Status
Effective Use of Resources by Transforming Customer Business Processes		Social and environmental value	Reduction of waste discharge of customers (thousand tons)	320	330	320	350	340	350	360	360	380	400	500	○
		Economic value	Solution sales (billion yen)	53.0	58.0	59.9	71.0	79.3	78.0	83.6	89.0	97.0	100.0	—	△
Toward Zero Natural Resources *1		Social and environmental value	Natural resources used *1 (thousand tons)	—	—	—	—	104	—	91	—	—	108	95	○
			Reduction rate (%) over FY2019	—	—	—	—	20	—	32	—	—	19	30	○
Effective Use of Resources Relating to Konica Minolta Sites, Suppliers, Products and Services	Reduction of environmental impact of Konica Minolta production sites *2	Social and environmental value	Reduction of waste discharge *3 (thousand tons)	0.6	0.5	1.3	1.0	1.7	1.7	1.6	0.2	1.6	1.7	—	○
		Economic value	Monetary equivalent of waste reductions (million yen)	130	110	260	200	470	300	610	—	650	670	—	—
	Reduction of environmental impact through the use of Konica Minolta products and services	Social and environmental value	Amount of resources saved and recycled (thousand tons)	12	14	12	14	12	15	13	13	14	14	—	○
			Of which, circulated resources (recycled and bio-materials) utilization rate (thousand tons)	—	—	—	—	—	—	10	10	11	11	—	○
		Economic value	Green Products *4 Sales (billion yen)	676	770	597	690	777	690	773	—	—	735	—	—

Note: Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021.Targets for FY2024 and FY2025 have been revised based on FY2023 results.
*1 Natural resources: Resources that involve new mining, such as crude oil and mineral resources, and are generally synonymous with depletable resources.
*2 Cumulative reductions for each fiscal year from FY2020 - FY2022 and FY2023 - FY2025. Total reduction amount for each fiscal year due to the measures implemented from the first fiscal year of each period to the relevant fiscal year.
*3 Set as a target that includes the reduction of plastic waste at major sites in Japan as part of activities to reduce and recycle plastic waste from products that use plastic based on the Act on Promotion of Resource Circulation for Plastics enacted in Japan
*4 Green Products: Name changed from Sustainable Solution in FY2023. Promotes the solving of social and environmental issues by defining and certifying solutions that help to solve social and environmental issues and expand sales.

Cross-cutting Activities Supporting Material Issues

Response to Social Trends in Regards to Supply Chain

Themes	Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2023 Target Achievement Status
CSR procurement	Social and environmental value	Percentage of suppliers requested to carry out CSR activities*1	—	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2020-FY2022)	100%	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2020-FY2022)	—	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2020-FY2022)	—	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2023-FY2025) (100% implementation planned for FY2024)	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2023-FY2025) (100% implementation planned for FY2024)	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2023-FY2025) (100% implementation planned for FY2024)	—	—
		Number of CSR assessments	Four Group manufacturing sites, 40 suppliers	CSR assessments carried out at all Group manufacturing sites and important suppliers (about 100 companies) during the medium-term plan's period (FY2020-FY2022)	13 Group manufacturing sites, 30 suppliers	CSR assessments carried out at all Group manufacturing sites and important suppliers (about 100 companies) during the medium-term plan's period (FY2020-FY2022)	Four Group manufacturing sites, 28 suppliers	CSR assessments carried out at all Group manufacturing sites and important suppliers (about 100 companies) during the medium-term plan's period (FY2020-FY2022)	9 Group manufacturing sites, 30 major suppliers	CSR assessments carried out at all Group manufacturing sites and major supplier during the medium-term plan's period (FY2023-2025)	CSR assessments carried out at all Group manufacturing sites and major supplier during the medium-term plan's period (FY2023-2025)	CSR assessments carried out at all Group manufacturing sites and major supplier during the medium-term plan's period (FY2023-2025)	—	—
		CSR assessment implementation rate (cumulative)*2							31%	30%	60%	100%	—	○
		Number of CSR third-party audits (RBA-VAP)	One supplier	CSR third-party audits (RBA-VAP) carried out at particularly important Group manufacturing sites and particularly important suppliers (total of seven sites) during the medium-term plan's period (FY2020-FY2022)	Two Group manufacturing sites, one supplier	CSR third-party audits (RBA-VAP) carried out at particularly important Group manufacturing sites and particularly important suppliers (total of seven sites) during the medium-term plan's period (FY2020-FY2022)	Audits carried out at three Group manufacturing sites, four suppliers	CSR third-party audits (RBA-VAP) carried out at particularly important Group manufacturing sites and particularly important suppliers (total of seven sites) during the medium-term plan's period (FY2020-FY2022)	3 Group manufacturing sites, two suppliers	3 Group manufacturing sites, two suppliers	3 Group manufacturing sites, 4 suppliers	3 Group manufacturing sites, 3 suppliers	—	○
		Rate of CSR third-party audit implementation							100%	100%	100%	100%	—	○
		Number of final product production sites receiving RBA certification (Silver or higher) *4	0	0	0	3	7	7	8	8	8	8	—	○
	Economic value	Loss of sales opportunities	0	0	0	0	0	0	0	0	0	0	—	○
Practicing responsible minerals procurement	Social and environmental value	Percentage of suppliers returning conflict mineral surveys (%)	96	95% or higher	96	95% or higher	96	95% or higher	95	95% or higher	95% or higher	95% or higher	—	○
		Percentage responding to requests for surveys from customers (%)	100% response	100% or higher	100% response	100% or higher	100% response	100% or higher	100% response	100% response	100% response	100% response	—	○

*1 Requests submitted to suppliers for each medium-term business plan's period from FY2022 to FY2022 and FY2023 to FY2025

*2 Figures are cumulative for the medium-term business plan (FY2023 - FY2025) and are calculated as the number of CSR third-party audits implemented divided by the number of sites planned for implementation (Group production sites + major suppliers*3)

*3 Number of major supplier: Reviewed annually

*4 Total number of manufacturing sites that have conducted third-party audits for new or continuing RBA certification and hold SILVER or higher RBA certification.

Occupational Safety and Health

Themes	Indicators		FY2020 Results	FY2020 Targets	FY2021 Results	FY2021 Targets	FY2022 Results	FY2022 Targets	FY2023 Results	FY2023 Targets	FY2024 Targets	FY2025 Targets	FY2030 Targets	FY2023 Target Achievement Status
Preventing occupational accidents	Social and environmental value	Serious accidents*1	0	0	0	0	0	0	0	0	0	0	—	○
		Rate of lost-worktime injuries*2	0.17	0.21	0.19	0.19	0.18	0.15	0.12	0.14	0.12	0.10 or less	0.10 or less	○

*1 Serious accidents: (1) Death, disease requiring a long recovery period (or the possibility thereof), an injury resulting in a disability (or the possibility thereof), or a specific contagious disease
(2) An accident resulting in the death or injury of three or more workers during work at one point or the contraction of a disease (including accidents not accompanied by lost worktime)

*2 Frequency rate of lost-worktime injuries: The number of persons absent from work per one million total actual working hours for current employees

Material Issues

Material Issue 1: Improving Fulfillment in Work and Corporate Dynamism

Background

Social and Environmental Issue Outlook for 2030

Many economies around the world, including Japan, are expected to see labor shortages. As industrial structures change, there will be imbalances in the type of labor force needed. There will be labor shortages in some areas and more mismatches between the skills people have and the skills jobs require. By 2030, a total labor shortage of about 100 million people is anticipated in the countries that make up the top 70% of global GDP. For example, technologies such as AI, robotics and automation will increase productivity and alleviate labor shortages, but new jobs will be created that require more creative skills.This will occur not just on the manufacturing floor, but in offices as well. While it is important to increase productivity with technology, human creativity must also be fostered to solve the global labor shortage.

Opportunities for Konica Minolta to Create value, and Risks to Be Minimized

Opportunities

■ Through Konica Minolta businesses
- Improving productivity and fulfillment in work through process and supply chain transformation based on the digitalization of manufacturing sites
- Eliminating labor shortages through an automated, labor saving, and skill-free system
- Improving productivity of customer organizations and increasing time for creativity by transforming work styles through DX

■ Internal action to create value
- Providing innovative services by realizing the full potential of human resources, who are the source of new value, and creating organizations where individuals thrive
- Improving productivity by enhancing education to reinforce human capital for DX and by applying DX in company processes through data utilization, and providing innovative DX services to customers

Risks

■ Affecting Konica Minolta
- Mismatches between employee skills and their work in the event of rapid changes in systems and environments and the rise of new technologies
- Declines in employee diversity, independence, and ability to innovate in the event that efforts to create workplaces that promote diversity stagnate

Vision for 2030 and Medium-Term Plan

Vision for 2030: Increase labor productivity for corporate clients, society, and Konica Minolta. Make time for creativity, and promote workplaces where all individuals can thrive.

Related SDGs: 

Themes (Economic Value): Increasing customer productivity and making time for creativity

Themes (Social and Environmental Value): Creating an organization that draws out potential talent so that individuals can thrive

Indicators		Results				Targets		
		FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Number of DX specialized technical human resources*1		500	-	814	1085	1000	40% or more engineers in each business unit	50% or more engineers in each business unit
GES score*2	Engagement*3	-	6.4	6.6	6.8	-	-	7.7(industry average)
	Equity*4Note1	-	7.1(6.1)	7.4(6.1)	7.6(6.6)	7.6(6.4)	7.8(6.7)	8.0(7.0) or more
	Freedom of opinion*5Note1	-	6.9(6.5)	7.2(6.6)	7.3(6.8)	7.5(6.9)	7.7(7.2)	8.0(7.5) or more
Percentage of management positions held by women*6		7.2%	9.1%	9.9%	10.7%	11% or more	12% or more	13% or more
Percentage of women among new graduate recruits*6		23%	35%	37%	39%	30% or more	30% or more	30% or more

Note: Target scope: Konica Minolta, Inc. However, the scope of targets of the GES score (*2) is the Konica Minolta Group (worldwide) and the data for Konica Minolta, Inc. in parentheses in Note 1.

*1 DX Specialized Technical Human Resources: Specialists who leverage data from products, services, and business processes, as well as digital and AI technologies, to create solutions for internal and external challenges.

*2 GES (Global Employee Survey) score: The average score of responses to relevant questions in the Global Employee Survey, rated on a scale from 0 to10.

*3 Engagement: Applicable question “How likely is it you would recommend Konica Minolta as a place to work?" (This has been corrected due to an error in the question description. The same question has been used in the evaluation since FY2021.)

*4 Equity: Applicable question “people of all backgrounds treated fairly in my department/team?”

*5 Freedom of opinion: Applicable question “Is your opinion respected in your department/team?”

*6 Time of compilation: As of April 1 of the following fiscal year.

Konica Minolta's Approach

As work styles become more diversified, Konica Minolta looks to provide solutions that increase productivity and enable creativity-inspiring work styles in diverse locations, while enhancing personal motivation, fulfillment in work, and corporate growth. Specifically, by utilizing options like measurement and inspection worksite automation, on-demand production, imaging IoT, document management, and reducing the amount of time spent on basic tasks, Konica Minolta is helping customers improve their productivity and shift their focus to creative work. By combining imaging IoT and digital technologies, Konica Minolta can make the inefficiencies hidden in a customer's workflow visible. Moreover, the company can take a close look at the customer's workflow and provide services tailored to their specific business needs. With these capabilities, Konica Minolta will help customers increase productivity and make time for creativity, while also helping to minimize disadvantages in terms of IT access, recruitment, and entrepreneurial opportunities.
At Konica Minolta itself, the emphasis will be on realizing the full potential of human resources and empowering individuals to thrive and produce new value. Konica Minolta will do this by developing workplaces and a corporate culture where individual employees can reach their full potential with a sense of personal motivation and engagement.

Businesses: Increasing Customer Productivity and Making Time for Creativity

● Shortening lead time compared to conventional processes through on-demand production

› Using Digital Technology to Reduce the Environmental Impact of Commercial Printing-- Digital Inkjet Printer AccurioJet KM-1 series

● Improving productivity at the printing sites with automatic quality optimization unit

› Solving social issues and printing site needs – Intelligent Quality Optimizer IQ-501

● Making time for creativity by automating the inspection process at production sites

› Revolutionizing the Visual Inspection Process of Automobiles - Automatic Visual Inspection System

● Improving customer productivity and creativity through workstyle reform and decision support

● Making time to provide care services by streamlining care staff workflow

› Providing Nursing Care Solutions to Address the Issues of a Super-Aged Society — HitomeQ Care Support

Internal Action: Creating an organization that draws out potential talent so that individuals can thrive

● Systematically develop leaders by selecting young employees early on and strengthening the pipeline of women candidates for director positions

› Attracting, Developing and Promoting the Active Participation of Human Resources

● Creating a corporate culture in which individuals can thrive

› Building Organization, Culture and DNA

● Promoting diversity & inclusion

› Promoting Women’s Workplace Participation
› Fostering a DEI-Based Organizational Culture
› Employment of People with Disabilities

Material Issue 1: Improving Fulfillment in Work and Corporate Dynamism

Using Digital Technology to Reduce the Environmental Impact of Commercial Printing — Digital Inkjet Press AccurioJet KM-1 Series

Related SDGs

Digital Inkjet Press AccurioJet KM-1 series

Using Digital Technology to Reduce the Environmental Impact of Commercial Printing

Rising environmental awareness is driving demands for the field of commercial and industrial printing to break away from conventional methods where large amounts are printed and surplus is discarded. In the world of marketing, meanwhile, labels and packages for each event are being produced in small lots, and product/marketing strategies targeting individual consumers, such as including specific people's names, is gaining ground.
Konica Minolta's digital inkjet press AccurioJet KM-1 series produces high image quality and excellent color stability comparable to that of conventional offset printing and can handle a wide range of printing papers. In addition, AccurioJet KM-1e is capable of printing not only on paper, but also on a wider range of print media, including plastic materials, which are in high demand for waste reduction. This allows the user to minimize waste. In addition, the KM-1e's HD mode options deliver unparalleled printing quality for a digital printer. It also helps to reduce environmental impact by supporting compatibility with an increasing number of applications, becoming more and more useful across customers' diverse operations. It also helps to reduce the labor-hours needed in the printing process due to its user-friendly operability, even for unskilled workers.



Digital inkjet printer AccurioJet KM-1e

- Site for production print products

Material Issue 1: Improving Fulfillment in Work and Corporate Dynamism

Revolutionizing the Visual Inspection Process of Automobiles - Automatic Visual Inspection System

Related SDGs



Automatic Visual Inspection System

Issues

Improvement and stabilization of automotive visual inspection quality, and labor saving

Konica Minolta's Solution

Tunnel-type automatic inspection technology automates the inspection of paint defects and the flush & gap of car bodies. AI data analysis enables detailed classification and analysis of defects as well as automatic correction.

The need for automation of automotive production lines is increasing due to protracted labor shortages. Notably, visual cosmetic inspection to check the paint and the flush & gap of car bodies still relies heavily on visual human inspection, so improving and stabilizing inspection accuracy and labor saving are significant issues.
The Konica Minolta Group has combined its traditional strength in color measurement and control of the car exterior with the automotive inspection technology of Eines Systems, a leading auto visual inspection company that joined the Group in 2019, to enable automatic quality inspection, root cause analysis of line defects, and automatic correction of paint defects. The tunnel-type paint defect inspection system and the flush & gap inspection system enable automated non-contact inspection in automotive production lines. The paint defect inspection system can even detect defects as small as the diameter of mechanical pencil lead. It can also classify and analyze paint defects in detail with the aid of AI data analysis.
In addition to improving inspection accuracy and efficiently allocating inspectors, the system reduces quality loss by tracing the results of defect analysis back to the cause of the defect and making improvements. It also utilizes the acquired defect data for traceability and factory DX, thereby contributing to the automation of not only visual inspection but also the entire factory.
Konica Minolta currently holds the top position of the global market for tunnel-type inspection systems for paint cosmetic inspection and flush & gap measurement and is working to further disseminate its system. Konica Minolta will also contribute to manufacturing lines for electric vehicles (EVs), which are expected to spread and evolve, with its wide variety of inspection know-how and technologies.



For more information about our solutions, click here.

Eines Systems website: Paint Quality Inspector

Technology > Automatic inspection technology for automotive production lines

Material Issue 1: Improving Fulfillment in Work and Corporate Dynamism

Providing Nursing Care Solutions to Address the Issues of a Super-Aged Society—HitomeQ Care Support

Related SDGs

Enhancing the QOL of the Elderly and their Caregivers through “the Digitized-Care Process®”

In recent years, Japan has faced social issues such as a shortage of caregiving personnel and increasing social security costs due to the rising number of individuals requiring long-term care.

In response, Konica Minolta is contributing to the improvement of quality of life (QOL) for both the elderly and their caregivers with "HitomeQ Care Support", which integrates its proprietary image sensing technology with the wisdom and experience from the caregiving field.

By utilizing near-infrared cameras and an AI-powered camera-type monitoring system installed on ceilings to detect movement, the behavior of residents in care facilities is analyzed. This technology shifts operations from traditional subjective evaluations based on the experience of seasoned staff to a digitized caregiving process® based on objective assessments derived from image sensing data. Consequently, this allows for evidence-based, individualized optimal care. For example, as a result of taking fact-based measures to prevent falls, we reduced the number of falls by approximately 80% at facilities where this service was introduced. In addition, operations became significantly more efficient by levelling the workload among staff. This enables our facilities to be managed with appropriate staffing, which contributes to both the improvement of care quality and the stabilization of facility operations. In fact, we have achieved a roughly 30% average improvement in the work efficiency of nursing care staff through more efficient information sharing and room visit procedures.

With the revision of nursing care fee system in April 2021, Japan's approach to caregiving has pivoted significantly towards scientifically based caregiving. By utilizing data obtained through HitomeQ, the precise condition of each elderly individual can be accurately understood, and appropriate rehabilitation can be provided. This aims to maintain and improve the Activities of Daily Living (ADL*) of the elderly, prevent the deterioration of their care levels, and contribute to the reduction of social security costs.

*ADL: Activities of Daily Living. This term refers to the extent to which a person can independently perform basic daily tasks, such as turning over, getting up, dressing, eating, urinating, defecating, bathing, moving around, and climbing stairs.



Material Issues

Material Issue 2: Supporting Healthy, High-Quality Living

Background

Social and environmental issue outlook for 2030

Due to population aging, the number of people suffering from diseases in developed countries is expected to grow. With a corresponding increase in the demand for medical treatment and nursing care, social security costs will also climb. In sparsely populated areas and developing countries, there are concerns that healthcare access could become difficult. In addition, the gap between supply and demand for nursing care in Japan is expected to grow to approximately 500,000 patients by 2030.* Similar issues are also anticipated in other developed countries in the near future.
As part of productivity and safety improvement at medical facilities and seniors care sites, the quality of and access to medical services need to be enhanced, and social security costs have to be reduced. This can be done through the prevention and early detection of disease.

Opportunities for Konica Minolta to create value

Opportunities

■ Through Konica Minolta businesses
- Promoting disease prevention and early detection by providing high value-added medical services, and reducing medical expenses
- Advancing medical care and improving accessibility by enabling advanced medical treatment in a convenient manner
- Transforming caregiver workflow with imaging IoT and creating a labor pool

■ Internal action to create value
- Improving employee engagement and innovation capablity by developing safe and comfortable workplaces where employees feel motivated

Vision for 2030 and Medium-Term Plan

Vision for 2030: Promote health and high quality of life at corporate clients, in society, and Konica Minolta. Help individuals lead fulfilling lives.

Related SDGs:

Theme (Economic Value): Provide health and high quality of life to our customers

Theme (Social and Environmental Value): Building safe and comfortable workplaces (companies) where employees feel motivated

Themes	Indicators	Results		Targets		
		FY2022	FY2023	FY2023	FY2024	FY2025
Improve organizational health	Percentage of workplaces where stress levels exceed the appropriate range*1	13.3%	5.3%	12.5%	11.3%	9.3%
	Average score of the organizational health survey results (10-point scale)	6.1	6.3	6.4	6.9	7.7
Employee health	Presenteeism*2: Percentage of employees with moderate or greater impaired work function due to health problems	18.2%	18.2%	17.1%	16.1%	15.1%
	Absenteeism*3: Average reduction*4 in the number of days of leave for the person on leave*5	-	2% increase	3% decrease	9% decrease	17% decrease

Note
Target scope: Konica Minolta, Inc.

*1 Workplaces with stress levels that exceed the appropriate range: Workplaces with a total health risk of 120 or higher in stress check (A total health risk of 100 is the national average)

*2 Presenteeism: A condition in which an employee is present at work, but their performance is declining due to some physical disorder. It is evaluated using the Work Functioning Impairment Scale (WFun), a survey developed at the University of Occupational and Environmental Health, Japan to measure the degree of impaired work function due to health problems. In Japan, a score of 21 or higher on this survey is said to indicate moderate or greater impaired work function.

*3 Absenteeism: Condition of not being able to come to work due to illness or poor health.

*4 Percentage of reduction from FY2022 results

*5 Person on leave: Employee on leave (including unscheduled absence and temporary retirement). The number of days of leave of absence does not include fixed days off, paid vacations, and absence due to work-related injury.

Konica Minolta's Approach

Konica Minolta will make the most of its proprietary Dynamic Digital Radiography (DDR) technologies, diagnostic ultrasound systems and genetic testing to improve healthcare access and help reduce social security costs. These technologies can help detect diseases early and reduce the risk of severe illness, thereby reducing treatment costs. In addition, the company will expand access to nursing care by providing solutions that streamline care staff workflow.
Konica Minolta possesses DDR technology that uses its proprietary image processing technology to improve the ability to discriminate, quantify movement, and visualize pulmonary function information in images with movement, as well as imaging diagnostic technologies that can help pinpoint the cause of disease by utilizing diagnostic technology at the molecular level such as genes and proteins. In addition, the company has the human resources and technical capabilities needed to visit care facilities in person to assess staff workflow and propose specific improvements. With these capabilities, Konica Minolta will contribute to enhancing people's quality of life while helping to lower healthcare costs.
At Konica Minolta itself, the aims will be to foster employees' engagement with their own physical and mental health and promote more advanced health management by building a health-first corporate culture.

Businesses: Improving Patient Quality of Life While Reducing Expenses

● Improving patient quality of life while reducing healthcare costs by providing high-value-added medical treatment

Image processing to make lesions easier to see/Diagnostic support services

- From “Still Images” to “Videos” – DDR System
- Supporting Accurate and Efficient Cancer Diagnosis—Precision Medicine

● Expanding care capacity by streamlining care staff workflow

- Providing Nursing Care Solutions to Address the Issues of a Super-Aged Society — HitomeQ Care Support

Internal Action: Building Safe and Comfortable Workplaces Where Employees Feel Motivated

● Promoting health-oriented business administration

- Health & Productivity Management
- Managing Occupational Safety and Health

Material Issue 2: Supporting Healthy, High-Quality Living

Supporting Accurate and Efficient Cancer Diagnosis—Precision Medicine

Related SDGs



Precision Medicine

Supporting Accurate and Efficient Cancer Diagnosis

In June 2019, Konica Minolta began joint R&D on next-generation comprehensive cancer gene panel testing with the University of Tokyo and the National Cancer Center Japan Research Institute. This has launched the company's full-scale participation in the effort to promote cancer genomic medicine in Japan. In July 2022, Konica Minolta received marketing approval from the Ministry of Health, Labour and Welfare for its system for cancer genomic profiling exams.

Group company Ambry Genetics Corporation, a major genetic diagnostic provider in the US, has expanded its genetic diagnostic services for cancer patients by launching the CARE Program, which offers these services to healthy and unaffected individuals. The CARE Program uses medical interviews to identify people with a risk of hereditary cancer, provides counseling and tests, and then uses the results to propose a cancer examination plan tailored to each individual.

Material Issues

Material Issue 3: Ensuring Social Safety and Security

Background

Social and environmental issue outlook for 2030

Due to the aging of factories and equipment, staff shortages and the retirement of veteran employees with a wealth of experience, among other factors, the risk of disasters at manufacturing sites has increased and the risk of workplace accidents is also considered to rise. In order to attract personnel, however, companies must provide safer workplace environments. In addition, cyber-attacks have become increasingly frequent and sophisticated. The unprecedented damage they have caused is estimated at as much as 90 trillion dollars* worldwide.

To make society safer and more secure, it is vital to visualize threats to social infrastructure and workplaces, as well as information security risks, and to improve the products and services that contribute to people's work and livelihoods.

* Source: "Risk Nexus," Zurich Insurance Group and the Atlantic Council, 2015

Opportunities for Konica Minolta to create value, and risks to be minimized

Opportunities

■ Through Konica Minolta businesses
- Creating safe workplaces at client companies through process transformation based on digitalization of manufacturing sites
- Ensuring the quality of client company's products and services and reducing accidents in the market by enabling advanced measurement
- Increasing the safety and security of manufacturing sites and of society by visualizing potential dangers with imaging IoT

Risks

■ Affecting Konica Minolta
- Damage to client companies or society due to a serious accident caused by a product or service
- A major security incident related to a product or service that leads to an information leak or privacy infringement

Vision for 2030 and Medium-Term Plan

Vision for 2030: Enhance safety and security in the workplaces of corporate clients and in society. Minimize risks posed by Konica Minolta products and services.

Related SDGs:

Theme: Provide safety and security in the work and daily lives of customers
Theme: Minimizing safety and security risks of the Company's products and services

Themes	Indifcators	Results				Targets		
		FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Eliminate substances that affect health	**Social and environmental value** Number of serious accidents*1 caused by chemical substances	0	0	0	0	0	0	0
Reinforce efforts to ensure safety when products and services are used	**Social and environmental value** Number of serious product-related accidents*2	0	0	0	0	0	0	0
Completely eliminate serious information security incidents	**Social and environmental value** Number of serious information security incidents*3	0	0	0	0	0	0	0

*1 Serious accident: A case that causes serious harm to the product user's life and/or body and cases that cause serious and significant impact on the business of the product user

*2 Serious product-related accident: A case that causes serious harm to the product user's life and/or body and cases that cause serious damage to assets other than the product

*3 Serious security incident: A case in which product security has a serious and significant harm to the product user's business

Konica Minolta's Approach

Konica Minolta will contribute to creating a safe and secure society, and provide solutions that help create secure manufacturing sites and IT systems. Specifically, the company will work to provide solutions that make risks visible in workplaces using imaging IoT technology and to achieve workplaces that ensure a high degree of information security.

Konica Minolta possesses proprietary technologies in the fields of optical and image processing, as well as analysis and imaging AI technologies. It is also deeply involved in the main processes at each stage of the supply and value chains for various industries. Using the valuable information it has accumulated through these activities, Konica Minolta is able to offer solutions that help customers to raise product quality and enhance safety and security in the workplace, while driving innovation across various industries. With the technology to visually detect changes and warning signs invisible to the human eye, the company will continue providing new value in areas such as public security, factory safety, and product inspection.

As a manufacturer, Konica Minolta also evaluates all risks at each stage of its product and service life cycles, and works to minimize information security risks and health problems.

Businesses: Providing safety and security in the workplaces of corporate clients and in society

● Monitoring related to safety and security such as management of infrastructure and critical facilities, quality inspection, etc.

› Imaging-IoT platform to accelerate DX in society

› Contributing to Safety and Security as well as Environment-friendly Operation by Visualizing Gas Leaks — Gas Monitoring Solution

● Providing occupational safety support solutions

› Launching forklift truck accident reduction service using image IoT (Japanese news release).

● Providing solutions that help to improve customers' information security

› information security technology

Internal Action: Minimizing Risks Related to the Safety and Security of Konica Minolta Products and Services

● Enhancing user safety for products and services

› Achieving Top-Tier Quality and Reliability

● Eliminating chemical substances harmful to health

› Management of Chemical Substances in Products

› Reduction of Chemical Substances Risks in Production

● Thoroughly preventing major information security accidents

› Enhancing the Security of Products and Services

› information security

Material Issue 3: Ensuring Social Safety and Security

Contributing to Safety and Security as well as Environment-friendly Operation by Visualizing Gas Leaks --Gas Monitoring Solution

Related SDGs

Gas Monitoring Solution

Contributing to Safety and Security as well as Environment-friendly Operation by Visualizing Gas Leaks

In recent years, growing risk of incidents and/or fires that originate as a gas leak events due to deterioration of plants in Japan has become a social issue needing to be addressed. At the same time, given the advance of an aging society coupled with a low birthrate, the number of skilled maintenance operators is also declining. This has created a need for continuous monitoring that does not rely on labor skills but can secure the operation safety during gas leak repairs. Konica Minolta provides a solution that enables early discovery and handling of abnormalities through continuous plant monitoring. Using Konica Minolta's optical technology and image processing technology to visualize the sourcing point and concentration level of gas leaks enables maintenance operators to conduct appropriate maintenance operation of the plant regardless their maintenance skill levels. Meanwhile, in the United States, public concern for methane leaks from shale wells and oil refineries is growing due to the fact that the global warming potential of methane is 25 times greater than that of carbon dioxide. Interest in Konica Minolta's gas monitoring solutions that can also detect methane leaks is growing too. We will continue to meet the needs for gas visualization with our technology and contribute to the fight against global warming.



Gas monitoring solution makes gas leaks visible

Material Issues

Material Issue 4: Addressing Climate Change

Background

Social and Environmental Issue Outlook for 2030

Under the Paris Agreement, the entire world could transition to a low-carbon society at an accelerated and ambitious pace. However, there are concerns that the necessary changes will not happen fast enough, leading to harsh impacts from climate change. If and when a low-carbon society is achieved, the energy structure of entire industries will have changed significantly, including the widespread use of renewable energy and dramatic energy savings. Conversely, if dire climate change predictions materialize, rising sea levels will submerge coastlines and damage biodiversity. There will also likely be frequent severe weather events, such as typhoons and hurricanes, which could have a significant impact onboth industries and people's lives. In order to transition to a low-carbon global society, there needs to be a fundamental change in how energy is used, which means conventional workflows must be dramatically reformed. In addition, it is vital to build an industrial structure that can withstand severe weather events in case dire climate change predictions materialize.

Climate-related Financial Information Disclosure（TCFD）

Basic Concept
Governance | Strategy | Risk Management | Metrics and Targets

Opportunities for Konica Minolta to create value, and risks to be minimized

Opportunities

■ Through Konica Minolta businesses
- Reducing energy consumption and CO_2 emissions of customers and society by providing manufacturing process solutions
- Promoting a paperless and ubiquitous computing society by providing solutions for work style reform

■ Internal action to create value
- Contributing to dramatic CO_2 emissions and cost reductions by helping business partners to reduce their environmental impact using DX technology

Risks

■ Affecting Konica Minolta
- Soaring energy prices, increased material costs due to raw material shortages, and supply instability
- Greater use of paperless systems due to rising energy prices and raw material shortages
- Supply chain disruptions due to abnormal weather

	Social/Environmental Impact	Major Stakeholders
Positive	• Reducing the risks of natural disasters by addressing climate change through business operations • Reducing environmental impact by transforming customers' manufacturing processes and workstyles • Reducing CO_2 emissions by streamlining logistics and reducing product size	• Global environment • Local and global communities • Customers • Business partners
Negative	• Increasing GHG emissions through business operations	• Global environment

Vision for 2030 and Medium-Term Plan

Vision for 2030: Reduce CO_2 emissions by Konica Minolta while expanding CO_2 emissions reductions at corporate clients and suppliers.

Related SDGs:

Themes		Indicators	Results				Targets		
			FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Reducing Energy Usage and CO_2 Emissions by Transforming Customer Processes		**Social and environmental value** Amount of contribution to CO_2 reduction[*2] (thousand tons)	578	585	624	631	630	690	800
		Economic value Solution sales (billion yen)	51	56	76	84	89	97	100
Energy Usage and CO_2 Emissions Reduction Related to Konica Minolta Sites, Business Partners, Products and Services	Reduction of environmental impact of Konica Minolta production sites[*1]	**Social and environmental value** Reduction of CO_2 emissions through energy conservation (thousand tons)	4	12	18	11	6	17	21
		Economic value Monetary equivalent of energy reduction (million yen)	79	270	450	410	280	630	800
		Social and environmental value Amount of CO_2 reduced through procurement of renewable energy (thousand tons)	7	10	20	3	3	17	55
	Reduction of environmental impact through the use of Konica Minolta products and services	**Social and environmental value** Reduction of CO_2 emissions[*1] (thousand tons)	14	25	53	19	22	30	35
		Economic value Sales from green products[*3] (billion yen)	676	597	777	773	-	-	735
	Reduction of environmental impact at suppliers using DX[*1]	**Social and environmental value** Amount of contribution to CO_2 reduction (thousand tons)	1.1	2.8	6.4	2.2	1.8	4.2	4.8
		Economic value Monetary equivalent of energy reduction (million yen)	16	43	103	46	42	95	110

Note: Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021. Targets for FY2024 and FY2025 have been revised based on FY2023 results.

*1 Cumulative reductions for each medium-term business plan period from FY2020 - FY2022 and FY2023 - FY2025. The reduction effects of measures implemented from the first fiscal year of each period to the relevant fiscal year are summed up for each fiscal year.

*2 Contribution to CO_2 reduction: Volume of CO_2 emissions reduced at customers, business partners and the broader society

*3 Green Products: Name changed from Sustainable Solutions in FY2023. Konica Minolta will push forward in solving social and environmental issues by defining and certifying solutions that contribute to addressing those issues and expanding sales.

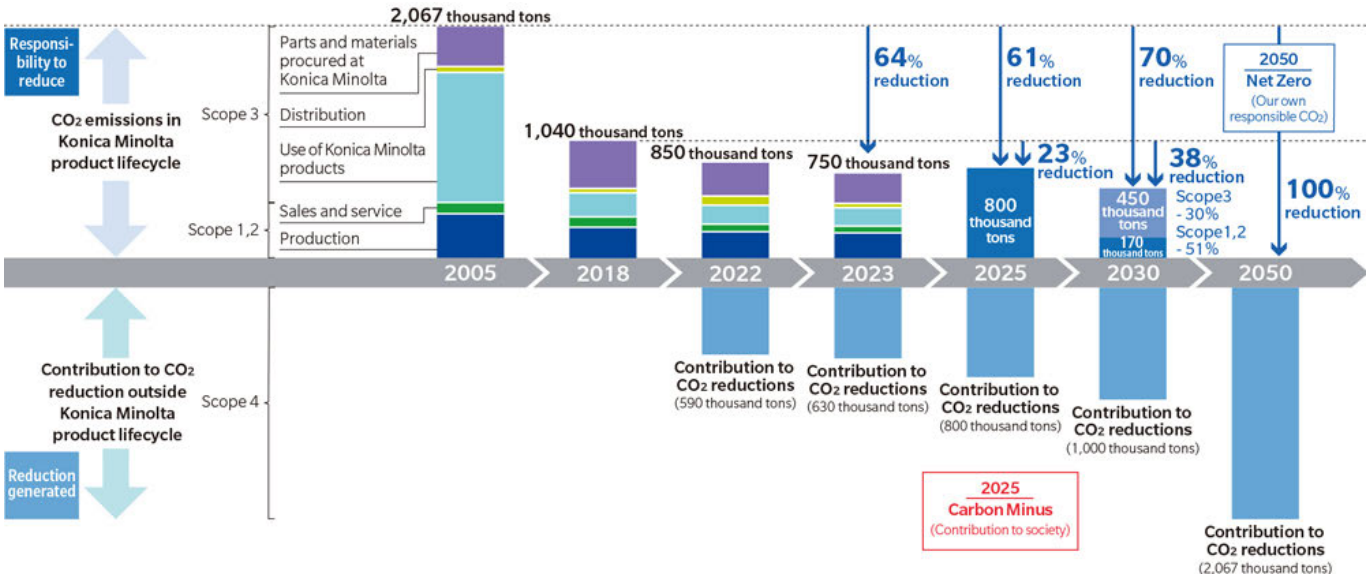
Click here to see Task Force on Climate-related Financial Disclosures (TCFD)

Konica Minolta's Approach

With the formulation of its Medium-Term Business Plan 2025, Konica Minolta has declared it will achieve Carbon Minus status by 2025, five years earlier than its previous target of 2030.

As its business shifts from products to services through DX, Konica Minolta will shift its Carbon Minus initiatives to activities that leverage DX as well. Konica Minolta will help transform the conventional business model of mass production and disposal by supporting clients with on-demand production, imaging IoT technology, and other efforts, while helping to minimize energy use in the digital society.

Leveraging digital transformation (DX) technologies, Konica Minolta will pursue collaboration with even more corporate clients and business partners, taking on the challenge of promoting broad-scale environmental impact reduction. The company aims to achieve sustainable growth dramatically expanding its contribution to the reduction of environmental impact while improving financial performance. This will be done by utilizing digital technology to introduce the Carbon Neutral Partner Activities that provide business partners with Konica Minolta environmental expertise, and by promoting the Environmental Digital Platform launched in June 2020.



Businesses: Reducing Energy Usage and CO_2 Emissions by Transforming Customer Processes

● Reducing energy usage and CO_2 emissions in customer business processes through on-demand printing and production

› Using Digital Technology to Reduce the Environmental Impact of Commercial Printing — Digital Inkjet Printer AccurioJet KM-1 Seriers

› Energy Conservation and Greenhouse Gas Prevention with Products — UV Inkjet Digital Printing Machine That Helps

● Streamlining gas leak inspection work and compliance activities related to global warming prevention regulations

› Contributing to Safety and Security as well as Environment-friendly Operation by Visualizing Gas Leaks — Gas Monitoring Solution

● Collaborating with customers globally through the Environmental Digital Platform, a DX-based ecosystem

› Supporting Customers to Solve Their Environmental Issues

Internal Action: Energy Usage and CO_2 Emissions Reduction Related to Konica Minolta Sites, Business Partners, Products and Services

● Reducing environmental impact and costs at Konica Minolta sites

› Green Factory Certification System

› Decarbonization in Production Operations

● Reducing environmental impact and costs at business partners using DX

› Carbon Neutral Partner Activities

● Reducing the environmental impact of products

› Green Products Certification System

Material Issues

Material Issue 5: Using Limited Resources Effectively

Background

Social and environmental issue outlook for 2030

Given the world's growing population and the growing rate of resource consumption, it is estimated that the equivalent of two earths will be needed by 2030. In order to make more effective use of limited resources, companies need not only to recover and recycle waste, but also to reduce the volume of resources wasted.
This means that drastic workflow innovations are required, such as using on-demand production and IoT technology, to reduce resource waste in the supply chain. Circular economies also need to be created by developing material technologies that facilitate recycling, while building better networks for recovering used resources.

Opportunities for Konica Minolta to create value, and risks to be minimized

Opportunities

■ Through Konica Minolta businesses
- Constructing efficient supply chains for client companies using on-demand production
- Reducing workflow and supply chain loss for corporate clients

Risks

■ Affecting Konica Minolta
- Decline in competitiveness due to delayed participation in the circular economy
- Production or shipment delays due to water-related risks and water resource depletion

	Social/Environmental Impact	Major Stakeholders
Positive	• Reduces natural resource use and disposal through efficient resource use • Efficient use of resources by customers thanks to providing solutions that transform the production process	• Global environment • Local and global communities • Business partners
Negative	• Increased social and environmental impact due to resource use and waste discharge	• Global environment • Local and global communities

Vision for 2030 and Medium-Term Plan

Vision for 2030: Promote the effective use of resources at Konica Minolta, while also helping corporate clients and suppliers to achieve effective use.

Related SDGs:

Themes		Indicators	Results				Targets		
			FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Effective Use of Resources by Transforming Customer Business Processes		**Social and environmental value** Reduction of waste discharge of customers (thousand tons)	320	320	340	360	360	380	400
		Economic value Solution sales (billion yen)	53	60	79	84	89	97	100
Effective Use of Resources Relating to Konica Minolta Sites, Suppliers, Products and Services	Reductions to environmental impact from Konica Minolta production sites*1	**Social and environmental value** Reduction of waste discharge*2 (thousand tons)	0.6	1.3	1.7	1.6	0.2	1.6	1.7
		Economic value Monetary equivalent of waste reductions (million yen)	130	260	470	610	-	650	670
	Reduction of environmental impact through the use of Konica Minolta products and services	**Social and environmental value** Amount of resources saved and recycled (thousand tons)	12	12	12	13	13	14	14
		Of which, circulated resources (recycled and bio-materials) utilization rate (thousand tons)	-	-	-	10	10	11	11
		Economic value Green Products*3 Sales (billion yen)	676	597	777	773	-	-	735

Note: Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021. Targets for FY2024 and FY2025 have been revised based on FY2023 results.

*1 Cumulative reductions for each medium-term business plan period from FY2020 - FY2022 and FY2023 - FY2025. The reduction effects of measures implemented from the first fiscal year of each period to the relevant fiscal year are summed up for each fiscal year.

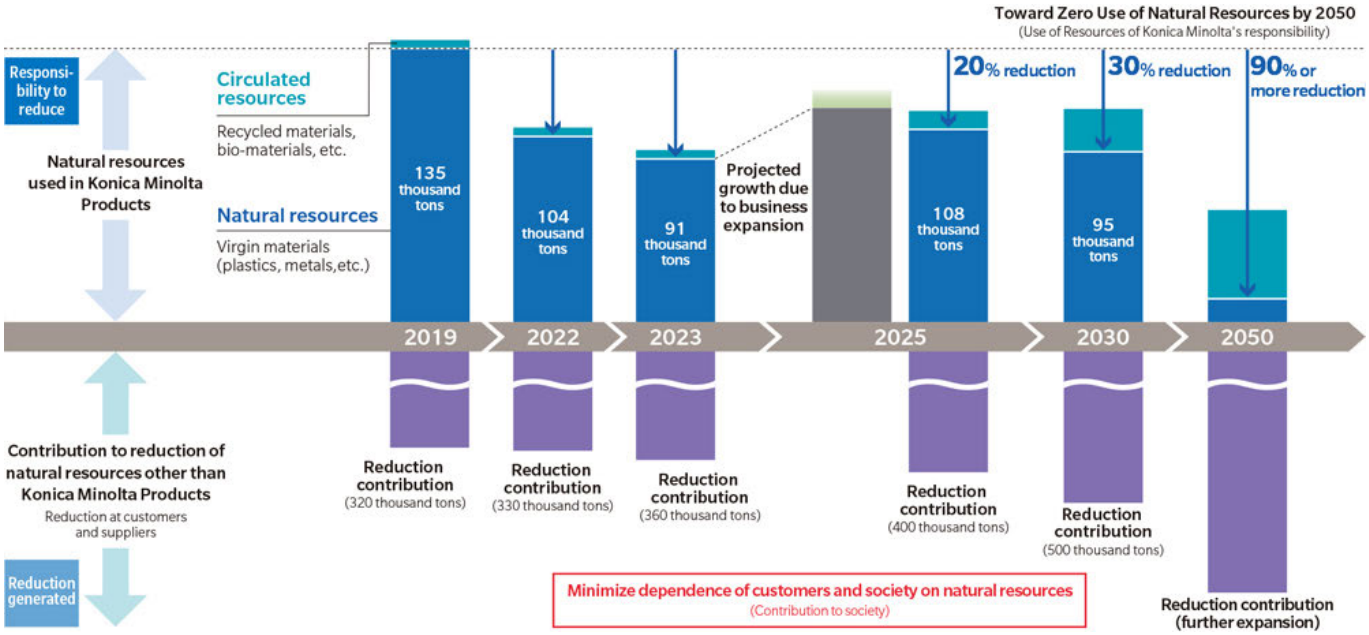
*2 Targets set for plastic waste reduction and recycling activities based on the Law for Recycling Plastic Materials enacted in Japan, including the reduction of plastic waste at major sites in Japan.

*3 Green Products: Name changed from Sustainable Solution in FY2023. Promotes the solving of social and environmental issues by defining and certifying solutions that help to solve social and environmental issues and expand sales.

Konica Minolta's Approach

In 2023, Konica Minolta set a new vision for the materiality “Using limited resources effectively” and added it as one of the items in Eco Vision 2050.
The Company will reduce resource consumption and expand its use of recyclable resources to reduce its dependence on the natural resources* to zero by 2050 for the resources used in its products. In response to the plan to increase the ratio of recycled and bio-materials in our resource input to 11,000 tons by FY2025, the Company succeeded in increasing it to 10,000 tons in FY2023.
To reduce the use of the natural resources in products other than its own, Konica Minolta will help transform work-styles and manufacturing processes that make effective use of the resources of customers and society through on-demand production and imaging IoT using the solutions it provides.
For example, in the field of commercial printing, the company is providing support for the transition to on-demand printing, thereby transforming the business model of mass production and disposal. The widespread use of Konica Minolta products for small-batch, decentralized printing can accelerate innovation in the printing industry’s supply chain while achieving resource conservation and waste reduction.
Moreover, Konica Minolta will not only effectively use renewable materials that contribute to waste reduction in the broader society, but also leverage DX technologies to promote collaboration with even more corporate clients and business partners, taking on the challenge of broad-scale environmental impact reduction. It will promote the creation of circular models linked to business models.

*Natural resources: Resources that require new drilling or mining, such as crude oil or mineral resources, and are generally synonymous with depletable resources.



Businesses: Effective Use of Resources by Transforming Customer Business Processes

- Eliminating inventory and disposal in customer processes using on-demand printing and production

› Using Digital Technology to Reduce the Environmental Impact of Commercial Printing — Digital Inkjet Printer AccurioJet KM-1

- Reducing customer workflow and supply chain loss utilizing materials and process technologies that use them
- Contributing to resource recycling through sensing technology

› Identification of plastic materials for recycling – hyperspectral imaging

Internal Action: Effective Use of Resources Relating to Konica Minolta Sites, Suppliers, Products and Services

● Reducing environmental impact and costs at Konica Minolta sites

- Green Factory Certification System
- Resource Conservation and Recycling in Production Operations

● Reducing supplier environmental impact and costs using DX

- Carbon Neutral Partner Activities

● Creating circular models linked to business models

- Resource Conservation and Recycling of Products
- Product Recycling



Konica Minolta is based on the concept of growing existing businesses and creating new ones by helping to solve environmental problems such as climate change. The aim is to grow the company and become an enterprise that is vital to the world.

Policy

- Konica Minolta Environmental Policy
- Eco Vision 2050
- Environmental Management Concept

System

- Environmental Management System

Strategy

- Identifying Environmental Material Issues
- Climate-related Financial Information Disclosure（TCFD）
- Participation in Initiative
- Nature-related Financial Disclosures (TNFD)

Konica Minolta's Environmental Activities

- Overview of Environmental Activities
- Creating Products and Solutions to Solve Environmental Issues (Green Products Certification System)
- Production Activities to Solve Environmental Issues (Green Factory Certification System)
- Decarbonization of Suppliers (Carbon Neutral Partner Activities)
- Sales Activities to Solve Environmental Issues (Green Marketing Activities)
- Cooperation with Domestic Companies to Solve Environmental Issues (Environmental Digital Platform)

Addressing Climate Change

- Basic Concept
- Konica Minolta's Approach
- Promoting Decarbonization with Products and Solutions
- Achieving Decarbonization in Sales Activities
- Adapting to Climate Change
- Plan and Results
- Introducing Renewable Energy at Company Sites
- Promoting Decarbonization in Production
- Promoting Decarbonization in Distribution

Building a Recycling-Oriented Society

- Basic Concept
- Konica Minolta's Approach
- Developing Resource-Conserving Products
- Turning Waste into High-Value Materials (High-Functionality Recycling)
- Plan and Results
- Recovery and Recycling of Used Products
- Resource Conservation and Recycling in Production Operation
- Reduction of Use of Packaging Materials

Ensuring Product and Chemical Substance Safety

- Basic Concept
- Green Procurement System
- Systems for Eliminating Chemical Substance Risks
- Management of Chemical Substances in Products

Biodiversity and Water Resources

- Basic Concept
- Contributing to Biodiversity through Products
- Consideration of Biodiversity/Water Resources in Production Activities
- Forest Preservation and Restoration Activities

Environmental Data

- Overall View of Environmental Impacts
- ESG Data
- CO_2 Emissions Across the Entire Supply Chain

- Environmental Labels and Certifications
- SDS (MSDS)

Environmental Sitemap

This is an environmental sitemap that provides a broad overview of Konica Minolta's environmental initiatives.

Policy

Konica Minolta Environmental Policy

Konica Minolta Environmental Policy | Environmental Management Concept | Eco Vision 2050

Konica Minolta has established the Konica Minolta Group Charter of Corporate Behavior as a set of principles that embody the Konica Minolta Philosophy, which includes Our Philosophy and our management vision. This charter was approved by the Board of Directors in April 2022. It consists of eight principles of conduct and related policies. One of these principles, "3. Addressing Environmental Issues," outlines the Konica Minolta Group's environmental principles and the policy designed to implement these principles.

The Konica Minolta Group aims to promote sustainable development and profitable growth. We integrate environmental, economic and social perspectives into our business strategies so that our business activities are implemented in harmony with human lives and the environment in all aspects.
Our concept is to make steady progress toward resolution of environmental challenges based on quantitative measurement and analysis of reliable data in regard to environmental performance and impact. This basic concept is demonstrated in the following affirmation:

"Management Based On Facts"

1.Working toward a sustainable society as a global citizen

In response to the call for a sustainable society, we will conduct business activities from the perspective of ongoing enhancement of performance in environmental preservation, economic growth, and social responsibilities (ethics). Every one of us will enhance its knowledge and awareness on the environment, economies, and societies on a global scale and act with responsibility in pursuit of a sustainable society.

2.Compliance with laws and other requirements

We will comply with legal requirements in respective countries and regions, as well as our Group standards. In addition, we will respect, in an equitable manner, the expectations of our stakeholders and consensus in the international community.

3.Consideration for the environment throughout the entire life cycle of products and services

We are committed to reducing the environmental load in all stages throughout the entire life cycle of products and services, recognizing that responsibility for a product rests with its manufacturer.

4.Initiatives to counter global warming

We will continuously reduce greenhouse gas emissions that derive from our business activities from the perspective of the life cycle of our products and services throughout the entire Group, recognizing that global warming is one of the most important world issues.

5.Initiatives toward a recycling-oriented society

We are always reviewing what we can do as a corporate citizen in order to create a recycling-oriented society while striving for minimizing consumption of natural resources and promoting "Zero Waste Emission" activities. In addition, we will accelerate initiatives for the recovery and recycling of end-of-life products and packaging materials.

6.Prevention of chemical pollution and minimization of potential risks to the environment

We will take every countermeasure for preventing chemical pollutions, recognizing that chemical substances can impose significant impact on human health, safety, and the environment. At the same time, we will continuously suppress the use of chemicals and reduce discharge volumes in order to minimize environmental risks.

7.Promotion of information disclosure

We will execute accountability to all the stakeholders by actively disclosing environmental information and ensuring risk communication. We will as well make every effort to accomplish our commitment to the society. Our Environmental Policy is to be disclosed to the public.

8.Establishment of environmental objectives and targets

We establish and administer environmental objectives, targets, and management programs to translate this Environmental Policy into reality. We will continuously review such objectives, targets, and programs for further improvement of our environmental performance.

April 1, 2022



Toshimitsu Taiko
President and CEO
Konica Minolta, Inc.

In order for a company to grow sustainably in the future, it is essential not only to pursue economic value but also to address important societal issues, including environmental problems. Based on our environmental policy, Konica Minolta will continue to reduce environmental impact across the entire product lifecycle, from product development through procurement, manufacturing, distribution, sales, customer service, and recycling, under the philosophy of “The Creation of New Value.”
The product lifecycle encompasses not only processes within the Company but also those involving its suppliers, manufacturing subcontractors, outsourcing partners, and customers. Additionally, business activities include expansion through mergers and acquisitions as well as entry into new projects.
We will also contribute to the realization of a sustainable society by providing our employees with the necessary educational opportunities so that each and every employee can create environmental and social value as well as economic value through their business activities.

Konica Minolta Environmental Policy | Environmental Management Concept | Eco Vision 2050

Policy

Environmental Management Concept

Konica Minolta Environmental Policy | Environmental Management Concept | Eco Vision 2050

Expand Business Contributions by Resolving Environmental Problems

Konica Minolta aims to be “a global company that is vital to society, bringing vision to reality,” and “a robust and innovative company, continually evolving and contributing to the sustainable growth of society and individuals.” This will allow Konica Minolta to realize its management philosophy of “the creation of new value.” Konica Minolta practices sustainability and environmental management that integrates efforts to help resolve social and environmental issues with corporate growth. With the understanding that sustainability and environmental initiatives are themselves management strategies, the Company believes that their significance lies in integrating to a higher degree the effort to “support people in achieving their own purpose“ and “realize a sustainable society” through its business activities.
Konica Minolta aims to achieve further growth as a global company and to realize a sustainable society. To achieve this vision, it is necessary to identify social challenges as business opportunities and generate innovative solutions, which in turn will drive Konica Minolta’s own sustainable growth.
Konica Minolta's environmental management is based on the concept of growing existing businesses and creating new ones through efforts to solve environmental problems such as climate change. The aim is to grow the Company and become an enterprise that is vital to the world.
For example, a changeover from the electricity consumed in factories and offices to clean electricity that emits no greenhouse gases (GHG) would incur previously unnecessary costs, such as costs for installing solar panels and other equipment for generating renewable energy-derived electricity, and for purchasing renewable energy certificates. In addition, product design and production process innovation are essential for recycling resources, reusing recycled resources, and reducing emissions of hazardous substances and could pose a risk of reducing productivity and quality. However, a necessary precondition for achieving a sustainable business is creating environmental value without a loss of business value. Konica Minolta practices environmental management and views it as a business opportunity to create new business value by maintaining a close connection with stakeholders including customers, suppliers, and society.

Policy of Environmental Management in the Konica Minolta Style



Creation of Shared Value with Stakeholders

When working to overcome environmental challenges on a global scale, there is a limit to what can be achieved by just one company. This is why it is essential to expand the impact of environmental efforts by working with stakeholders such as suppliers, customers, and local communities.

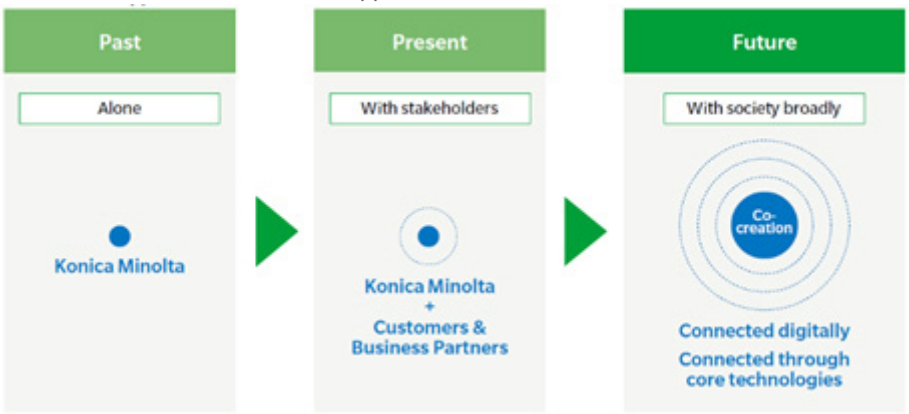
Konica Minolta is working to develop its business together with society by contributing to reducing CO_2 emissions from society as a whole through collaboration with stakeholders, including business partners and customers. CO_2 reduction activities at Konica Minolta's suppliers have produced tremendous results. By passing on know-how for raising environmental and business value to a total of 50 companies up until fiscal 2022, Konica Minolta achieved a CO_2 reduction of 23,000 tons and effective resource utilization of 3,000 tons, resulting in a cost reduction equivalent to 600 million yen. The Company believes that, by working with its suppliers, it can go beyond its responsibility to support their activities that fulfill their social responsibilities and contribute more actively to reducing CO_2 emissions on this planet.

Moreover, through its green marketing activities, which started in 2014, Konica Minolta has been providing its own environmental expertise and helping to solve environmental issues for customers who share Konica Minolta's environmental management, thereby building a relationship of trust and making Konica Minolta a preferred business partner. Through this activity, Konica Minolta has established relationships with more than 500 customer companies.

Furthermore, in June 2020, the Company began operating the Environmental Digital Platform to collaborate with more companies. In its green marketing activities, the Company was initially limited to exchanging information only with client companies. However, if environmental information is digitally distributed among the Company's client companies, participating companies can elevate their environmental management practices. This led Konica Minolta to create the Environmental Digital Platform, a mechanism for sharing information on environmental management, which serves as an ecosystem for co-creating environmental management. Konica Minolta believes that expanding this collaborative network globally will significantly enhance its contribution to solving the environmental problems of broader society.

Environmental Digital Platform

Medium-Term Approach to Environmental Activities



Policy

Eco Vision 2050

Konica Minolta Environmental Policy | Environmental Management Concept | Eco Vision 2050

Long-Term Environmental Target Eco Vision 2050

Given the urgency of global environmental issues, global businesses have a great responsibility to help build a more sustainable society by reducing environmental impact.
With Eco Vision 2050, Konica Minolta exemplifies its determination to fulfill its long-term environmental responsibilities.

Eco Vision 2050
1-1. Reduce CO_2 emissions throughout the product lifecycle by 61% by 2025, compared to fiscal 2005 levels and help to reduce more than 800 thousand tons of CO_2 emissions other than those in Scope 1, 2, and 3 to achieve Carbon Minus status
1-2. Reduce CO_2 emissions throughout the product lifecycle to **net zero by 2050**
2-1. Reduce the use of **natural resources*** **in our products by 90% or more by 2050**
2-2. Contribute more to reducing use of natural resources through products other than our own
3. Work to promote restoration and preservation of biodiversity

- Natural Resources:
  Resources that require new drilling or mining, such as crude oil or mineral resources, and are generally synonymous with depletable resources.

Addressing Climate Change

In Eco Vision 2050, its long-term environmental vision, Konica Minolta addresses one of the material issues, “addressing climate change,” from a long-term perspective. With approval by the Board of Directors in 2009, the vision set the challenging goal of reducing CO_2 emissions from products throughout their entire lifecycle by 80% by 2050, compared to fiscal 2005 levels. In recent years, many companies have begun to reduce CO_2 emissions throughout the entire product lifecycle, including the supply chain, as well as CO_2 emissions from their own production processes. However, since 2009, Konica Minolta has been working to reduce CO_2 emissions throughout the entire lifecycle and has steadily accumulated a track record of reductions.
In 2017, the issue of climate change was identified as an opportunity, and the Company added a commitment to achieve Carbon Minus status across its business activities and help to reduce CO_2 emissions for society.
In May 2023, the Board of Directors approved the revision of Eco Vision 2050 and set a new vision of reducing CO_2 emissions in the product lifecycle from the previous 80% to net zero by 2050.
At the same time, although we had planned to achieve Carbon Minus status by 2030, we have decided to achieve it by 2025, five years ahead of schedule.

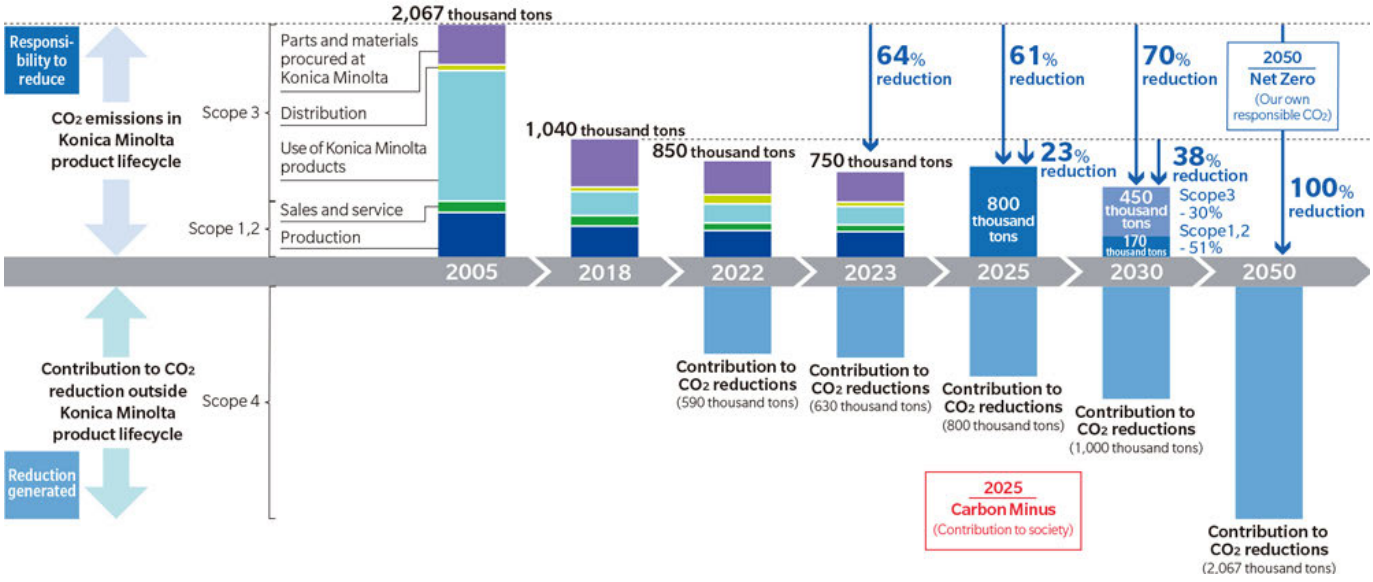
Net zero is the idea of reducing greenhouse gas emissions to “virtually zero.” However, as completely reducing emissions to zero is difficult, any remaining emissions are to be offset with carbon credits or other internationally recognized methods in accordance with the SBTi’s definition of net zero. In addition, we are a member of RE100, an international initiative committed to operating our business on 100% renewable energy. By sourcing 100% of the electricity for our business activities from renewable energy sources by 2050, we aim to enhance our capacity to reduce emissions toward net zero.
Regarding Carbon Minus, Konica Minolta will strengthen the core technologies developed through the use of AI and technologies that cut across business areas, expanding its contribution to energy and CO_2 emissions reduction for its customers and suppliers. Creating and enhancing the impact of these environmental contributions will lead to a more competitive business.

In fiscal 2024, Konica Minolta began managing its CO_2 emissions reduction results based on leading-edge climate science with fiscal 2018 as the base year, with a view to updating to effective and ambitious targets along the 1.5°C emissions pathway to achieve the Paris Agreement.

Carbon Minus means working in collaboration with customers and suppliers to achieve net zero CO_2 emissions for which we are responsible over the product lifecycle (Scope 1, 2, and 3) by 2050, while contributing to the reduction of CO_2 emissions outside of our responsibility (Scope 4) and creating a situation where CO_2 reductions exceed the amount of emissions for which we are responsible. Our goal of achieving net-zero CO_2 emissions over the product lifecycle represents our aim of adapting our business to a decarbonized society. By achieving Carbon Minus as early as possible, Konica Minolta aims to demonstrate the value of its significant contributions to society and support business growth by reducing emissions beyond its own, in a world moving toward decarbonization.

CO_2 emissions for which Konica Minolta is responsible are directly related to its products and business. Specifically, these include CO_2 emissions associated with lifecycle of the company's products, such as the manufacture of parts and materials it procures, production within the company, distribution of its products, sales and service within the company, and the use of its products by customers. On the other hand, CO_2 emissions generated by suppliers with parts and materials procured from other companies, and CO_2 emissions generated by customers with products from other companies, are outside of the company's responsibility. However, Konica Minolta can contribute to reducing CO_2 emissions outside of its responsibility by providing its CO_2 reduction know-how and technologies, and by helping customers transform their production processes using Konica Minolta's products and services.

In Konica Minolta's view, Carbon Minus consists of activities that are outside of the company's responsibility and are more proactive in reducing CO_2 emissions on the planet. To achieve this goal, Konica Minolta will proactively work to raise awareness of environmental issues and influence stakeholder behavior by providing its solutions and expertise to business partners and customers. This approach aims to achieve greater reductions in emissions than could be accomplished by the company alone. Konica Minolta also hopes that visualizing the invisible effects of its activities will provide an opportunity for more people to gain a quantitative understanding of its achievements and become actively involved in CO_2 reduction activities.



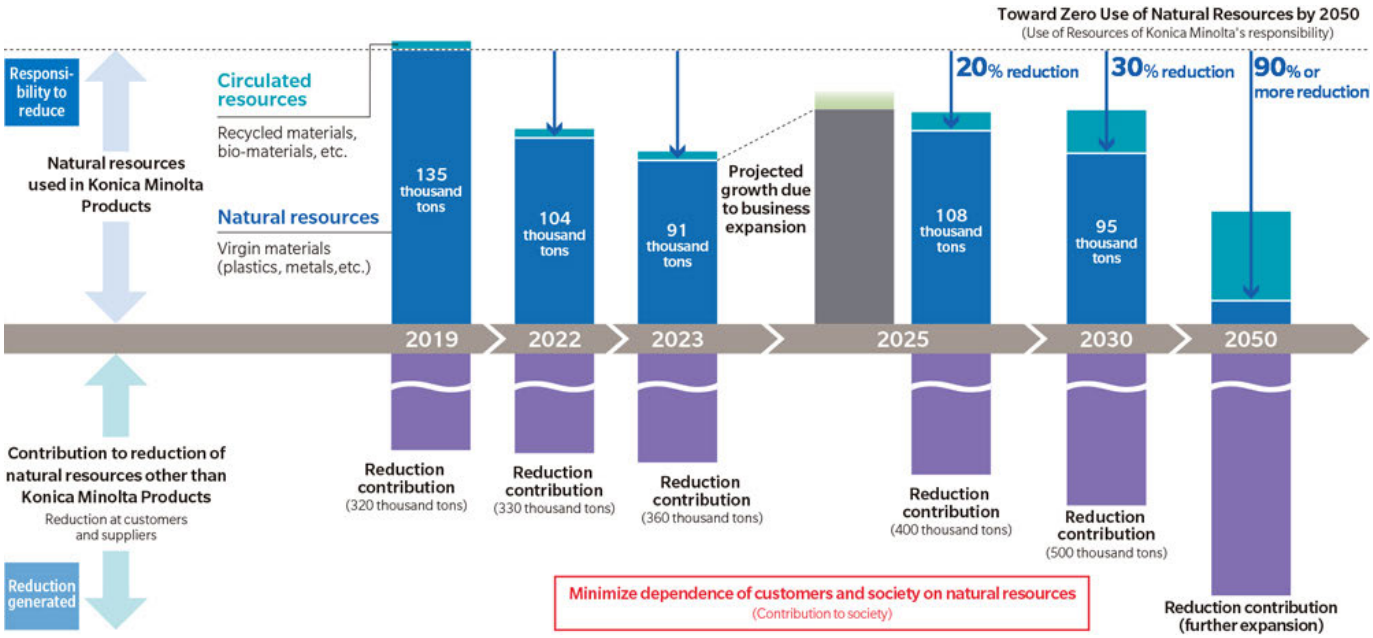
Using Limited Resources Effectively

In May 2023, Konica Minolta set quantitative targets for 2050 in Eco Vision 2050, its long-term environmental vision, for "Using Limited Resources Effectively," one of its material issues. Its vision is to "Aim for Zero Use of the Natural Resources" to achieve a business that does not depend on the depleted natural resources to provide its products and services.

Specifically, Konica Minolta will not only reduce the amount of resources used in its products, but also proactively shift to circulated resources, including recycled materials and biomaterials, with the aim of reducing the use of natural resources by at least 90% by 2050.

At the same time, we will maximize the contribution that our customers, suppliers, and other stakeholders make to reducing their use of natural resources by contributing to this reduction with our own products and sharing our know-how.

In the provision of our products and services, we seek to transform our business model to one that does not depend on depletable resources, and to increase corporate value by synchronizing non-financial value with financial value through our business activities.



Konica Minolta Environmental Policy | Environmental Management Concept | **Eco Vision 2050**

System

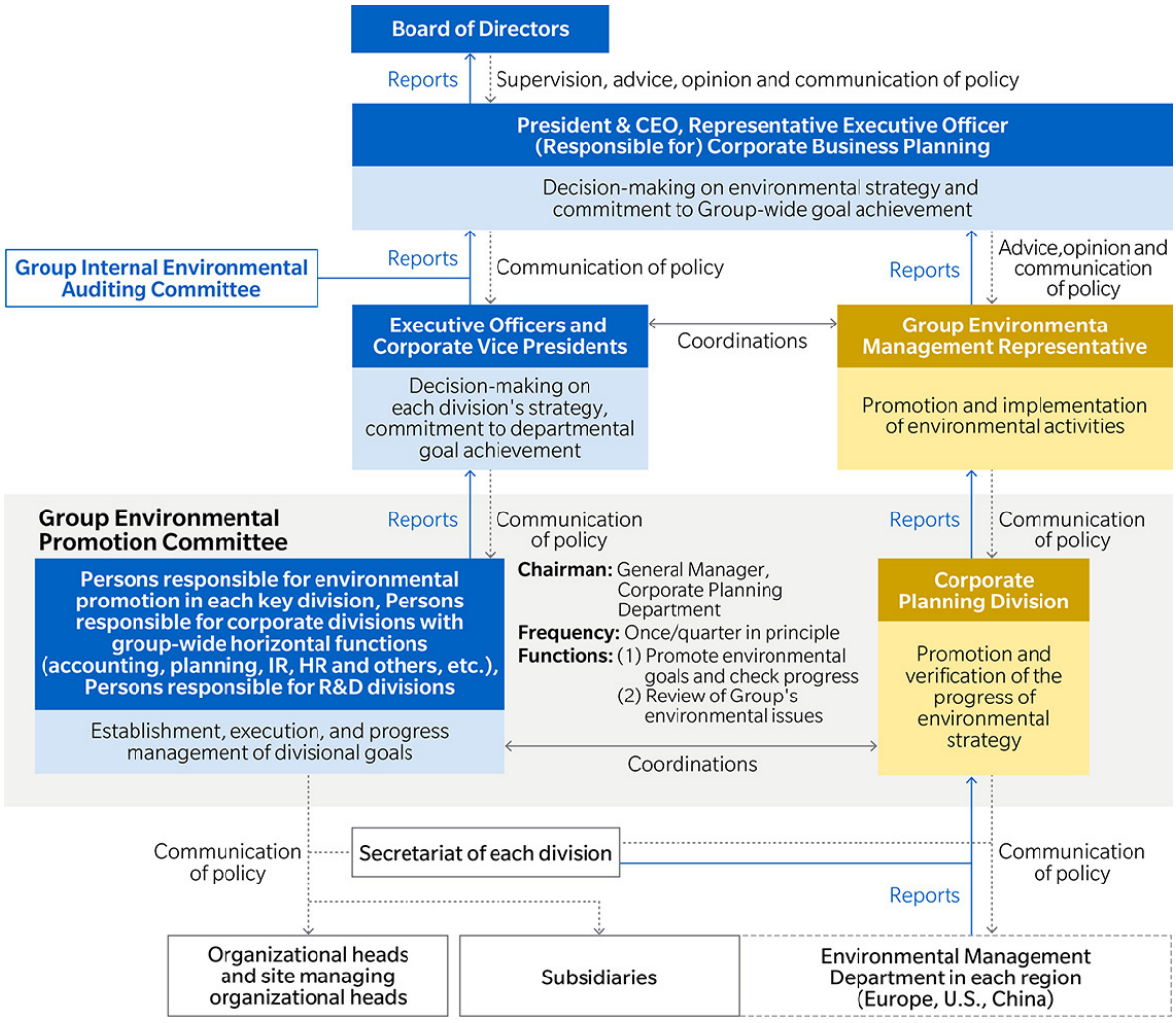
Environmental Management System

Promotion system

All aspects of environmental management are overseen by the President and CEO of Konica Minolta, Inc.

The President has ultimate responsibility for and authority over all environmental management including climate change issues and is also accountable for its effectiveness. The President appoints the Group Environmental Officer to execute environmental management and handle environmental measures. The Group Environmental Officer formulates a medium-term environmental plan, which is then approved by the Board of Directors as a corporate management plan. In addition, the Group Environmental Officer reports monthly to the President and the Audit Committee, established by the Board of Directors, on the progress made in environmental management.

Konica Minolta has established a Group Environmental Promotion Committee, headed by the Manager of the Corporate Planning Division, to implement the medium-term environmental plan for the entire Group. This committee includes representatives responsible for environmental promotion from each key division. The committee deliberates on the Group's medium-term environmental plan and annual plans, checks quarterly progress, and investigates the Group's environmental issues.



Organization of Group Environmental Management

Environmental Audits

At Konica Minolta, the Group Internal Environmental Auditing Committee, which is chaired by the head of the Corporate Audit Division, directs the internal environmental auditing for the entire Group.
Through internal environmental audits, which are conducted at least once a year, the Group verifies the adequateness and effectiveness of management systems. Additionally, by checking the implementation status of the medium-term plan, audits ensure that management systems are functioning effectively in all the Group's organizations.

Environmental Management System

Operating management system based on ISO 14001

To raise the efficiency of environmental management throughout the Group, Konica Minolta operates its management system based on ISO 14001 and has established a basic policy requiring all group production sites worldwide to obtain ISO 14001 certification.
Konica Minolta is engaged in Sustainable Solutions, Sustainable Factory, and Sustainable Marketing activities throughout the product lifecycle. In addition, targets are set within these activities to help solve business and environmental issues, integrating environmental efforts into core business activities. This approach is consistent with ISO 14001:2015.
In order to promote environmental activities efficiently throughout the entire Group, Group companies in Japan acquired integrated Group ISO 14001:2015 certification in fiscal 2016. Meanwhile, activities under ISO 14001:2015 are also conducted at Group sites outside Japan based on the approach of integrating environmental and core business activities. These companies completed certification in the first half of fiscal 2018.

Environmental Risk Management

Konica Minolta treats environmental risks as business risks. Risks are managed under the Risk Management Committee, which is chaired by the officer in charge of risk management, who is appointed by the board of directors, to prevent risks from coming to a head.
The committee conducts risk assessments of corporate activities, and confirms the identified risks and necessary measures to minimize them. It also confirms and reviews whether the risk management system is functioning effectively. The findings of the Risk Management Committee are reported regularly to the Audit Committee, which consists of directors who are not also serving as executive officers. Risks that are particularly important in terms of management and business are reported to and discussed with the Board of Directors.
Konica Minolta views risks as “uncertainties that could affect the organization’s revenue and losses.” With the understanding that risks are not only negative, but are also opportunities with positive aspects, the company views risk management as an activity to curb the negative aspects of risk while maximizing returns.

Compliance with Environmental Regulations

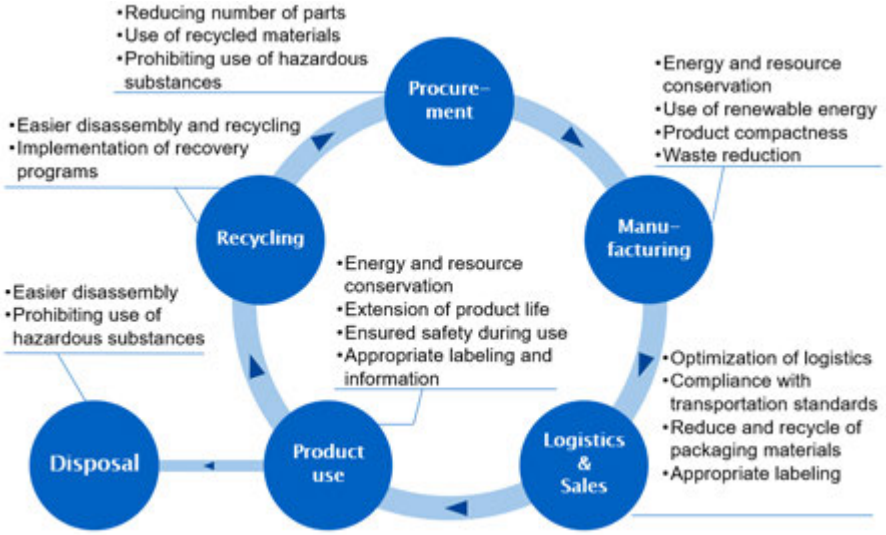
As environmental problems such as global warming and the depletion of energy resources increase in scope to encompass entire regions, and indeed, the entire planet, government policies and regulations at the regional and national levels around the world are being reconsidered and strengthened in order to ensure sustainable growth.
As a global business enterprise, Konica Minolta is building its global compliance system to ensure that all of its production sites and sales offices comply with all legal regulations.
Konica Minolta is building management systems centered on environmental organizations in Europe, North America, China and Japan to ensure that production sites and sales companies in each region respond appropriately to environmental laws. Under these systems, steps are taken to comply with relevant laws and regulations, such as chemical substance regulations, restrictions on chemicals contained in products, recovery and recycling regulations and energy saving regulations.
In fiscal 2023, Konica Minolta continued to conduct status checks of all Group companies and found no serious violations of environment-related laws and regulations.

Product Assessment System

Konica Minolta ensures compliance with laws and regulations and strives to minimize its environmental impact by conducting equipment assessments when it installs, moves, or disposes of equipment, and product assessments when it develops or changes products.

Product assessment

When developing a new product, the Konica Minolta Group identifies the impact the product would have on the environment throughout its lifecycle, from its manufacture and distribution to its use and disposal, while setting evaluation criteria and carrying out assessments.
The Group sets targets in line with its own evaluation criteria for environmental impact, and carries out product assessments as part of its product commercialization flow. Only products whose status is checked and that have cleared the targets are sent to market. This rigorous process has ensured that Konica Minolta complies with the most recent environmental laws, properly manages hazardous chemical substances, improves the environmental performance of its products, and complies with various countries' environmental labeling schemes.



Emergency Response

Reporting rules in the event of crises have been established to ensure that the company responds promptly and appropriately to crises caused by various risks. Konica Minolta's executive officers and affiliated companies' executive officers are very familiar with these rules. In line with these reporting rules, the executive officer in charge of crisis management takes the leading role in managing information on disasters and accidents that occur around the world and other crises.
Regarding the environment, emergency response procedures have been established at Group companies in Japan that have acquired integrated ISO 14001 certification. Based on the group-wide rules stipulated in the Konica Minolta Environmental Management Manual, each department has identified potential situations during an emergency or natural disaster that could have a significant impact on the environment. The departments have also established the necessary crisis response procedures, and they regularly test them. The test results are then reviewed and modified as necessary.
In accordance with emergency response guidelines created by each department, training is held at least once a year to help minimize damage in the event of a major accident. For example, evacuation drills are carried out to practice for a potential explosion caused by solvent ignition, and similar drills are done to prepare for a potential external chemical spill caused by chemical leakage into a rainwater drainage structure.
Each department has also established an emergency communication system to report to the Officer responsible for environment on the same day as the incident, and all are working to take appropriate measures.

Environmental Education

Each Group company with integrated ISO 14001 certification provides a range of environmental education to its employees in order to enhance their awareness of and ability to perform environmental activities. Many employees participate in training programs to raise the level of the Group's environmental activities. The content ranges from specialized knowledge to the understanding of issues related to global environmental problems. At least once a year, training is given to new hires, internal environmental auditors, and those involved in chemical substance management related to products.

Environmental Education and Training System

	New hires / Junior-level employees / Senior-level employees	Managers
General education	New hires education	New manager education
	Education at each site	
	Education in each department (compliance matters / target management)	
Specialized education	Internal environment auditor education (New appointees / Refresher training)	
	Product-related chemical substance control education ◆For planning/management/product development /production/quality assurance/sales departments ◇For equipment products/auxiliary materials /chemical products/chemicals	

Strategy

Identifying Environmental Material Issues

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD）
Nature-related Financial Disclosures (TNFD)

Environmental Targets of the Medium-Term Environmental Plan 2025

Environmental Material Issue Evaluation and Identification Process

Companies must address a wide range of environmental issues, such as climate change, resource depletion, plastic pollution, water, and biodiversity. In light of recent changes in society and the evolving business environment, Konica Minolta has identified material issues related to the environment. The Company aims to prioritize these issues and promote initiatives to help solve them while also achieving business goals. Konica Minolta has identified five material issues from the perspective of sustainability and has analyzed them in more detail — "addressing climate change," "using limited resources effectively," and "ensuring social safety and security (safety of chemical substances)" — to set specific measures.

To identify its material issues, the Group first compiled a comprehensive list of environmental issues by incorporating international guidelines, as well as various stakeholder requirements. It then identified key issues based on their importance to stakeholders and their relevance to the business. To determine the importance of each issue to the business, impacts were quantitatively evaluated using five levels. Risk analysis was used to calculate the potential profit loss if a certain risk materialized, as well as the potential profit gain if a potential opportunity was seized. In determining the importance of each issue, the Group maintained objectivity by seeking the opinions of outside experts. The Group Environmental Officer, who chairs the Group Environmental Promotion Committee, verified this evaluation process and the resulting material environmental issues before identifying those that should be prioritized.

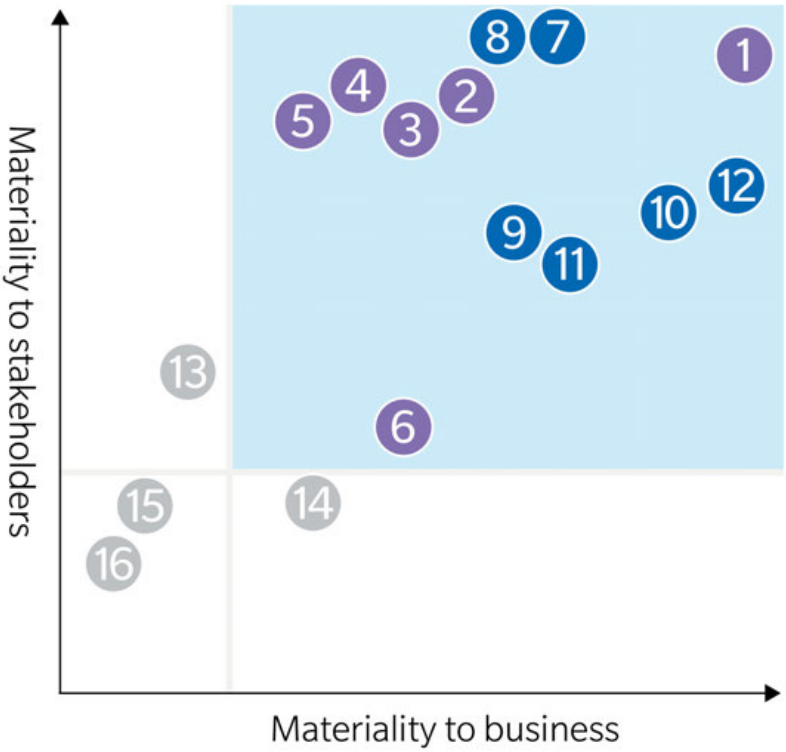
Process for Identifying Material Issues



Identifying Material Issues from Both Risks and Opportunities

When evaluating and identifying material issues related to the environment, Konica Minolta identified various environmental factors related to its business in terms of both risks and opportunities. Based on these findings, material issues were selected where solutions can lead to business growth. The Company reviews each material issue annually to ensure the issues selected and related plans are appropriate.
Through this process, goals for reinforcing the business are matched with environmental targets. The plan then becomes a commitment for both top management and the entire organization, resulting in effective environmental management.
The Medium-Term Environmental Plan 2025 identifies the three most important issues as "addressing climate change," "using limited resources effectively," and "ensuring social safety and security (safety of chemical substances)."

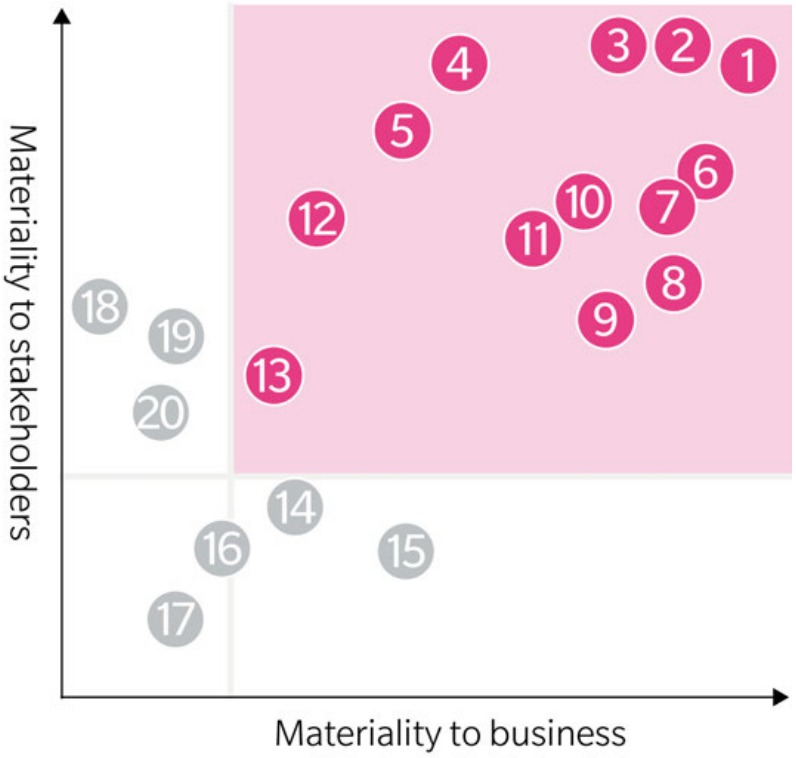
【Opportunities for Each Material Issue】



* Items marked in purple are reduction beyond scope of Konica Minolta responsibility and items marked in blue are reduction for which Konica Minolta is responsible.

	Materiality Items (Opportunity)
1	Digital solutions that transform the supply chains of the printing and apparel industries
2	Transform customer manufacturing processes with inkjet technology
3	Sensing technology that contributes to the sorting and recycling of used plastics
4	Ecosystem that helps companies solve environmental issues and create new innovations
5	Promote energy reduction and renewable energy with suppliers
6	Expand business through gas monitoring to prevent leaks
7	Early introduction of renewable energy
8	Reduce costs through energy reduction
9	Develop new markets and strengthen competitiveness through recovery and effective utilization of Konica Minolta products
10	Provide materials, parts, and product services with a low carbon footprint
11	Utilize renewable resources
12	Reduce energy and paper consumption through work style reforms in offices and other locations
13	Cut costs by improving resource efficiency
14	Contribute to water infrastructure, help to counter obsolescence, and support monitoring
15	Create technologies that contribute to use of renewable energy and new energy
16	Create technologies that contribute to ecosystem recovery

【Risks for Each Material Issue】

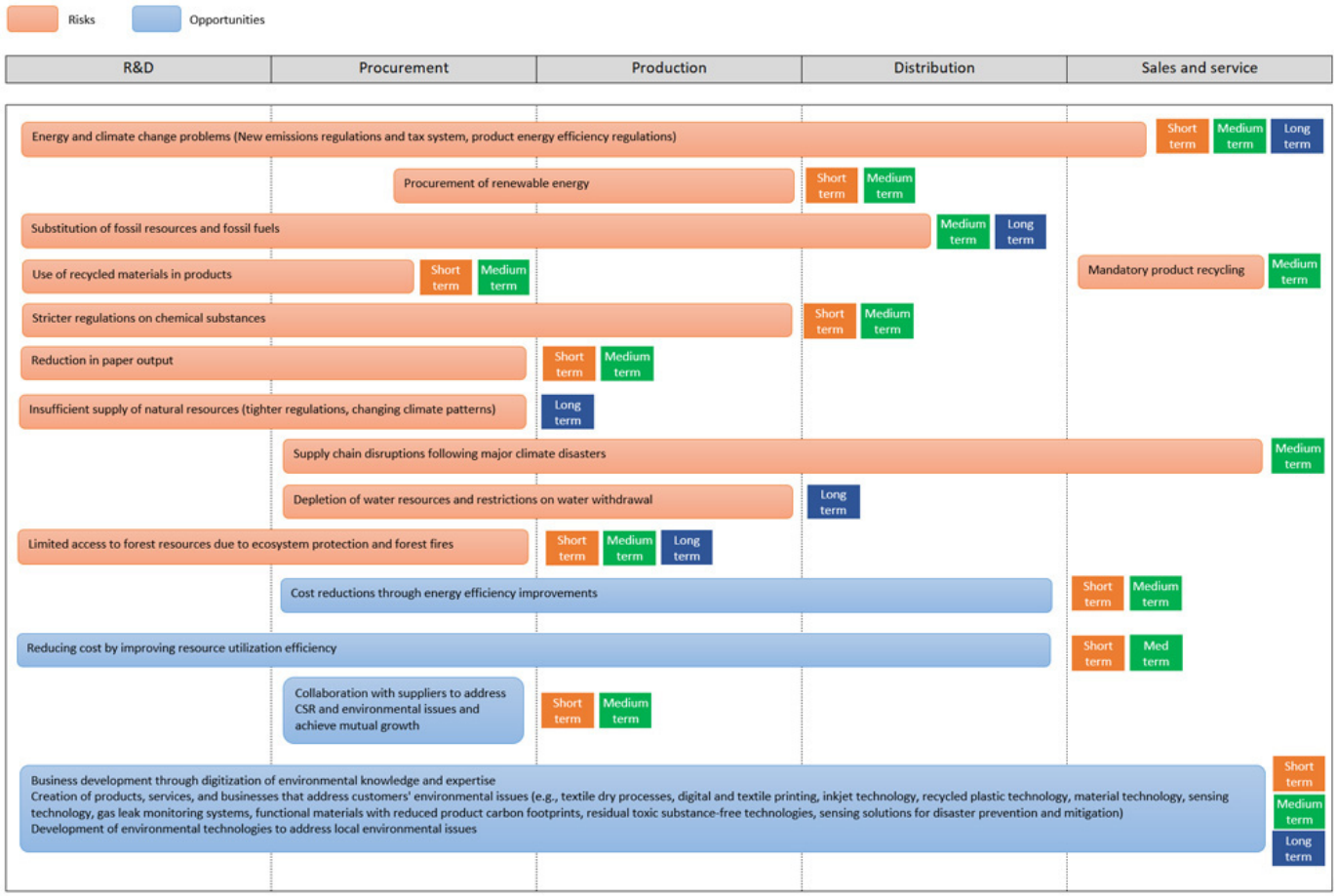


	Materiality Items (Risks)
1	Ban on substances that contaminate ecosystems and damage the health of people (response to stricter regulation on chemical substances)
2	New emissions regulations and tax system, rising energy prices, rising manufacturing costs due to fossil fuel alternatives
3	Delay in introduction of renewable energy
4	1.5℃/net zero target and inadequate performance
5	Delayed introduction of internal carbon pricing and linked officer compensation
6	Delayed provision and disclosure of carbon footprint and footprint reduction
7	Declining competitiveness due to unsustainable resource use, insufficient supply of natural resources, and restricted access to forest resources
8	Supply chain interruptions due to large-scale natural disasters
9	Inadequate support for low carbonization and energy-saving Konica Minolta components
10	Delay in supporting products and components for the circular economy
11	Delay in supporting containers and packaging for the circular economy
12	Decline in stakeholder assessment due to lack of support for non-financial disclosure
13	Costs incurred for measures to prevent soil contamination
14	Depletion of resources (precious metals)
15	Delays or stoppages in procurement and production due to depletion of water resources and water risks
16	Costing of virtual water
17	Impact of ecosystem destruction due to manufacturing and use of raw materials
18	Soil contamination
19	Water contamination
20	Legal compliance and management of waste

Important Environmental Issues for Product Life Cycles

Konica Minolta identifies material environmental issues, including risks and opportunities, throughout its value chains. These issues need to be specifically addressed by the responsible departments within each business segment, including product planning and development, procurement and production, as well as sales and service. The Group also determines when business risks and opportunities related to important environmental issues are likely to materialize, based on short, medium, and long-term perspectives.

Important Environmental Issues for Product Life Cycles



Impact of Business Risks and Opportunities Related to Important Environmental Issues

As current environmental and social issues become even more serious, risks may materialize and affect Konica Minolta's business activities. In the long term, manufacturing will face even greater risks, such as the substitution of fossil resources and fossil fuels, supply shortages of natural resources due to changes in climate patterns, depletion of water resources and water withdrawal restrictions, and limited access to forest resources. These risks need to be addressed.
In the short and medium terms, there are also risks such as the procurement of renewable energy, rising fossil resource and fossil fuel prices, new emissions regulations and taxation systems/product energy efficiency regulations and market responses, reduced use of paper in the office, and supply chain interruptions caused by major climate disasters. Unless suitable measures are taken now, the Group could face higher costs, loss of business opportunities, and shutdowns due to damage to facilities and the labor environment. Furthermore, failure to comply with new chemical control regulations, including those that restrict certain chemical content in products, could lead to lost sales opportunities and lower revenues.
On the other hand, Konica Minolta believes it can create business opportunities by providing solutions to help solve these environmental issues. By actively introducing cutting-edge technology and combining it with Konica Minolta's strengths in imaging IoT technology and digital input and output, the Group is transforming itself into a digital company with insight into implicit challenges. The aim is to create solutions that help resolve social and environmental issues, including climate change.

With regard to the global environment, the Group is working to address issues such as climate change, resource depletion, waste, water, and biodiversity by incorporating them into its medium and long-term business strategies. For example, environmental impact can be lowered by reducing production, transportation, inventory, and disposal in the manufacturing industry. Konica Minolta believes that it is contributing to this solution by providing on-demand equipment for industrial printing of materials such as packaging, labels, and textiles. In addition, providing products and solutions that reduce the environmental impact of our customers' production processes will lead to opportunities in industries that are subject to diverse environmental demands. These efforts illustrate how Konica Minolta sees environmental management as a key business strategy. In short, the Company believes the purpose of environmental management is both to achieve business expansion and improve environmental issues.

Target Setting Process

The President and CEO has ultimate responsibility for and authority over all environmental management including climate change issues and is also accountable for its effectiveness. The President and CEO appoints the Group Environmental Officer to execute environmental management and handle environmental measures. The Group Environmental Officer formulates a medium-term plan for environment, which is then approved by the Board of Directors as a corporate management plan. In addition, the Group Environmental Officer reports monthly to the President and CEO, the chairperson of the Board of Directors, and the Audit Committee established by the Board of Directors to report progress made on environmental management and on issues including climate change. The Audit Committee summarizes the important issues from those reported as matters to report at the Board of Directors meetings.
Konica Minolta has established a Group Environmental Promotion Committee headed by the General Manager of the Corporate Planning Department, which serves as the organization implement the medium-term environmental plan for the whole Group. The committee, in which persons responsible for environmental promotion in each key division participate, deliberates the Group's medium-term environmental plan and annual plans. It also checks quarterly progress and conducts investigations related to the Group's environmental issues.

› Organization of Group Environmental Management

Targets and Results

› Click here for information on targets and results (Konica Minolta's Sustainability > targets and results)

Strategy

Climate-related Financial Information Disclosure（TCFD）: Basic Concept

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD） | Nature-related Financial Disclosures (TNFD)
Basic Concept | Governance | Strategy | Risk Management | Metrics and Targets

Disclosure on four themes based on TCFD recommendations

Konica Minolta's environmental management is based on the concept of "growing our business by solving environmental challenges and also creating new businesses." The goal is to become a company that is vital to society by helping to solve climate change and other global environmental challenges while pursuing corporate growth. There is a limit to what one company can do on its own to solve the problem of global climate change. This is why Konica Minolta seeks to achieve Carbon Minus status by proactively contributing to the reduction of CO_2 emissions on the planet.
Konica Minolta defines “Carbon Minus status” as "making a greater contribution to CO_2 reductions (reductions other than Scope 1, 2, and 3) in areas outside the scope of our responsibility than the volume of CO_2 emissions in areas we are responsible for (Scope 1, 2, and 3 emissions)." Considering recent social demands, we have decided to seek net zero CO_2 emissions that fall within the scope of our responsibility. Konica Minolta hopes to accelerate the effects of decarbonization, broaden its ties with stakeholders, and grow its business together by not only fulfilling its social responsibilities but also helping all stakeholders fulfill theirs.

Note：
Scope 1: Direct emissions from company-owned and controlled resources, such as the combustion of fuel.
Scope 2: Indirect emissions from the consumption of purchased electricity, heat, and steam.
Scope 3: Emissions other than Scope 1 and 2 that occur in the company’s value chain, including those from raw material procurement, logistics, and product use.

Transition Plan to a Low-Carbon Society

Konica Minolta has set a medium-term Science Based Targets (SBT) for CO_2 emissions reduction in 2030 with the aim of achieving the Paris Agreement. As a transition plan to achieve the target, the Group has established short-, medium-, and long-term measures to reduce CO_2 emissions for which we it is directly responsible by setting CO_2 emissions reduction measures such as the development of energy-saving production technologies, introduction of renewable energy-derived electricity, conversion of its business to a paperless operation, and consideration of CO_2-free fuels.

In addition, Konica Minolta has identified “addressing climate change” as one of the five material issues to be tackled in its long-term vision. Contributing to solving social issues through our business activities helps to raise our corporate value over the medium to long term.Specifically, Konica Minolta will promote Green Product activities that incorporate value for decarbonizing products and services at the planning and development stage, Green Factory activities to achieve decarbonization during production, carbon-neutral partner activities to achieve decarbonization together with suppliers, and Green Marketing activities and the environmental digital platform to support customers' decarbonization in sales and services. In addition, Konica Minolta plans to expedite its introduction of renewable energy-derived electricity in Europe, North America, Japan, and ASEAN.As a result of transforming its business portfolio as it heads toward 2025, there is a possibility that Scope 1 and 2 emissions will increase due to business expansion, especially in the Industry Business.

Therefore, in addition to the measures above, the Company is also considering measures to reduce CO_2 emissions by leveraging internal carbon pricing.At the same time, Konica Minolta will significantly reduce CO_2 emissions at customer sites and help to support a recycling-oriented society. Digital solutions for on-demand production that transform the supply chains in the printing and apparel industries, functional materials that reduce the carbon footprint of products, and material and sensing technologies that improve the sortability and recycling rate of used plastics, will transform the mass production and mass disposal business model and raise the productivity of client companies, thus eliminating wasted uptime and reducing energy consumption and fossil resource use. These activities, performed through our business, are pursued as core management strategies with “contribution to CO_2 reduction” and “contribution to reducing the use of natural resources[*1]” set as key management indicators in the medium-term environmental plan.

In 2018, Konica Minolta agreed to support the final report, "Recommendations of the Task Force on Climate-related Financial Disclosures," of the Task Force on Climate-related Financial Disclosures (TCFD*2), established by the G20 Financial Stability Board (FSB). The Group will disclose its climate change initiatives using the TCFD framework.

*1 Natural Resources： Resources that require new drilling or mining, such as crude oil or mineral resources, and are generally synonymous with depletable resources.
*2 TCFD completed its mission and disbanded at the same time that the status report was released on October 12, 2023.

› Environmental Management System

Strategy

Climate-related Financial Information Disclosure（TCFD）: Governance

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD）
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Organizational Governance of Climate-related Risks and Opportunities

In 2008, Konica Minolta's Board of Directors approved the goal of reducing CO_2 emissions across the entire lifecycle of its products by 80% compared to fiscal 2005. In 2017, the Company added a Carbon Minus target as part of its commitment to working with business partners, customers, and other stakeholders to achieve emission reductions greater than those directly related to the Company's products and operations.

Anticipating the creation of a sustainable society by 2030, Konica Minolta formulated its long-term management vision through a board resolution in 2020 and identified material issues, including "addressing climate change", that it must confront. As part of its new medium-term business strategy, in May 2023, the Board of Directors approved a new target of achieving Carbon Minus status by 2025 and net zero greenhouse gas emissions across the entire value chain by 2050. Addressing climate change has been positioned as one of Konica Minolta's sustainability management targets, with major target setting and adjustments requiring Board approval.

At Konica Minolta, the President and CEO holds ultimate responsibility and authority over climate change issues and is responsible for the effectiveness of environmental management, including climate change. The Group Environmental Officer, appointed by the President and CEO, manages environmental initiatives and prepares medium-term plans. Progress on these activities is regularly reported to the Executive Committee and the Board of Directors, where they are discussed as management issues.

In the process of formulating the medium-term plan, materiality is subject to ongoing review of risk changes led by the Group Environmental Officer. Evaluations and specific revisions are made as needed, discussed and approved by the Management Council and other relevant bodies, and subsequently approved by the Board of Directors.

Additionally, to increase incentives for executive officers to achieve the medium-term CO_2 targets, "CO_2 emissions reductions through measures" * has been set as a non-financial indicator among the evaluation indicators that make up the medium-term stock bonus (performance-linked).

* Addressing climate change, which we initially set as an indicator for "CO_2 emissions reduction rate," was revised by a resolution of the Compensation Committee to the indicator "CO_2 emissions reductions through measures" in consideration of the impact of production and sales volumes.

The Group Environmental Officer reports every month to the President, chairperson of the Board of Directors and the Audit Committee set up by the president on issues including progress made with environmental management and climate change issues. The Audit Committee routinely monitors and reviews the status of the overall implementation of environmental management led by the president.

At the Audit Committee meeting held in December 2023, we reported on the development and operation of the system for promoting sustainability management, including "Addressing Climate Change." The Company is pursuing the medium-term targets and annual plan related to climate change under the supervision of the Board of Directors.

Please refer to "Corporate Governance" for more details on the governance structure.
For details on the evaluation and identification process for material issues, see Here.

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD）
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Click to jump to the corresponding section in this page

Impact on the Organization's Business, Strategy, and Finances of Climate-related Risks and Opportunities
Adapting to Climate Change

Impact on the Organization's Business, Strategy, and Finances of Climate-related Risks and Opportunities

To address climate change risks, Konica Minolta has set a vision to achieve net-zero greenhouse gas emissions across its entire value chain by 2050. The Company plans to integrate climate change-related risks into its overall business strategy and achieve its environmental targets by aligning medium-term targets and annual climate change countermeasures with business plans for product planning, development, production, procurement, and sales.
In terms of opportunities, the Company aims to achieve Carbon Minus by 2025, which involves increasing its contribution to reducing energy and CO_2 emissions in customer companies and society while driving business growth. The core technologies developed over the 150 years since the Company's foundation are being enhanced through AI (data-driven development and production) and the fusion of technologies across business domains. Furthermore, by reforming workflows and supply chains, the Company aims to further reduce energy use and CO_2 emissions, thereby expanding its industrial business and creating new opportunities to become a vital part of society.

Implementation and Results of Climate Change Scenario Analysis

Konica Minolta has identified business risks that could adversely affect the performance of the Group in 2030, and business opportunities that can be created by proactively addressing the challenges of climate change, assuming the following two scenarios: one in which the temperature increase is kept below 2˚C (equivalent to 1.5˚C) and a low-carbon global society is achieved, and one in which the temperature increase exceeds 2˚C and the predicted physical effects of climate change materialize.
Konica Minolta utilizes as a framework described below to conduct scenario analysis, employing a process that involves identifying target business areas, This process includes identifying major climate-related risks and opportunities, reviewing existing scientific scenarios for climate change, reviewing and clearly defining risks and opportunities for those scenarios as well as their financial impacts, and reviewing the direction, policies, and strategies for future responses. The climate financial impacts identified by the scenario analysis are reported and discussed at the Environment Promotion Committee, which includes representatives of the divisions of the Konica Minolta Group, and then approved by the officer in charge of environment, who indicates and formulates the direction, policies, strategies and measures for future responses.

If the average global temperature increase is kept below 2˚C (equivalent to 1.5℃) and a low-carbon global society is achieved:

If the world as a whole moves towards becoming low carbon in order to meet the goals of the Paris Agreement, regulations relating to the environment can be stricter, the Group may face additional obligations and costs related to legal compliance. With growing demands from stakeholders for the procurement of renewable energy, it is possible that investments, loans and sales opportunities could be lost, and the corporate brand value could also be damaged. The decline in the use of paper in offices and higher costs for manufacturing and procurement as fossil fuels and fossil resources are replaced with alternatives could also affect the Konica Minolta Group's earnings.

Konica Minolta is taking the following measures to address these risks based on its long-term vision for net zero emissions by 2050.

The Company is striving for more efficient production processes, developing and improving its production technologies, and promoting Green Factory activities that reduce both CO_2 emissions and costs. It is also a member of the RE100 international leadership initiative with the aim of operating its business on 100% renewable energy.
The Group is gradually reviewing its electricity purchase contracts of its production and sales bases in Europe, North America and China, and switching to renewable energy-derived electricity.

In addition, the Group is promoting Carbon Neutral Partner activities, in which it digitizes the technologies and know-how of its energy conservation and provides them to it suppliers, so that they can work together with the Group to reduce energy consumption. Through these activities, the Group aims to maximize energy cost reductions and CO_2 emission reductions throughout its supply chain. Over an activity period of three years, the Group will reduce CO_2 emissions by 6% through energy conservation, and then support its suppliers to convert to 100% renewable energy-derived electricity. These efforts can not only address transition risk, but also improve its sales competitiveness based on a strong supply chain and create new business opportunities.

On the other hand, the Company believes that helping to solve its customers' climate change-related issues will lead to business opportunities. Combining Konica Minolta's accumulated imaging and IT technologies, it expects to increase sales by providing services and solutions that help society and customers to achieve their transition plans. As a means for maximizing opportunities, the Company is maximizing its contribution to solving climate change issues at the business planning and product planning stages through activities to create green products. It is pursuing this initiative with the mid- to long-term vision of achieving carbon minus by 2025.

In the short to medium term, the Company will provide digital solutions that transform the supply chain of the printing and apparel industries, functional materials with lower product carbon footprints, material and sensing technologies that helps improve the sortability and recycling rates of used plastics, production processes transformations through inkjet technology, and gas leak inspection systems that can contribute to the early detection of methane leaks and the reduction of emissions. Konica Minolta aims to create new business opportunities through collaboration with suppliers and business partners from an environmental and energy perspective.

Addressing the Risks of Climate Change

Impact on Konica Minolta		Target Segment	Classification	Financial Impact	Timeline	Handling
procurement and manufacturing costs	Stakeholder demand for renewable energy procurement	Business Technologies Business	Market evaluation	Medium	Short-term	Introduce renewable-energy-derived electricity at production, R&D, and sales sites
	Replacing fossil resources and fuels in production	Industry Business	Policies/Laws	Medium	Medium to long-term	Examine the introduction of CO_2-free fuels, examine the introduction of ICP, and optimize the procurement strategy
	Response to new emissions regulations and laws	Industry Business, Business Technologies Business and Imaging Solution Business	Policies/Laws	Strong	Short to medium term	Develop energy-saving production technology
Increase in product development costs	Response to the market and new regulations on product energy efficiency	Business Technologies Business	Policies/Laws Market	Medium	Short-term	Product energy-saving design in keeping with new environmental labeling standards, compliant with public procurement and bidding requirements
Decrease in sales due to changes in demand for products and services	Decrease in office demand due to acceleration toward a paperless society	Business Technologies Business	Market	Strong	Short to medium term	Convert business to paperless operation

The Opportunities of Climate Change

Impact on Konica Minolta		Target Segment	Classification	Financial Impact	Timeline
Higher sales due to change in demand for products and services	Digital solutions that transform the printing industry supply chain	Professional Printing Business	Products/ Services	Strong	Short- to medium -term
	Functional materials with lower product carbon footprints	Industry Business	Products/ Services	Medium	Short- to medium -term
	Digital solutions that transform the apparel industry supply chain	Professional Printing Business	Products/ Services	Minimal	Short- to medium -term
	Materials technology and sensing technology that help improve the separability and recycling rate of used plastics	Industry Business	Products/ Services	Minimal	Medium -term
	Transformation of the production process with inkjet technology	Industry Business	Products/ Services	Minimal	Short- to medium -term
	Gas leak inspection systems that can contribute to the early detection of methane leaks and the reduction of emissions	Industry Business	Products/ Services	Minimal	Short- to medium -term

If the average global temperature increase exceeds 2˚C and the predicted physical effects of climate change materialize:

If physical risks due to climate change materialize around the world, unstable procurement of paper materials could result in the loss of business opportunities due to damage of forest resources caused by climate disasters. Also, if chronic climate change effects were to continue, such as altered weather patterns, the supply of raw materials could be reduced or halted. As a result, operations of the Group and its suppliers might be temporarily halted, and production and shipping could be delayed.

As a measure to adapt, the Company now traces raw material supply routes back to the crude raw materials and works to secure multiple suppliers and examine alternative materials for raw materials that face high risk when it comes to securing stable supply.

In the professional printing and office printing businesses, the Company has multiple production bases in Japan, Europe, and North America that produce and fill printing toner and produce parts for consumables. The Company is working to establish highly resilient supply chain systems that can supply products in the regions where they are needed.
In the mainstay office printing business, the Company will shift to a business model that does not depend on paper output and reduce its dependence on forest resources by expanding its service package fee structures.

At Konica Minolta's production sites and those of its major suppliers, the Company analyzes water risk using Aqueduct, an assessment tool developed and provided by the World Resources Institute (WRI). Sites with high water risk systematically take countermeasures. Moreover, Konica Minolta has prepared a Business Continuity Plan (BCP), a specific action plan for ongoing operations in the event of large-scale natural disasters. In addition to systems set up for each business division and subsidiary, it has also set up an initial response system that collects information on the extent of damage immediately after a disaster and determines whether the BCP should be activated. On the other hand, even if the impacts of climate change materialize, that could create business opportunities.

In the medium term, it can tap into societal demand for imaging IoT and sensing solutions that contribute to disaster prevention and mitigation against extreme weather and natural disasters, as well as healthcare solutions that can be used at disaster medical care sites.

Addressing the "Risks" of Climate Change

Impact on Konica Minolta		Target Segment	Classification	Financial impact	timeline	Handling
Lower revenue due to a reduction in production capacity	Insufficient or interrupted supply of natural resources due to changes in climate patterns	Industry Business	Chronic physical	Strong	Long-term	Product design and development not dependent on particular natural resources
	Supply chain interruptions following large-scale natural disasters	Business Technologies Business	Acute physical	Strong	Medium-term	Establish business continuity management (BCM), decentralize production and supply of consumables by region
	Depletion of water resources and restrictions on water intake	Business Technologies Business, Industry Business	Chronic physical	Minimal	Long-term	Water risk assessment and reduction of water consumption at production and procurement sites
Decrease in sales due to changes in demand for products and services	Limited access to forest resources due to abnormal climate and forest fires	Business Technologies Business	Chronic physical	Strong	Long-term	Turn the shift to paperless into business opportunity

The Opportunities of Climate Change

Impact on Konica Minolta		Target Segment	Classification	Financial impact	Timeline
Increase in sales due to changes in demand for products and services	Sensing solutions that contribute to disaster prevention and the mitigation of abnormal climate and natural disasters	Industry Business	Products/ Services	Minimal	Medium-term
	Healthcare solutions utilizing diagnostic imaging at disaster medical sites	Imaging Solution Business	Products/ Services	Minimal	Medium-term

Climate-Related Risks and Opportunities for Konica Minolta

Risks Opportunities

	Impact on procurement	Impact on direct operations	Impact on product and service demand
If the average global temperature increase is kept below 2°C (equivalent to 1.5°C) and a low-carbon global society is achieved	**Higher procurement and manufacturing costs** ●Stakeholder demand for renewable energy procurement — Short-term ●Replacing fossil resources and fuels in production — Long-term, Medium-term ●Response to emissions regulations and laws — Medium-term, Short-term		**Increase in product development costs** ●Response to the market and new regulations on product energy efficiency — Short-term **Lower sales** ●Decrease in office demand due to acceleration toward a paperless society — Medium-term, Short-term **Higher sales** ●Digital solutions that transform the printing industry supply chain — Medium-term, Short-term ●Functional materials with lower product carbon footprints — Medium-term, Short-term ●Digital solutions that transform the apparel industry supply chain — Short-term ●Material and sensing technologies that helps improve the separability and recycling rate of used plastics — Medium-term ●Transformation of the production process with inkjet technology — Medium-term, Short-term ●Gas leak inspection systems that can contribute to the early detection of methane leaks and the reduction of emissions — Medium-term, Short-term
If the average global temperature increase exceeds 2°C and the predicted physical effects of climate change materialize	**Lower revenue due to a reduction in production capacity** ●Insufficient or interrupted supply of natural resources due to changes in climate patterns — Long-term ●Supply chain interruptions following large-scale natural disasters — Medium-term ●Depletion of water resources and restrictions on water intake — Long-term		**Lower sales** ●Limited access to forest resources due to abnormal climate and forest fires — Long-term **Higher sales** ●Sensing solutions that contribute to disaster prevention and the mitigation of abnormal climate and natural disasters — Medium-term ●Healthcare solutions utilizing diagnostic imaging at disaster medical sites — Medium-term

<Assumptions for Scenario Analysis>

- Scientific scenarios used: IPCC RCP2.6, RCP8.5 IEA NZE 2050, CPS
- Classification of risks and opportunities: Transition risks (policies and laws, technologies, markets, reputation), physical risks (acute physical, chronic physical), opportunities (resource efficiency, energy, products/services, markets, resilience)
- Definition and evaluation criteria for "financial impact": "Large": additional cost or profit decrease of 1 billion yen or more, "Medium": additional cost or profit decrease of 100 million to 1 billion yen, “Minimal”: additional cost or profit decrease of less than 100 million yen
- Definition and evaluation criteria for "financial effect": "Large": Profit of 10 billion yen or more, "Medium": Profit of 1 to 10 billion yen, "Minimal": Profit of less than 1 billion yen
- Definition and evaluation criteria for "timeline": "Long term": 10 years or more, "Medium term": 3 to 10 years, "Short term": 1 to 3 years

Adapting to Climate Change

Based on the results of scenario analysis in case the physical impacts of climate change materialize, the Company has established initiatives to adapt to climate change upstream (suppliers), in operations (production and R&D), and downstream (customers). It identifies the characteristics and features of each country and region that will have an impact, establishes countermeasures to be taken, and implements them throughout the entire supply chain.

For more information on the risks and opportunities of adapting to climate change, please see “Konica Minolta Group’s Adapting to Climate Change.”

Strategy

Climate-related Financial Information Disclosure（TCFD）: Risk Management

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD) | Nature-related Financial Disclosures (TNFD)

Basic Concept | Governance | Strategy | Risk Management | Metrics and Targets

Process Used to Identify, Assess and Manage Climate-Related Risks

Konica Minolta carries out risk management so as to maximize returns while minimizing negative impacts and assesses risks from a medium- and long-term perspective. Environmental risks, including climate change are assessed and managed from a medium- and long-term perspective by assessing the impact and uncertainty of climate change risks under two scenarios: “If the average global temperature increase is kept below 2℃ (equivalent to 1.5℃) and a low-carbon society is achieved” and “If the average global temperature increase exceeds 2℃ and the predicted physical effects of climate change materialize.” In addition, we have positioned this environmental risk as a management risk for the whole Group and the Risk Management Committee manages that risk.

The Group Environment Promotion Committee discusses plans and measures on the response to climate change at its quarterly environmental meetings and also reassesses the extent of changes to risks twice a year. The Group Environmental Officers report to the president on progress made with the plan every month. Important environmental issues are also reported by the Group Environmental Officers to the Management Council, Risk Management Committee meetings, and other meeting bodies. The Board of Directors receives regular reports on the progress of the management plan for addressing climate change at their meetings, and they monitor the plan’s execution. The following frameworks were used for classifying risk. Policy and law, technology, markets, and reputation were used for transition risk. Acute physical and chronic physical were used for physical risk.

Please refer to “Risk Management” for more details on risk management systems and processes.
Please refer to “Evaluation and Identification Process for Material Issues” for more details on the relevance of material issues, which are the targets of risk management.

Strategy

Climate-related Financial Information Disclosure（TCFD）: Metrics and Targets

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD） | Nature-related Financial Disclosures (TNFD)

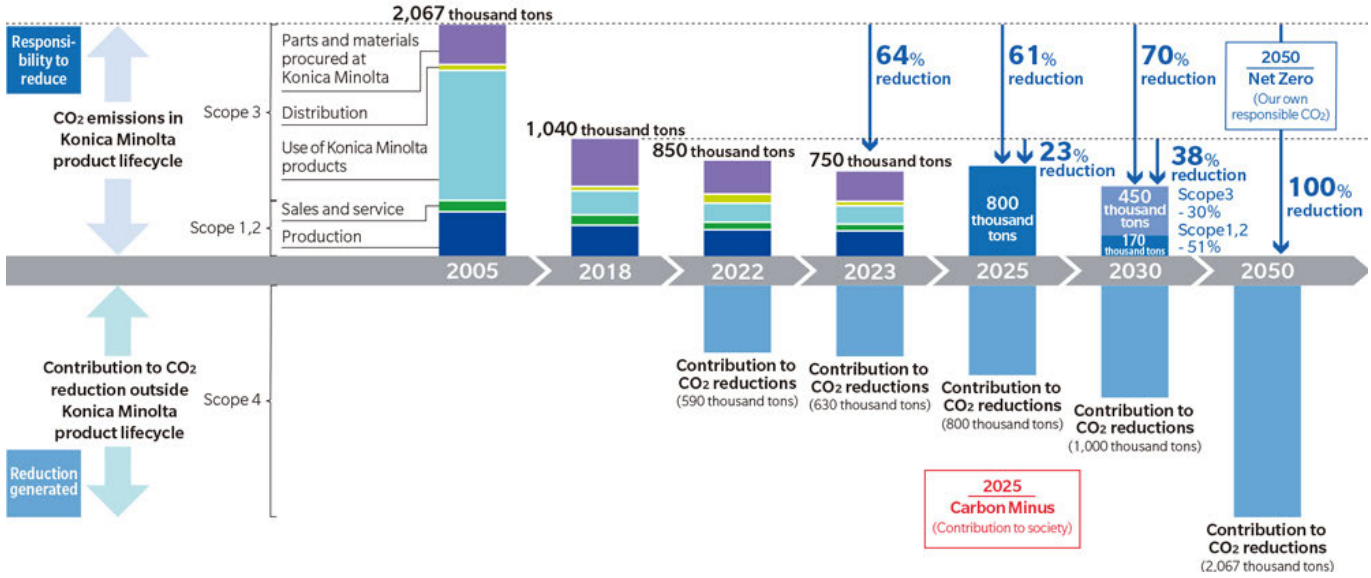
Basic Concept | Governance | Strategy | Risk Management | Metrics and Targets

Metrics and Targets Used to Assess and Manage Climate-related Risks and Opportunities

Konica Minolta seeks to achieve Carbon Minus status by actively helping to reduce global CO_2 emissions in cooperation with its stakeholders, especially suppliers and customers. The Group defines Carbon Minus status as contributing more to CO_2 emissions in areas outside of our responsibility (reduction of other than Scope 1, 2 and 3) than to CO_2 emissions reductions in areas we are responsible for (Scope 1, 2, and 3 emission). Based on recent social demands, we have decided to target “net zero” CO_2 emissions in areas we are responsible for. Konica Minolta hopes to accelerate the effects of decarbonization, broaden its ties with stakeholders, and grow its business together, by not only helping stakeholders fulfill their social responsibilities but also fulfilling ours.

Note:
・Scope 1: Direct emissions from the company, such as those from the use of fuel.
・Scope 2: Indirect emissions resulting from the use of electricity, heat, and steam supplied by other companies.
・Scope 3: Emissions related to the company's business activities within the value chain, including raw material procurement, logistics, and product use.

Carbon Minus and Net Zero Targets

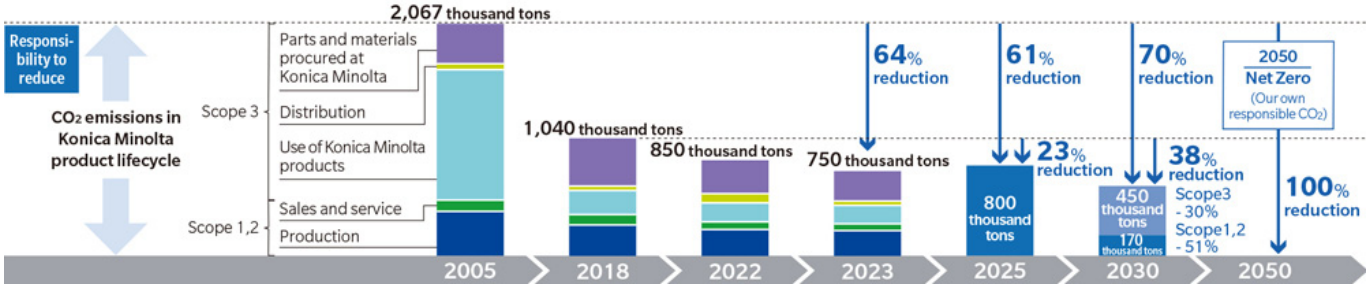


(For more information on targets and results, please refer to Sustainability Targets and Results)
For detailed data, please refer to ,the Environmental Data on the ESG Data page.

1. Greenhouse Gas Emissions (Scope 1, 2, and 3 Emissions)

Konica Minolta has established the goals of reducing CO_2 emissions over the product lifecycle, as its metric for managing the risks posed by climate change. Product lifecycle CO_2 emissions include all Scope 1 and 2 emissions (CO_2 emissions generated during the production stage and the sales and service stage) and the main components of Scope 3 emissions (CO_2 emissions at the procurement stage, distribution stage, and product use stage).
In the short term, Konica Minolta has set a target of a 61% reduction (800,000 tons) compared to 2005 CO_2 emission levels by 2025, and in the medium term, a 70% reduction (720,000 tons) by 2030. In fiscal 2023, the reduction was 750,000 tons (Scope 1 was 150,000 tons, and Scope 2 was 140,000 tons, and the primary Scope 3 was 460,000 tons), a 63% reduction, reducing 5 points compared to 58% in fiscal 2022. The Company has obtained the assurance of a third party on its actual CO_2 emissions figures to ensure their validity.
In the short term, Konica Minolta has set a target of reducing CO_2 emissions by 61% (800,000 tons) compared to 2005 levels by 2025, and in the medium term, a 70% reduction (720,000 tons) by 2030. In fiscal 2023, the Company achieved a reduction of 750,000 tons (Scope 1: 150,000 tons, Scope 2: 140,000 tons, primary Scope 3: 460,000 tons), representing a 63% reduction, an improvement of 5 points compared to 58% in fiscal 2022. The Company has obtained third-party assurance of its actual CO_2 emissions figures to ensure their validity.

CO_2 Emissions in the Product Llifecycle (Scopes 1, 2, and 3)



(Unit: thousand tons-CO_2)

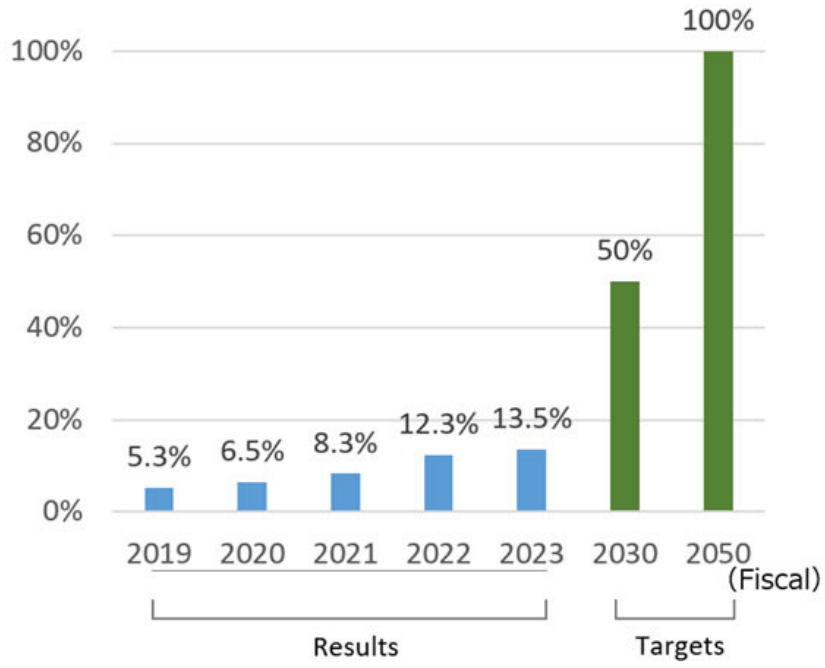
	Results					Targets	
	FY2005 (Base year)	FY2018	FY2021	FY2022	FY2023	FY2025	FY2030
Product lifecycle CO_2 emissions	2,067	1,041	790	851	748	800	620
Scope 1 (Production, sales and service)	254	170	159	151	148		170
Scope 2 (Production, sales and service)	220	197	164	151	139		
Scope 3 (Procurement, distribution, product)	1,592	675	467	548	462		450
Category 1 (Purchased goods and services)	397	437	247	296	272		
Category 4 (Upstream transportation and distribution, of which, distribution of products)	58	26	41	83	28		
Category 11 (Use of sold products)	1,137	211	179	169	162		

Note: Figures may not add up due to rounding.

2. Transition Risk

Konica Minolta believes that conducting business with a focus on quickly conforming to the needs of renewable energy-based society that is not reliant on fossil fuels, which are a major cause of man-made CO_2 emissions, is a necessary condition for any company to grow sustainably. Based on this belief, Konica Minolta has adopted the “ratio of electricity derived from renewable energy” as a management indicator for transition risk and set a target of procuring 100% renewable energy for use in its business operations by 2050. In the medium term, we have set a target of increasing the ratio to more than 50% by 2030. In fiscal 2023, the ratio of electricity derived from renewable energy increased from 12.3% in fiscal 2022 to 13.5% due to the full operation of electricity use derived from renewable energy at our production sites in Malaysia (installed solar energy generation equipment and used renewable energy certificates).
In the Business Technologies Business, which accounts for about 75% of the Konica Minolta Group’s total sales, it is becoming increasingly clear that stakeholders are demanding that the Group introduce renewable energy procurement. The Company views this social demand as a business risk and is prioritizing it as a priority action item, and has achieved 100% renewable energy at all overseas MFP production sites. It has also converted 33% of the total electricity consumption of its Business Technologies Business to renewable energy and plans to bring renewable energy use up to 45% by fiscal 2024. Konica Minolta will continue to conduct annual risk reviews and consider introducing renewable energy-derived electricity in projects with potential risks.

Ratio of electricity derived from renewable energy



Note：Ratio of renewable energy-derived electricity to the Konica Minolta Group’s overall energy use (not including co-generated power) in fiscal 2019.Ratio of renewable energy-derived electricity to the Konica Minolta Group’s overall energy use beginning after fiscal 2020.

3. Physical Risk

The Business Technologies Business accounts for about 75% of the Konica Minolta Group’s total sales. The Business Technologies Business, the Group’s core business, delivers products to customers in 150 countries around the world. Therefore, a large-scale climate disaster in any part of the world could affect the Group’s production and supply capacity. To strengthen the Group’s cost competitiveness and supply products to the market quickly, the Konica Minolta Group will continue to employ overseas production and maintain a policy of procuring parts and materials from multiple suppliers around the world.
In addition, to prepare for such a disaster risk, the Group is working to ensure a highly resilient supply chain structure that can supply products at the place of consumption by developing multiple Konica Minolta sites in Japan, Europe, and North America to produce and supply parts for consumables in the Professional Print Business and the Office Business, as well as printing toner.

4. Climate-related Opportunity

Konica Minolta believes that as society transforms in the direction of decarbonization, the solving of climate change issues will provide business opportunities and lead to sustainable corporate growth. By actively introducing innovative technologies and combining them with Konica Minolta's strengths in imaging-IoT technology and digital input and output, the Group seeks to both solve environmental issues and expand business by creating solutions that help solve social issues, including climate change.
The Group has also established metrics for both the economic and environmental value it creates by providing products and solutions to stakeholders. The two indicators that have been established for economic value are: the volume of sales of green products that help address climate change, and the percentage of total group sales they represent (percentage of green product sales).
The two indicators that have been established for environmental value are: "CO_2 reduction during product usage" (reduction of Scope 3 emissions through energy-saving design, product development, etc.) and "contributions to CO_2 reduction" (contribution to reductions beyond Scope 1, 2, and 3 through solutions that innovate customers' production processes).

Economic Value

In fiscal 2023, actual sales of green products that help address climate change came to 772.8 billion yen. This represented 67% of the Konica Minolta Group's total sales.
In fiscal 2025, Konica Minolta has redefined the criteria for green product sales that help address climate change and has set a target of green products comprising 70% of total revenues.

Environmental Value

In fiscal 2023, CO_2 emissions reduction during product usage was 7 thousand tons, against a target of 8 thousand tons. The contribution to CO_2 reductions was 630 thousand tons, meeting the target of 630 thousand tons. The Group expanded sales of digital printers that improve productivity by transforming work processes from analog to digital printing, mainly in the professional print business.
For fiscal 2025, the Group has set targets of reducing CO_2 emissions during product usage by 21 thousand tons and contributing to CO_2 reductions by 800 thousand tons, which exceeds the amount of CO_2 emissions in the lifecycle of its products.

5. Capital deployment

Konica Minolta is transforming has identified "addressing climate change" as one of the five material issues to be addressed in its long-term management vision. The Company is investing capital in business activities that contribute to improving corporate value and achieving a low carbon society over the medium to long term. R&D expenses for projects that help address climate change (contribute to CO_2 reduction) totaled 29.57 billion yen in fiscal 2023, accounting for about 45% of the Konica Minolta Group's total R&D expenses.

6. Remuneration

In order to increase incentives to achieve the goals of the Medium-term Business Plan and to promote the ownership of the Company's shares, Konica Minolta has introduced the CO_2 emission reductions through measures as one of its non-financial indicators for evaluation that comprise the performance-linked medium-term stock remuneration.
Executive remuneration for the President and CEO and other Executive Officers will be determined in the range of 0% to 200% after the completion of the Medium-term Business Plan, depending on the degree of achievement of the targets, and will be delivered in the form of Company stock. It is selected as an evaluation indicator in order to address climate change while linking environmental value to business growth.

* In addressing climate change, we initially set the "CO_2 emissions reduction rate" as an indicator. However, taking into account the impact of production and sales volume, it was resolved at the Compensation Committee meeting held on April 23, 2024, to revise the indicator to "CO_2 emissions reductions through measures."

› Click here for more information on remuneration (Governance Structure and Operations > Compensation for Directors and Executive Officers)

› Click here for more information on Green Products (Sustainability > Environmental Activities > Konica Minolta's Environmental Activities：Green Products Certification System)

› Click here for more information on Green Factory (Sustainability > Environmental Activities > Konica Minolta's Environmental Activities：Green Factory Certification System)

› Click here for more information on Green Marketing (Sustainability > Environmental Activities > Konica Minolta's Environmental Activities：Green Marketing Activities)

› Identifying Environmental Material Issues | **› Climate-related Financial Information Disclosure（TCFD）** | › Nature-related Financial Disclosures (TNFD)

› Basic Concept | › Governance | › Strategy | › Risk Management | **› Metrics and Targets**

Strategy

Nature-related Financial Disclosures (TNFD)

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD）
Nature-related Financial Disclosures (TNFD)

Basic Concept

To clarify its stance on the dependency and impact of natural capital on its business, its assessment thereof, and its commitment to addressing opportunities and risks, Konica Minolta has endorsed the recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). In January 2024, Konica Minolta registered as a TNFD early adopter company at the World Economic Forum's annual meeting in Switzerland. Konica Minolta will assess its dependency on natural capital, evaluate its impact, and disclose this information in accordance with the TNFD framework.

[Governance] Organizational Governance of Nature-related Risks and Opportunities

In 2008, Konica Minolta's Board of Directors approved the Company's commitment to biodiversity restoration and conservation as part of its long-term environmental vision, Eco Vision 2050. In May 2023, the Board of Directors approved the targets including "zero use of natural resources by reducing their use in our products by 90% or more by 2050" and "maximizing our contribution to reducing global resources in products other than our own" as integral to the new medium-term business strategy focused on "using limited resources effectively," a key component of the vision's materiality.

At Konica Minolta, the President holds ultimate responsibility and authority for all environmental management, including biodiversity conservation, ensuring its effectiveness. Appointed by the President, the Group Environmental Officer promotes environmental management, including biodiversity conservation, and develops the medium-term plan. The Group Environmental Officer periodically reports the plan's progress to the Executive Committee and the Board of Directors, where it is discussed as a management priority.

Additionally, the Group considers the impact of stakeholders who must be taken into account when assessing and managing nature-related dependencies, impacts, and opportunities related to nature, in line with our human resources policy and human rights due diligence. For more information on our human rights policy and human rights due diligence, please refer to the "Human Rights" section of our website.

[Strategy] Impact of Nature-Related Risks and Opportunities on the Organization's Business, Strategy, and Finances

In May 2023, Konica Minolta decided to set quantitative targets for 2050 in its long-term environmental vision, Eco Vision 2050, focusing on "using limited resources effectively," one of its key priorities. Specifically, the company aims to reduce the use of natural resources in its own products by 90% or more and maximize its contribution to reducing natural resources in products other than its own, with the goal of achieving zero use of natural resources (note). Konica Minolta seeks to transform its business model to reduce dependence on depleted natural resources in the provision of products and services. Additionally, the company aims to align non-financial value with financial value through its business activities to enhance corporate value.

In developing its medium-term action plan, Konica Minolta has assessed the dependency and impact of its business on natural resources and biodiversity, referencing the TNFD's recommendations announced in September 2023. The company evaluates its dependency and the impact of its business activities on nature, identifying risks and opportunities through the lens of the nine global core indicators proposed by the TNFD.

(Note) Natural resources: Resources that require new drilling or mining, such as crude oil and mineral resources and are generally synonymous with depletable resources.

TNFD Core Indicators			Impact on Konica Minolta	
Natural change factors		Nine core indicators	Risk	Opportunity
Dependence	Land/freshwater/ ocean-use change	1. Total spatialland footprint	—	—
		2. Extent of land/ freshwater/ocean-use change	—	—
	Resource use/ replenishment	3. Water withdrawal and consumption from areas of water scarcity	Supply chain: Reduced supply from high water stressed areas (Southeast Asia) due to water withdrawal restrictions	Textile dry process: Waterless dyeing systems in high water stressed areas (India, Turkey, Italy)
		4. Quantity of high-risk natural commodities sourced from land/, ocean/, freshwater	Natural resources: Inadequate supply of high-risk natural resources due to stricter regulations Paper: Reduction in paper use and output opportunities due to restricted access to forest resources	—
Impact	Pollution/ pollution removal	5. Pollutants released to soil	—	Toxic substance-free technology: Provide technology free of residual toxic substances
		6. Wastewater discharged	—	Digital printing/Textiles, Inkjet technology: Wastewater reduction technology in regions with severe water pollution (South Asia)
		7. Waste generation and disposal	End-of-life products: Mandatory recycling of products through recycling-oriented society promotion measures, etc.	—
		8. Plastic pollution	Plastics: Demand for recycled resource use in products due to recycling-oriented society promotion measures, etc.	Plastic recycling technology: Increasing demand for recycling, material, and sensing technologies due to recycling-oriented society promotion measures, etc.
		9. Non-GHG air pollutants	—	—

<Implementation and Results of Natural Scenario Analysis>

Konica Minolta has identified business risks that will affect its performance by 2030, as well as business opportunities that can be created by proactively addressing these issues. The Company has identified target segments, categories, timescales, and actions for potential risk manifestations or opportunities based on two scenarios: one where nature is protected and restored through strengthened policies, and another where nature continues to degrade under current policies. The mitigation hierarchy approach is outlined within these scenario responses.

The framework for conducting scenario analysis involves identifying business areas for natural scenario analysis, identifying significant natural risks and opportunities, examining nature-related scenarios, and considering the direction, policies, and strategies for future responses. The analysis includes identifying, assessing, and prioritizing risks and opportunities, encompassing nature-related dependencies and impacts. This spans not only the company's direct operations related to the global environment, such as biodiversity, climate change, and limited resources, but also adjacent operational areas and upstream and downstream in the supply chain.

● **When we protect and restore nature through stronger policies**

Response to Nature-related Risks

Dependence and impact on Konica Minolta		Natural change factors	Target segment	Classification	Timeline	Handling
Increase in procurement and manufacturing costs	Demand for use of plastic resources in products due to recycling-oriented society promotion measures, etc.	Impact	Industry Business, Business Technologies Business	Policy / Technology	Short to medium term	[Minimization] Products that meet the new environmental label standards, circular economy design, and public procurement and bidding requirements
Increase in product development costs	Mandatory recycling of end-of-life products	Impact	Business Technologies Business	Policy	Medium-term	[Minimization] Products that meet the new environmental label standards, circular economy design, and public procurement and bidding requirements
Decrease in sales due to changes in demand for products and services	Limited access to forest resources due to forest ecosystem protection	Dependence	Business Technologies Business	Policy / Market	Short to medium term	[Avoidance] Convert business to paperless operation

Nature-related Opportunities

Dependence and impact on Konica Minolta		Natural change factors	Target segment	Classification	Timeline
Business performance opportunities	Digital solutions to transform the printing industry supply chain	Impact	Business Technologies Business	Products/Services	Short to medium term
	Digital solutions to transform the apparel industry supply chain (South Asia)	Impact	Business Technologies Business	Products/Services	Short term
	Transform customer workflows by converting production lines to inkjet and reducing water and solvents	Impact	Industry Business	Products/Services	Short to medium term
	Increasing demand for waterless dyeing systems in water-stressed regions (India, Turkey, Italy)	Dependence	Business Technologies Business	Products/Services	Short to medium term
Opportunities for sustainability performance	Increasing demand for plastic recycling technology, material technology, and sensing technology due to recycling-oriented society promotion measures	Impact	Industry Business, Business Technologies Business	Sustainable use of natural resources	Medium-term
	Providing technology free of residual toxic substances	Impact	Industry Business	Protection, restoration, and regeneration of ecosystems	Long term

● **When nature continues to deteriorate with the continuation of existing policies**

Response to Nature-related Risks

Dependence and impact on Konica Minolta		Natural change factors	Target segment	Classification	Timeline	Handling
Lower profits due to a reduction in production capacity	Insufficient or interrupted supply of natural resources due to changes in climate patterns	Dependence	Industry Business	Chronic physical	Long term	[Avoidance] Product design and development not dependent on particular natural resources
	Reduced production at production And procurement sites due to water resource depletion and water withdrawal restrictions (Southeast Asia)	Dependence	Business Technologies Business, Industry Business	Chronic physical	Long term	[Minimization] Water risk assessment and water consumption reduction at production and procurement sites
Decrease in sales due to changes in demand for products and services	Limited access to forest resources due to abnormal climate and forest fires	Dependence	Business Technologies Business	Chronic physical	Long term	[Avoidance] Turn the shift to paperless into a business opportunity

Nature-related Opportunities
N/A

Classification of Risks and Opportunities

Transition risks	Policy, market, technology, reputational, liability
Physical risks	Acute physical, chronic physical
Systemic risks	Ecosystem stability, financial stability
Business performance opportunities	Markets, capital flows and capital procurement, products/services, resource efficiency, reputational capital
Opportunities for sustainability performance	Sustainable use of natural resources, ecosystem protection, restoration, and regeneration

Definition and Evaluation Criteria for Timeline

Long term	10 years or more
Medium term	3 to 10 years
Short term	1 to 3 years

Natural change factors

Dependence	Total spatial footprint, extent of land/freshwater/ocean-use change, water withdrawal and consumption from areas of water scarcity, quantity of high-risk natural commodities sourced from land/ocean/freshwater
Impact	Pollutants released to soil, wastewater discharged, waste generation and disposal, plastic pollution, non-GHG air pollutants

[Risk and Impact Management] Process Used to Identify, Assess, and Manage Nature-Related Risks and Impacts

Konica Minolta has positioned environmental risks, including forest ecosystems and biodiversity, as one of the key management risks for the entire Group, overseen by the Risk Management Committee. For businesses that depend on specific natural resources, the Company assesses and identifies production and procurement risks in its medium-term business plan and addresses them accordingly. The [Strategy] section outlines the process of identifying, assessing, and prioritizing nature-related dependencies, impacts, risks, and opportunities.

[Indicators and Targets] Indicators and Targets Used to Assess and Manage Nature-Related Risks and Opportunities

Under Eco Vision 2050, Konica Minolta's long-term environmental vision, the Company has set ambitious targets: “zero use of natural resources by reducing natural resource use in our products by 90% or more by 2050,” “maximizing our contribution to reducing global resources in products other than our own,” and “working to restore and conserve biodiversity.” These goals are supported by management indicators in the Medium-term Environmental Plan 2025, which are linked to the Medium-term Business Plan (2023-2025) as milestones towards achieving the long-term targets. Specific targets include reducing the use of global resources in its products by 20% and generating a 400,000-ton reduction in global resource usage by sources other than its own products for customers and society. The Company formulates annual plans, checks progress quarterly, and considers additional measures as needed.

Additionally, for environmental compliance with laws, regulations, and ordinances in each country and region, Konica Minolta has set management indicators for wastewater volume, waste, and non-GHG air pollutants, and regularly monitors them.

For measurement control indicators for each product life cycle, please refer to the “Overall View of Environmental Impacts Resulting from Business Activities” section on the Konica Minolta website.

Identifying Environmental Material Issues | Climate-related Financial Information Disclosure（TCFD） | **Nature-related Financial Disclosures (TNFD)**

Konica Minolta's Environmental Activities

Overview of Environmental Activities

Overview of Environmental Activities | Green Products Certification System
Green Factory Certification System | Carbon Neutral Partner Activities | Green Marketing Activities
Environmental Digital Platform

Overview of Konica Minolta's Environmental Activities

Green Activities for Resolving Environmental Issues

Konica Minolta used backcasting to identify its vision for 2030, and then defined the actions it should take in the short and medium term. The Group is now carrying out environmental activities to help resolve social and environmental issues across its value chains.

The first, Green Products Activities, are focused on creating solutions to resolve social and environmental issues at the planning and development stages. The second, Green Factory Activities and Carbon Neutral Partner Activities, both help to reduce environmental impact at the manufacturing and procurement stages. The third, Green Marketing Activities, which includes Konica Minolta's Environmental Digital Platform, help to strengthen relationships with customers and resolve environmental management issues at the sales and service stages.

The Konica Minolta Medium-term Environmental Plan 2025 sets targets and specifies action plans for creating social, environmental, and economic value through each of these activities, and the company is pursuing these efforts accordingly.



Overview of Environmental Activities | Green Products Certification System | Green Factory Certification System
Carbon Neutral Partner Activities | Green Marketing Activities | Environmental Digital Platform

Konica Minolta's Environmental Activities

Creating Products and Solutions to Solve Environmental Issues (Green Products Certification System)

Overview of Environmental Activities | Green Products Certification System
Green Factory Certification System | Carbon Neutral Partner Activities | Green Marketing Activities
Environmental Digital Platform

Background and Issues

Given growing concern about environmental and social challenges such as climate change and economic disparity, people's values are shifting from pursuing material wealth to helping to improve the quality of society. By understanding the evolving values of society and contributing solutions, Konica Minolta is able to continue to provide competitive solutions that enhance its profitability.

Vision

While working to provide solutions that help solve challenges faced by customers and society as a whole, Konica Minolta also aims to encourage the widespread adoption of these solutions by broadly promoting their value. By taking initiatives like these, which also contribute to the achievement of the Sustainable Development Goals (SDGs), Konica Minolta strives to help build a sustainable society, earn social confidence, and achieve sustainable growth along with the broader society as a company of choice.
As one key measure to achieve this vision, Konica Minolta has been implementing its Green Products Certification System since 2011. By defining solutions that help to resolve social and environmental issues, certifying products and services, and using this process to grow sales, the Group is helping to resolve social and environmental issues from an SDG perspective.

Key Measures and KPIs

Reduction of energy use and CO_2 emissions achieved by reforming customer business processes

(Unit: thousand tons)

KPI	Result				Target		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Reduction of environmental impact through the use and procurement of Konica Minolta products and services*1	14	25*3	53*3	19	22	30	35
Resources saved and recycled resources used in Konica Minolta products	12	12*3	12	13	13	14	14
Reduction of CO_2 emissions in society through Konica Minolta Products and solutions	578	585*3	624	630	630	690	800
Customer's contribution to reducing the consumption of natural resources*2 through Konica Minolta products and solutions	320	320	340	360	360	390	430

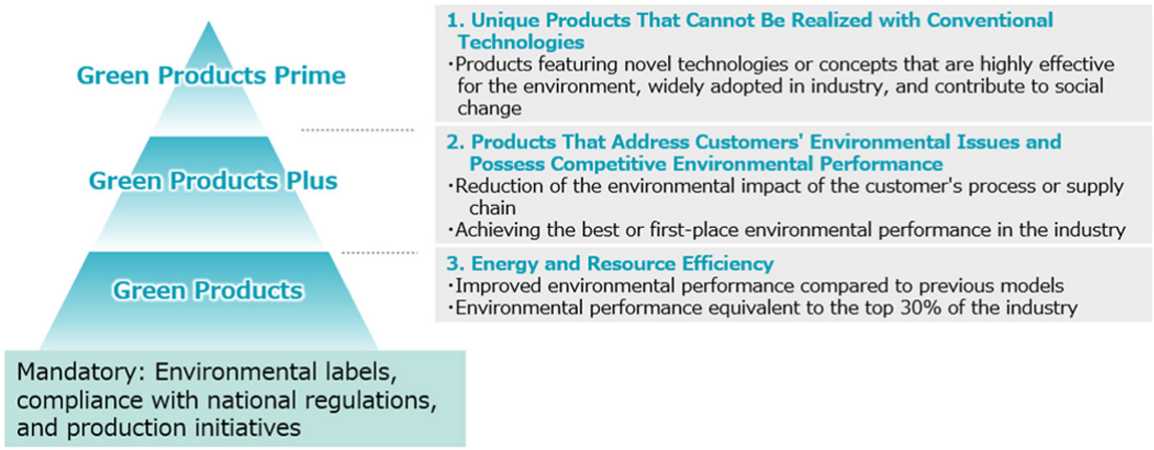
Note:
Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021. Targets for FY2024 and FY2025 have been revised based on FY2023 results.
* 1 The figures represent the accumulated cumulative reduction effects for each mid-term plan period from FY2020 to FY2022 and FY2023 to FY2025. The reduction effects of measures implemented from the first year of each period to the relevant fiscal year are summed for each fiscal year.
* 2 Natural Resources：Resources that require new drilling or mining, such as crude oil or mineral resources, and are generally synonymous with depletable resources.
* 3 The figures for FY2021 and FY2022 were incorrect and have been corrected.

Initiatives in Certification System

Konica Minolta has integrated its business strategy and pursuit of sustainable management, and is convinced that true value creation that helps resolve social issues is the foundation for growing its business. To this end, the company is raising the energy-saving functions of its products and helping to reduce CO_2 emissions during their use by customers. It is also reforming customers' manufacturing process and workstyles to create products and solutions that resolve social and environmental issues from the perspective of the Sustainable Development Goals (SDGs).

Under the Green Products Certification System, Konica Minolta has designated certification criteria for environmental issues for which it seeks a solution. It sets criteria for each of the business and product characteristics and assesses the products that meet these standards with a three-step ranking. This system is designed to promote the creation of products and solutions that reduce environmental impact and help to solve social issues from the perspective of the SDGs.
Konica Minolta has developed the Green Products Certification Standards for the certification process, which define the decarbonization of products and the sustainability of raw materials in detail, ensuring fairness and consistency for certified products. The company also provides on-site training to enhance the environmental value of products, focusing on decarbonization and raw material sustainability.
These certification standards were reviewed and updated to align with the Medium-Term Business Plan 2025. The updated certification system (shown in the figure) promotes the creation of products that further contribute to solving social issues.

Green Products Certification System



Products that Contribute to Material Issues

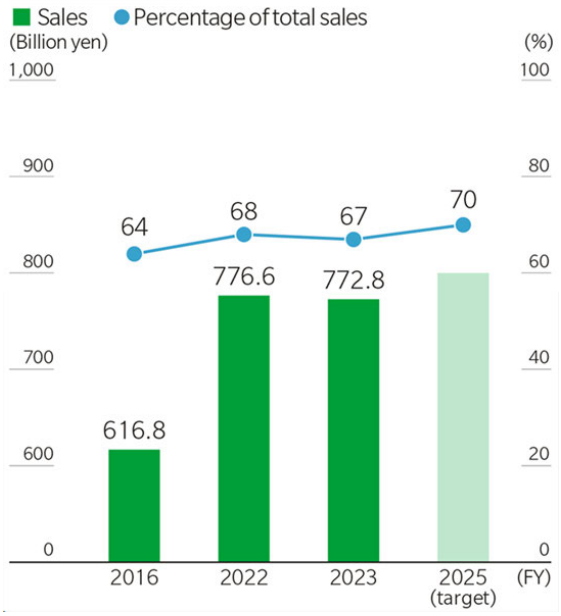
In addition to solving environmental issues, Konica Minolta is creating products and solutions that contribute to solving social issues for each of its businesses based on the five material issues identified.
In the Professional Print Business, the automatic quality optimization unit IQ-501, which contributes to improved work performance at printing sites, and digital printers that improve productivity by transforming work processes from analogue to digital and contribute dramatically to energy and resource use reduction, are certified as solutions that address material issues.
In the Healthcare Business, the Company develops sustainable solutions such as genetic testing solutions and compact, lightweight digital X-ray devices that contribute to patient health and quality of life through the early detection of diseases. In the Industry Business, we consider solutions that similarly contribute to social and environmental issues such as HitomeQ Care Support, which helps to improve productivity and time saving at nursing care sites, and gas-monitoring solutions, which prevent greenhouse gas leaks and contribute to safety and security at sites.

	Digital Workplace Business	Professional Printing Business	Healthcare Business	Industry Business
Improving fulfillment in work and corporate dynamism	・Office solutions	・IQ-501 ＞Production printers ・Textile printers		＞Nursing care solutions ＞Automatic behavior analysis ＞Hyperspectral imaging
Supporting healthy, high-quality living			＞Genetic testing technologies ・Digital X-ray system / Diagnostic ultrasound system	
Ensuring social safety and security				＞Gas monitoring solution
Addressing climate change	・MFPs	＞Production printers ・Textile printers		＞Gas monitoring solution ＞Hyperspectral imaging
Using limited resources effectively	・MFPs	＞Production printers ・Textile printers	・Digital X-ray system / Diagnostic ultrasound system	＞Hyperspectral imaging ・Spectrophotometer / Luminance meter ・Functional materials ・Ultra-thin TAC films ・IJ Components

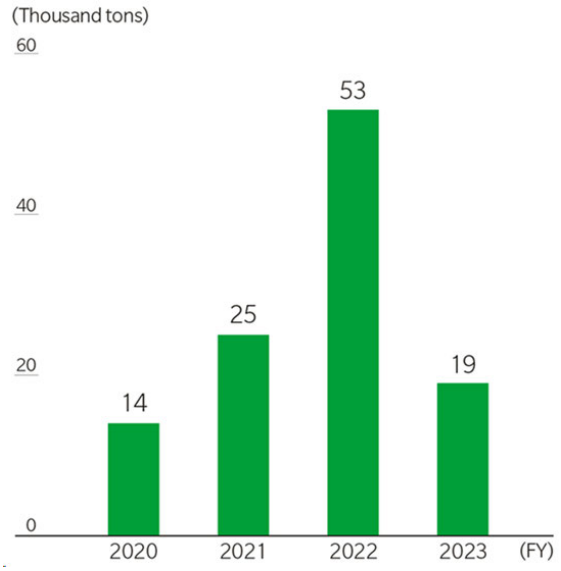
Fiscal 2023 Activity Results

Fiscal 2023 sales of products certified as Green Products that contribute to solving environmental issues under the new certification system, including those products and services that were carried over from the Green Products Certification System that has been ongoing since fiscal 2011, totaled 772.8 billion yen, accounting for 67% of the Group's total sales.
In addition, improvements in the environmental performance of these products have resulted in a CO_2 emissions reduction during product procurement and use of 19 thousand tons and the amount of resources saved and recycled was 13 thousand tons.
Konica Minolta will continue to expand products and services that help to solve environmental issues.

Sales of Green Products

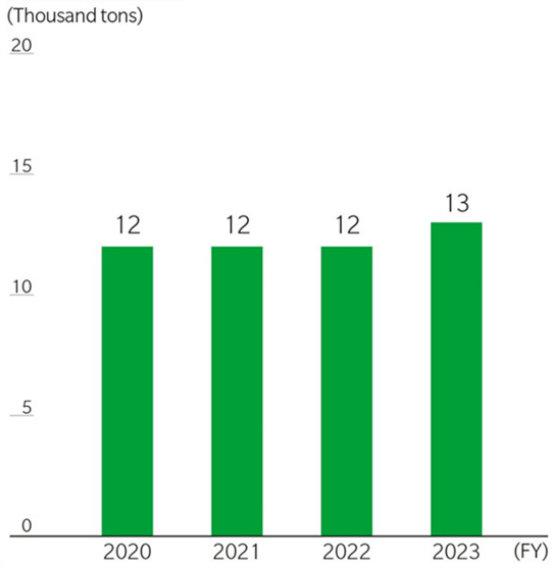


Reduction of environmental impact through the use and procurement of Konica Minolta products and services



* The figures represent the accumulated cumulative reduction effects for each mid-term plan period from FY2020 to FY2022 and FY2023 to FY2025. The reduction effects of measures implemented from the first year of each period to the relevant fiscal year are summed for each fiscal year.

Amount of Resources Conserved and Renewable Resources Used Through Use of Konica Minolta Products



Konica Minolta's Environmental Activities

Production Activities to Solve Environmental Issues (Green Factory Certification System)

Overview of Environmental Activities | Green Products Certification System
Green Factory Certification System | Carbon Neutral Partner Activities | Green Marketing Activities
Environmental Digital Platform

Background and Issues

As environmental problems become increasingly serious, society requires greater energy efficiency, the use of renewable energy, and more efficient use of limited resources. Reducing environmental impact in the production process, especially in the manufacturing industry, has a significant effect on reducing the impact of society as a whole, and therefore, achieving substantial reductions is considered important.

Vision

Konica Minolta streamlines production processes, develops and improves production technologies, and takes steps to reduce its environmental impact while cutting costs.

Konica Minolta is conducting Green Factory activities to reduce the environmental impact of its manufacturing sites, while also implementing highly effective reduction measures, such as energy conservation activities, effective use and recycling of resources, and the introduction of renewable energy.

Key Measures and KPIs

- Reduction of environmental impact of Konica Minolta production sites utilizing the company's own know-how and cutting-edge environmental technologies

(Unit: thousand tons)

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Reduction of CO_2 emissions at Konica Minolta production sites through energy-saving activities	4	12	18	11	6	17	21
CO_2 reduction through the introduction of renewable energy	7	10	20	3	3	17	55
Reduction of waste discharge at Konica Minolta production sites	0.6	1.3	1.7	1.6	0.2	1.6	1.7

Note:
The figures represent the accumulated cumulative reduction effects for each mid-term plan period from FY2020 to FY2022 and FY2023 to FY2025. The reduction effects of measures implemented from the first year of each period to the relevant fiscal year are summed for each fiscal year. Targets for FY2024 and FY2025 have been revised based on FY2023 results.

Initiatives in Production

Konica Minolta has long promoted green-factory activities at its in-house production sites to simultaneously reduce its environmental impact and lower costs. The Company has launched a new Green Factory Certification System, which requires that production sites meet two standards: environmental impact reduction standards to evaluate energy and resource conservation measures, and guideline standards to evaluate the quality of activities.
The guideline standards include Global Warming (Energy Conservation) Guidelines, Resource Guidelines, Chemical Substance Guidelines, and Water Resource and Biodiversity Guidelines. The Company checks activity levels based on data to identify opportunities for improving environmental performance and uses these guidelines for on-site training to foster an environmental improvement perspective.
Furthermore, in the guideline standards, reflecting recent rising societal demands, the Company has included the expansion of renewable energy and CSR procurement as new indicators. Ensuring that its own production sites meet these two standards, the Company will accelerate its efforts to contribute to the global environment and provide solutions to social issues.

Green Factory Certification Standards*1

		Chemical plant site	Assembly/high load site
Environmental Impact reduction Environmental impact reduction standards to be achieved by Konica Minolta production sites	CO_2emissions	3% reduction annually through energy conservation (9% over 3 years)	2% reduction annually through energy conservation activities (6% over 3 years)
	Waste discharge	2% reduction annually (6% over 3 years)*2	2% reduction annually (6% over 3 years)*2
Guideline Standards for biodiversity and other initiatives to be pursued by Konica Minolta production sites	Guideline compliance status	Complying with guidelines on items such as: • Global warming mitigation (energy conservation) • Resource circulation • Chemical substance/VOC reduction • Water resources/Biodiversity (water, soil, marine plastic, etc.) • CSR procurement • Conforms to guidelines such as expanding the introduction of renewable energy-derived power set in the medium-term plan	

*1 Targeting major production sites that have a large environmental impact on Konica Minolta and are deemed a priority in the medium-term business plan.

*2 Set as a target that includes the reduction of plastic waste at major sites in Japan as part of activities to reduce and recycle plastic waste from products that use plastic based on the Act on Promotion of Resource Circulation for Plastics enacted in Japan.

Activity Results Up To the Previous Medium-Term Plan

In fiscal 2022, six sites achieved Sustainable Factory Certification Standards: Konica Minolta Chemical Co., Ltd., Konica Minolta Business Technologies (Malaysia), Konica Minolta Supplies Manufacturing France, Konica Minolta Mechatronics Co., Ltd., Performance Materials Business Unit, and Tokyo Site (Hino/Hachioji). All 10 main Konica Minolta production sites meet the Green Factory certification criteria, which were launched in fiscal 2020, along with the four sites that had already achieved this certification in fiscal 2021. In addition to the above-mentioned standards, the Sustainable Factory Certification System implemented from fiscal 2020 to fiscal 2022 included activities to reduce the CO_2 emissions of suppliers, customers, and stakeholders in local communities by leveraging the know-how developed at each production site. Due to COVID-19, it was difficult to use the usual onsite visits to identify measures to reduce environmental impact, but Konica Minolta achieved its goals by building a new system for promoting environmental activities employing DX, including tools for energy-saving diagnostics developed by Konica Minolta and remote onsite diagnostics.



Konica Minolta Chemical Co., Ltd.,certified as a Sustainable Factory in September 2022.



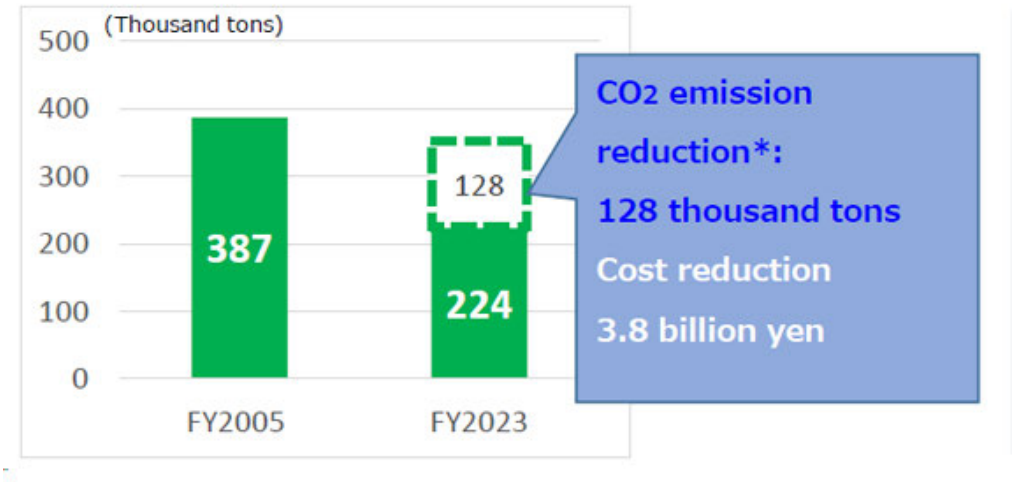
Performance Materials Business, certified as a Sustainable Factory in March 2023.



Konica Minolta Mechatronics Co., Ltd., certified as a Sustainable Factory in March 2023.

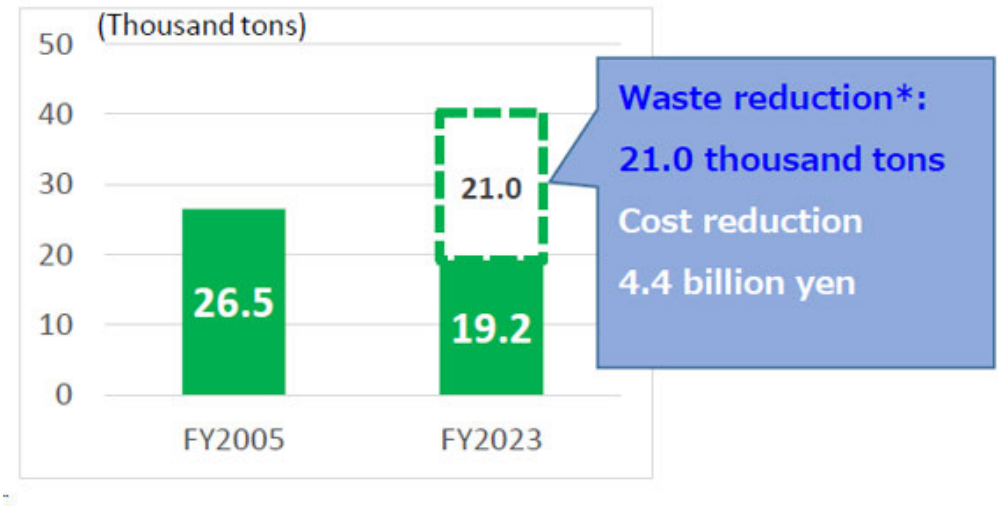
As a result of these initiatives, in fiscal 2023, CO_2 emissions at the production stage were cut by 128 thousand tons, waste substances were reduced by 21 thousand tons, and cost-cutting had a total effect of 8.3 billion yen.

CO_2 Emissions Reduction Effect during Production



*The amount of reduction is calculated by subtracting the actual fiscal 2022 emissions amount from the estimated amount of emissions that would be produced if environmental conservation activities had not been implemented since fiscal 2005.

Waste Reduction Effect during Production



*The amount of reduction is calculated by subtracting the actual fiscal 2022 emissions amount from the estimated amount of emissions that would be produced if environmental conservation activities had not been implemented since fiscal 2005.

Overview of Environmental Activities | Green Products Certification System | **Green Factory Certification System**
Carbon Neutral Partner Activities | Green Marketing Activities | Environmental Digital Platform

Konica Minolta's Environmental Activities

Decarbonization of Suppliers (Carbon Neutral Partner Activities)

Overview of Environmental Activities | Green Products Certification System
Green Factory Certification System | Carbon Neutral Partner Activities | Green Marketing Activities
Environmental Digital Platform

Background and Issues

As more effective use of energy and resources is demanded throughout society, there is a limit to what one company alone can do to reduce its environmental impact. Global corporations are being asked to expand the scope of their activities to include suppliers of parts and materials, and to increase their contribution to the global environment throughout the supply chain.

Vision

Konica Minolta seeks to share the environmental technologies and know-how it has developed, work together with its suppliers to reduce their environmental impact, and contribute significantly to the environment throughout the supply chain.

Konica Minolta's Carbon Neutral Partner Activities provide suppliers with the energy-saving and renewable energy know-how that the Company has developed at its own worksites. This is expected to help reduce their environmental impact and lower costs, thereby making Konica Minolta a top choice of customers and responding to the growing demand for solutions that promote carbon neutrality.

Key Measures and KPIs

- Dramatic reduction of environmental impact at suppliers using DX

(Unit: thousand tons)

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Reduction of CO_2 emissions at suppliers	1.1	2.8	6.4	2.2	1.8	4.2	4.8

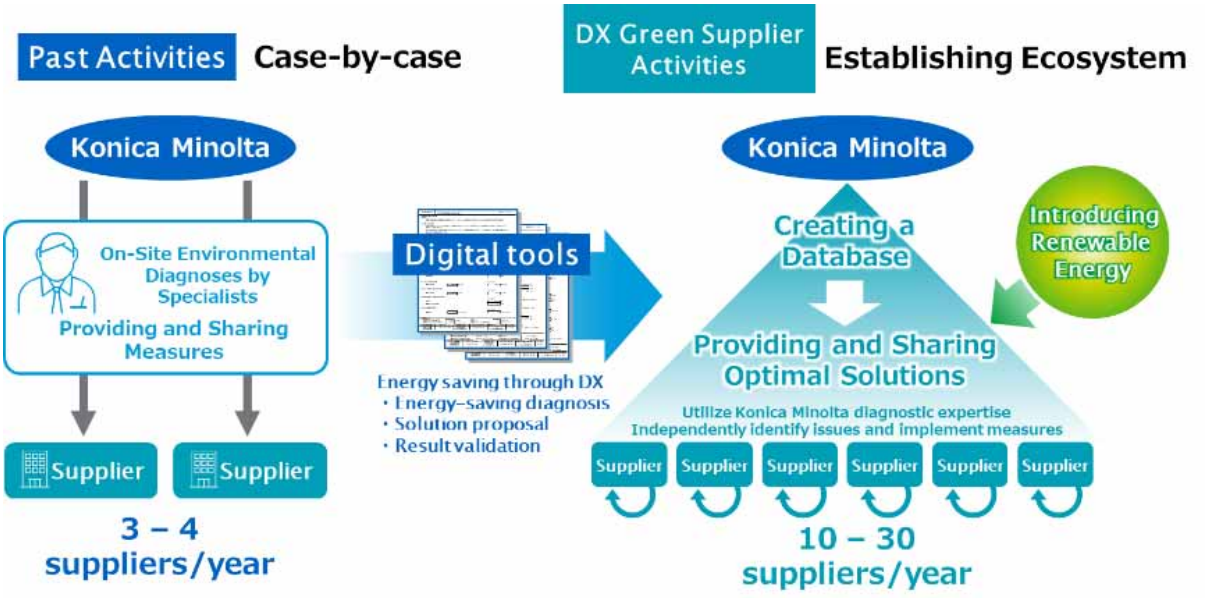
Note:

1. The figures represent the accumulated cumulative reduction effects for each mid-term plan period from FY2020 to FY2022 and FY2023 to FY2025. The reduction effects of measures implemented from the first year of each period to the relevant fiscal year are summed for each fiscal year.
2. Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021.
3. Targets for FY2024 and FY2025 have been revised based on FY2023 results.

Overview of the Activities

Konica Minolta works hard to reduce not only its own environmental impact and costs but also those of its suppliers. The Company achieves this by providing suppliers with the environmental technologies and expertise it has accumulated through its own environmental impact reduction efforts at its production sites, such as Green Factory Activities. In the past, Konica Minolta has conducted Green Supplier Activities, where specialists visited supplier sites to conduct an environmental diagnosis and propose improvements that account for cost reduction effects and return on investment. However, in order to expand the number of companies benefiting, it has developed an energy conservation assessment tool that digitalizes the expertise of experts, establishing an innovative new program that does not require on-site visits.

In fiscal 2021, Konica Minolta initiated Carbon Neutral Partner Activities that expand on its existing Green Supplier Activities and incorporate the social movement toward carbon neutrality. The Carbon Neutral Partner Certification System was established to certify carbon neutral suppliers based on not only energy conservation (CO_2 emissions reduction) but also targets for the introduction of renewable energy. These activities are meant to enhance the value of both our suppliers and Konica Minolta in society.



Carbon Neutral Partner Certification System

Konica Minolta has established two metrics: 1) energy conservation (reduction of CO_2 emissions) and 2) introduction of renewable energy, along with two activity levels. It is important to consider introducing renewable energy sources only after making sufficient progress in energy conservation. Therefore, we have started to operate a system in which all suppliers participating in the initiative are required to achieve Level 1 energy conservation standards within three years of starting their activities.

Activity levels	Metrics	Target (After 3 years of activity)
Level 1	CO_2emission reduction rate	6%
Level 2	CO_2emission reduction rate	6%
	Rate of electricity derived from renewable energy sources	100% of electricity usage

Fiscal 2023 Activity Results

Konica Minolta has been promoting its activities to provide environmental technologies and know-how cultivated through its own environmental impact reduction activities, including Green Factory Activities, at its production sites. By fiscal 2023, it had provided this knowledge to 50 suppliers.
In fiscal 2023, activity periods were completed at four suppliers that had been conducting activities, and the reductions achieved exceeded our plan due to the use of energy conservation diagnostic tools and the independent efforts of our suppliers.
Cumulatively, since the start of activities in 2014, CO_2 emissions have been reduced by 23,000 tons, and 3,000 tons of resources have been effectively utilized, reducing environmental impact.



Companies That Support Konica Minolta's Environmental Impact Reduction Activities (Green Supplier Activities, etc.) in the Supply Chain and Achieved the Activity Targets

Achievement Date	Company	Activity Launch
Mar. 2016	Shenzhen Changhong Technology Co., Ltd.	FY2014
Mar. 2017	Toyo Communication Technology (Shenzhen) Co., Ltd.	FY2014
Mar. 2017	Allied Technologies (Saigon) Co., Ltd.	FY2015
Aug. 2017	Szepak Precision (Wuxi) Co., Ltd.	FY2015
Aug. 2017	Catthai Manufacturing & Trading Co., Ltd. (CATHACO., Ltd.)	FY2016
Mar. 2018	Well King Plastic Manufacturing Co., Ltd.	FY2015
Mar. 2019	Changshu Xinda Plastic Molding & Injection Co., Ltd	FY2016
Mar. 2019	Guppy Plastic Industries (Penang) Sdn. Bhd.	FY2016
Mar. 2019	Triplus Industry Sdn. Bhd.	FY2016
Mar. 2020	Dongguan Konka Mould Plastic Co., Ltd	FY2017
Mar. 2020	Pendge Precision Technology (Shenzhen) Co., Ltd	FY2017
Mar. 2020	Shanghai KUMHO_SUNNY Plastics Co., LTD.	FY2017
Mar. 2020	Nippon Seiki Consumer Products (Thailand) Co., Ltd. Thai Nippon Seiki Co., Ltd.	FY2017
Mar. 2020	Asian Stanley International Co., Ltd.	FY2017
Jul. 2021	Shenzhen EVA Precision Technology Group Limited Yihe Plastic and Electronic Products (Shenzhen) Co., Ltd..	FY2018
Jul. 2021	Allied Precision Technologies (M) Sdn. Bhd.	FY2018
Jul. 2021	Pacestar Industries (Melaka) Sdn. Bhd.	FY2018
Mar. 2022	Shanghai Xintonglian Packaging Co., Ltd.	FY2019
Mar. 2022	Dongguan Zhongxing Electronics Co. Ltd.	FY2019
Mar. 2022	Yihe Precision Industry (Suzhou) Co Ltd.	FY2019
Mar. 2022	Sun Mansfield Manufacturing (Dongguan) Co., Ltd.	FY2019
Mar. 2022	Mansfield (Suzhou) Manufacturing Co., Ltd.	FY2019

Voice of a Supplier | Shenzhen EVA Precision Technology Group Limited Yihe Plastic and Electronic Products (Shenzhen) Co., Ltd

We have only one Earth. Environmental conservation is one of the most important social responsibilities for all companies, and at Yihe, we are making every effort to conserve the environment. Konica Minolta has provided us with a great deal of support in this regard.
In particular, we are deeply grateful to Konica Minolta for their onsite guidance and support in our Green Supplier Activities, which have provided us with much learning and growth.
We will continue our efforts to become a world-class environmental conservation company and contribute to the reduction of global environmental impacts by continuing our efforts to mitigate global warming, support a recycling-oriented society, and reduce the risk of chemical substances.

There is an old Chinese proverb which states, "The road of practice is long, far, and endless, but I will continue my search for the truth through twists and turns." This expresses the truth about reducing environmental impact as well — it is a long road to a distant destination, but I will continue to act with the belief that things will surely get better along the way as each one of us takes action.



Hu Xiaofeng, Vice President, Yihe Electric Group, Yihe Holdings

Voice of a Supplier | Allied Precision Technologies (M) Sdn. Bhd.

With global climate change, the impact on our environment and natural resources has increased. We must renew our production processes and establish environmentally-friendly operations in our manufacturing field. We are grateful to Konica Minolta for inviting us to participate in the Green Supplier Activity program since 2018. Through this program, Konica Minolta has taught us the best practices in using fewer material resources reducing and recycling materials, saving energy resources, and moderating emissions from our manufacturing processes. With Konica Minolta's guidance, we have introduced various green activities to our manufacturing processes. This has enabled us to achieve greater cost savings and effectively reduce the carbon footprint in our operations. Moving forward, Allied will continue to practice environmental conservation and strengthen our business strategies as a Green Manufacturer.



Allied Precision Technologies (M) Sdn. Bhd Achieved Green Supplier Activity Targets



Angeline Tan Managing Director Allied Precision Technologies (M) Sdn. Bhd

Voice of a Supplier| Asian Stanley International Co., Ltd.

Our basic environmental philosophy is to minimize the impact on the environment of all our corporate activities and create productive value and harmony with the environment so that our irreplaceable earth and the rich benefits of its biodiversity can be passed down to the next generation in a sound condition. Environmental activities are an important component of these efforts. By carrying out Green Supplier activities with Konica Minolta, we learn ways to create energy conservation effects from their perspective, and these efforts lead to concrete results. Moreover, these activities help us achieve our targets for the entire factory, not just the environmental team, raising awareness and fostering initiatives company-wide. I believe that continuing these activities is of utmost importance, and we will continue to conserve energy and resources, prevent contamination, and develop products and conduct manufacturing activities that reduce environmental impact.



Shigeru Kawasumi President Asian Stanley International Co., Ltd.

Voice of a Supplier| Nippon Seiki Consumer Products (Thailand) Co., Ltd.

Thank you for two and a half years of guidance. Through the Green Supplier activities, we have been able to raise awareness about the environment, including energy loss among our members and waste reduction, leading to reduced CO_2 emissions. Not only have we benefited from the tangible effects, but we have also gained many insights. Moving forward, we plan to share and further develop the experiences and knowledge we have gained through these activities to achieve sustainable growth.



Hiroshi Mizuochi
General Manager
Nippon Seiki Consumer Products (Thailand) Co., Ltd.

Voice of a Supplier| Guppy Plastic Industries (Penang) Sdn. Bhd.

Our environmental conservation activities started with small and simple initiatives since our inception days. Our program continued internally and later expanded to include involvement with external parties such as the local council, schools, and the public. The program included city beautification, zero waste, and school beautification.
Recent years have shown an increasing negative impact on the environment from plastic products. However, as a plastic injection molding manufacturer, we remain positive in our position as a diversified supplier serving various industries.
The Green Supplier Activity by Konica Minolta has provided us with the opportunity to enhance our program to a higher level. This program will support us in achieving our goals, which are aligned with our environmental policy aimed at contributing to environmentally sustainable development.
We have shared best practices and gained additional knowledge from the Konica Minolta team, and we appreciate the exposure to new ideas and methodologies introduced for waste elimination. We look forward to continuous support from Konica Minolta in our journey to improve the quality of life for our employees, business partners, and future generations.



BK Goh
Managing Director
Guppy Plastic Ind. Sdn. Bhd.



Guppy Plastic Industries (Penang) Sdn. Bhd. Achieved Green Supplier Activity Targets

Voice of a Supplier | Well King Plastic Manufacturing Co., Ltd.

We view environmental conservation as an extremely important initiative in the context of China's recent pursuit of rapid economic growth and the advancement of its manufacturing industry. Konica Minolta's Eco Vision 2050 is aimed at sustainable growth, which is an approach that matches the course we wish to follow.
In the manufacturing industry, resource and energy consumption increase with business expansion and rises in production. This is why I believe that the "waste elimination activities" we worked on as part of the Green Supplier activities are essential for a growing manufacturing industry. Moreover, Konica Minolta's sharing of its environmental expertise enabled us to reduce our environmental impact while increasing our performance, giving us the experience of simultaneously contributing to the environment and supplying competitive products.
We will continue to practice environmental conservation and energy reduction activities and will do our best to pursue sustainable development in collaboration with Konica Minolta.

Happy Tsai
President
WELLMEI HOLDING CO., LTD.

Voice of a Supplier | Szepak Precision (Wuxi) Co., Ltd.

Through the Green Supplier activities, we received a wealth of advice on energy conservation, resource reduction measures, and calculation methods. Thanks to Konica Minolta, we were able to take the first steps toward environmental contribution. For environmental measures requiring investment, we received proposals from a management perspective, including measures sorted into short-, medium-, and long-term investments, as well as by depreciation period. The government also has several requirements for environmental conservation measures, and we were able to work even more positively on them by pursuing the Green Supplier activities. In the future, we would like to develop self-diagnosis mechanisms while applying diagnostic tools from Konica Minolta.

Yushi Ueda
Director / General Manager
Szepak Precision (Wuxi) Co., Ltd.

Voice of a Supplier | Allied Technologies (Saigon) Co., Ltd

In our daily lives, we receive much information about global warming, the greenhouse effect, and CO_2 emissions, which are contributing to environmental risk with rising temperatures, rising sea levels and extreme weather conditions that affect the lives of human beings and other living organisms around the world.
Konica Minolta introduced the Green Supplier Activity at Allied Vietnam in 2015. Through the program, my team has been introduced to the benefits these activities can have for the company. We understand that it can contribute to cost reduction, increased sales opportunities, reduced business risk, and the environmental awareness of every employee.
Through the program, Konica Minolta, working with Allied, evaluated ways to save energy and reduce waste, took productive measures to make plans, and executed to meet the targets set. This, in turn, met the wider goal of working to curb global warming and supporting a recycling oriented society.
During the activity, Konica Minolta continuously shared with Allied many methods for reducing energy use, and also shared their experience with best practices to enable us to execute the program effectively.
Moving forward, Allied will continue to sustain the activities that are in place, and will also continue to make plans for reducing energy and recycling waste, working to be part of a company that exercises its social responsibility to the community.

Tung Gee Khim
Group Operation Manager
Allied Technologies (Saigon) Co., Ltd.

Voice of a Supplier | Changhong Technology Co., Ltd.

As part of the Green Supplier activities, Konica Minolta environmental manufacturing experts visited our production site, and we discussed environmental measures for molding machines and utilities use. Preparing for the actual implementation of the suggested measures, we visited a Konica Minolta production site in China, and we were able to address our situation while discussing specific ways to proceed. The local government places great importance on energy-saving activities, and we received a monetary incentive after reporting the energy-saving initiatives we took through the Green Supplier activities. We were able to reduce our emissions by 800 tons per year, and also contributed to CO_2 emissions reduction in China.

Xu Yanping
President
Changhong Technology Co., Ltd.



Visiting a Konica Minolta site to see environmental measures

Voice of a Supplier | Toyo Communication Technology (Shenzhen) Co., Ltd.

I think the biggest feature of the Green Supplier Initiative is the way in which Konica Minolta is committed to coming into suppliers' sites and working with them to make improvements.
Indeed, the people who visited our factory did not just bring the methods cultivated in Japan as-is; rather, they thought together with us about what kinds of measures we need. This method improved the motivation of our employees, and an attitude of thinking on one's own and devising improvements started to spread throughout the company.
Going forward, we are determined to keep cooperating with Konica Minolta to form and implement environmental plans and measures, and foster a system and culture that values environmental management.

Lou Yiliang
Chairman and Managing Director
Toyo Communication Technology (Shenzhen) Co., Ltd.

Overview of Environmental Activities | Green Products Certification System | Green Factory Certification System
Carbon Neutral Partner Activities | Green Marketing Activities | Environmental Digital Platform

Konica Minolta's Environmental Activities

Sales Activities to Solve Environmental Issues (Green Marketing Activities)

Overview of Environmental Activities | Green Products Certification System | Green Factory Certification System | Carbon Neutral Partner Activities | Green Marketing Activities | Environmental Digital Platform

Background and Issues

With growing public demands to address environmental problems such as climate change and resource depletion, corporations are expected to carry out environmental activities that not only minimize risks but also promote business growth. To do this, companies need to reach beyond their own organizations and share value with customers, local communities, and other stakeholders. By promoting activities together, companies and their stakeholders can raise their level of contribution to global environment preservation throughout the value chain.

Vision

Konica Minolta has been contributing to the entire value chain by sharing its expertise and experience with customers to help resolve their environmental challenges. It seeks to strengthen relationships with customers and continually create shared value, building on the foundation of trust they have with Konica Minolta.

Key Measures and KPIs

Contribution to sales made using DX to strengthen engagement with customers and solve customers' issues

Konica Minolta helps to solve its customers' environmental issues by providing the outstanding environmental technologies and expertise it is known for, and also by creating new business opportunities leveraging greater engagement. Moreover, the company is maximizing these efforts through its Environmental Digital Platform. Konica Minolta, with the leadership of its sales division, has grown sales by improving performance on the KPIs of enhanced customer relations (acquisition of customer's project data), business negotiation participation (providing quotations), and sales contribution (acquisition of contracts).
The Company also expanded its business activities by providing the Environmental Digital Platform (Environmental DPF).

1) Support customers in reducing energy use and CO_2 emissions by transforming their business processes
2) Contribute to the expansion of Konica Minolta product sales by strengthening customer engagement
3) Develop visuals to illustrate the amount of CO_2 reductions achieved by Environmental Digital Platform solutions and explore counting the amount reduced by the solution towards our Carbon Minus contributions (CO_2 reductions at customers, business partners and the broader society).

Using DX to Strengthen Customer Engagement

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Enhancing customer relations*1 (No. of times)	285	303	338	424	372	371	-
Participating in business negotiations*2 (No. of times)	212	153	230	372	257	258	-
Sales contribution*3 (million yen)	692	892	989	1100	1100	1100	1300

*1 Enhanced customer relations: Number of business opportunities gained by providing customers with environment-related technologies and know-how

*2 Business negotiation participation: Number of proposed products for which a quotation was submitted out of the number of enhanced customer relations

*3 Sales contribution: Total amount of sales of products proposed at the above-mentioned business negotiations

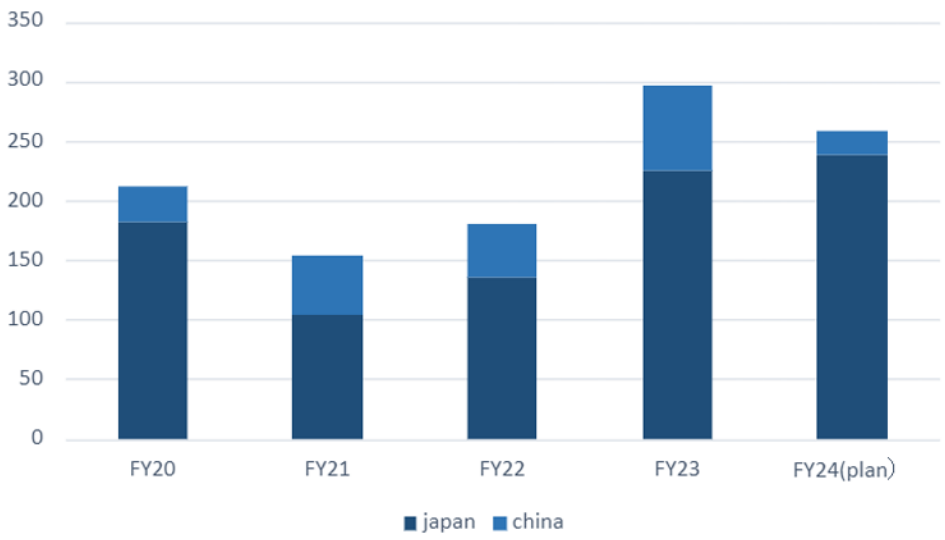
Overview of Activities

The solutions provided by Konica Minolta include not only products and services, but also environmental expertise that is useful to customers. Through Green Marketing activities that provide the proven environmental expertise the company already possesses, Konica Minolta seeks to build corporate relationships by working with customers who appreciate its approach to environmental management to help them solve environmental issues. The aim of these efforts is to become the business partner of choice for companies around the world.

Fiscal 2023 Activity Results

Konica Minolta provided environmental seminars and lectures to an audience of 1,392 people from 832 companies to introduce Konica Minolta's approach to environmental management, including practical examples. With direct visits difficult to COVID-19, Konica Minolta held online meetings with 123 companies to exchange views on the environment in fiscal 2023. In these sessions, the Company heard about customers' environmental issues and introduced practical examples of Konica Minolta's environmental work. Since 2014, the Company has provided its environmental technologies and know-how to more than 2,100 customers. Through this enhanced engagement, Konica Minolta has increased the number of business meetings that have resulted in business opportunities year after year.

Business negotiation participation*



*Business negotiation participation: Number of proposed products for which a quotation was submitted at business opportunities gained by providing customers with environment-related technologies and know-how

Helping to Reduce Environmental Impact to Solve the Environmental Issues of Customers

Bizhub Eco

Konica Minolta has been developing Bizhub Eco service package revolving around MFPs to solve customers' environmental issues and concerns in Europe. Bizhub Eco uses Konica Minolta's Optimized Print Services (OPS) to set the installed MFPs to the most energy and resource-efficient setting for the usage situation of the customer. For a fee, the package also includes a carbon offset for the entire product lifecycle, biodiversity protection measures in the form of tree planting activities, and local NPO support. By also providing signage to explain the green activities promoted by Bizhub Eco, Konica Minolta facilitates internal communication in the 'customers' office.

Overview of Environmental Activities | Green Products Certification System | Green Factory Certification System | Carbon Neutral Partner Activities | **Green Marketing Activities** | Environmental Digital Platform

Konica Minolta's Environmental Activities

Cooperation with Domestic Companies to Solve Environmental Issues (Environmental Digital Platform)

Overview of Environmental Activities | Green Products Certification System | Green Factory Certification System | Carbon Neutral Partner Activities | Green Marketing Activities | Environmental Digital Platform

Background and Issues

With growing public demands to address environmental problems such as climate change and resource depletion, corporations are expected to carry out environmental activities that not only minimize risks but also promote business growth. To do this, companies need to reach beyond their own organizations and share value with customers, local communities, and other stakeholders. By promoting activities together, companies and their stakeholders can raise their level of contribution to global environment preservation throughout the value chain.

Vision

Global environmental problems are pressing challenges facing the whole world and cannot be solved by the isolated efforts of individual companies. Recognizing this, Konica Minolta has already opened up its reservoir of expertise in environmental management for business growth and cost reduction, has been sharing it with many other companies through digitization of our expertise.
Konica Minolta is in the process of digitally sharing its environmental expertise with a base of more than 1,200 companies that it has built through its sustainable marketing activities. By allowing these companies to share their environmental knowledge with each other and by providing a place to collaborate and create new value, Konica Minolta believes it can dramatically increase its contribution to environment. Konica Minolta launches the Environmental Digital Platform, aiming to help reduce the environmental impact of industry and society as a whole. The platform will enable companies to share and utilize their outstanding environmental technologies and expertise that Japanese companies have amassed.
Pilot run Trial operation of the Environmental Digital Platform began in June 2020 with 16 companies participating. The platform was expanded to full-scale operations in December 2020, with 85 companies participating as of May 2024.
Konica Minolta aims to drive innovation with a co-creation approach in which companies share and utilize the knowledge and expertise they have acquired through practice and efficiently resolve environmental issues in mutual cooperation. The expertise on environmental strategies and renewable energy held by the participating companies, consulting and software for energy conservation diagnosis, and solutions that can be put into use immediately such as environmental products, are shared. Konica Minolta also helps match companies who can help each other solve their respective issues. Konica Minolta hopes that the broad use of this service by companies other than the participating companies can help solve environmental issues on an even bigger scale.

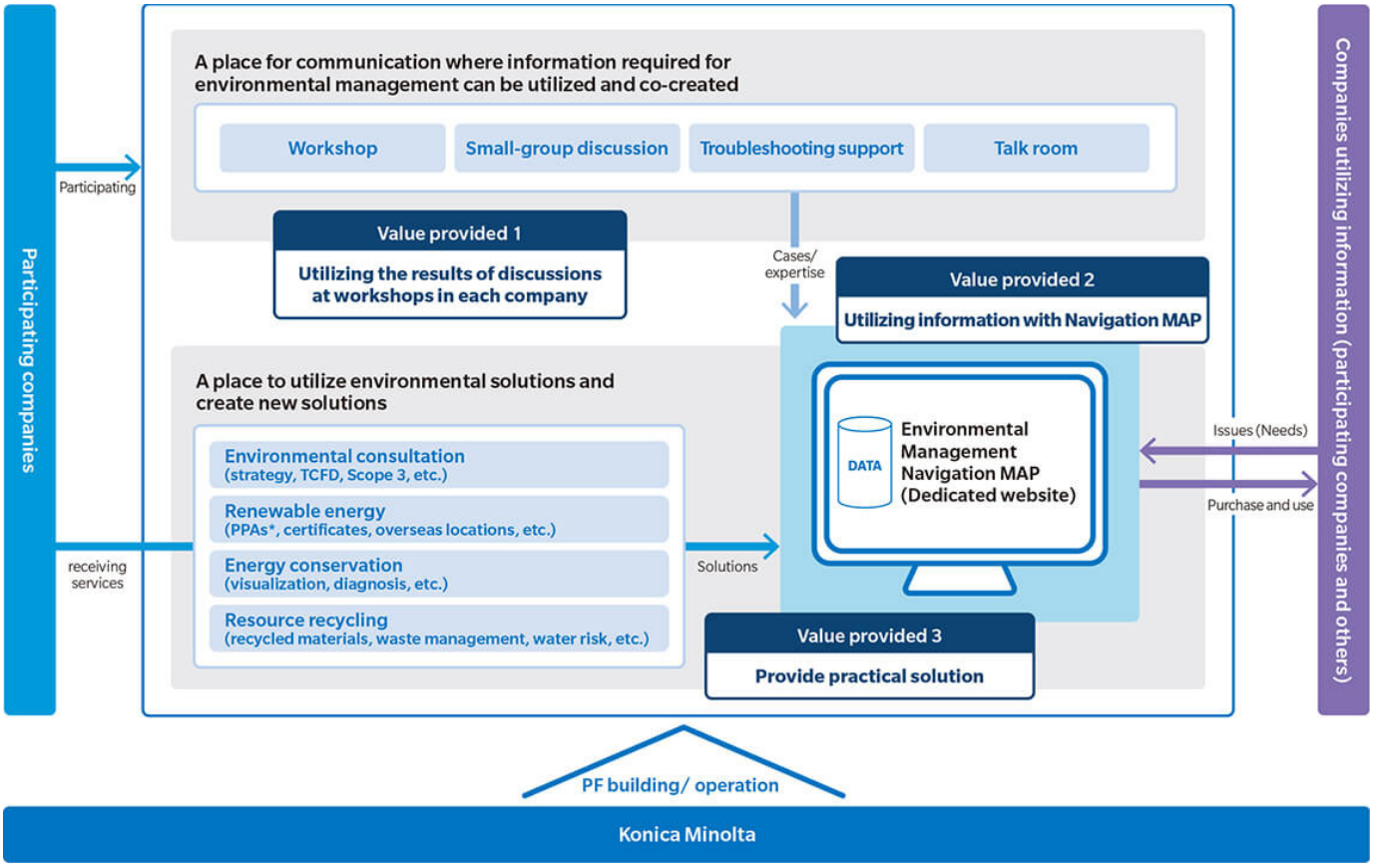
Key Measures and KPIs

Target: Create new contributions to CO2 reductions by fiscal 2025

Overview of the Activities

The Environmental Digital Platform, which not only shares expertise but offers its results to a broad section of society, consists of the Environmental Solution Co-Creation Service, which brings together the knowledge of participating companies on issues that are difficult for a single company to solve on its own so that new solutions can be created, and the Environmental Solution Provision Service, in which participating companies share and utilize the environmental expertise they put into practice. The information that is shared is then made visible with the Environmental Management Navigation MAP (Guideposts for Solutions). Wide use of the Environmental Management Navigation makes it possible for companies to solve their own environmental issues. Konica Minolta has also launched talk room and troubleshooting support where users can seek advice and have their concerns addressed, thereby actively facilitating communication among the participating companies. Going forward, Konica Minolta will help to resolve environmental issues on a global scale by promoting digitalization, increasing the number of participating companies, building up data, and expanding the Platform as a DX business.

Click here to visit the Environmental Digital Platform website (Japanese website)
The information user membership system is provided free of charge. (Available only in Japan)



Environmental Digital Platform

Activities

Opportunities for Customer Interaction (Symposium)



In December 2023, we held the Environmental Digital Platform Symposium, attended by 94 customers from 48 corporate participants in the Environmental Digital Platform. Introductory speeches were given by all participating companies, followed by presentations of examples of effective platform use by representative companies. We received extensive feedback, including comments such as, “The results exceeded our expectations. The fresh and detailed information was unparalleled,” “The information on other companies was very helpful in convincing and persuading those in our company,” and “The networking led to new business opportunities.” The reception provided an opportunity for participants to exchange business cards and deepen friendships with the aim of solving problems through cross-company collaboration.

Opportunities for Customer Interaction (Factory Tours)

We conducted two factory tours in fiscal 2022 and one in fiscal 2023. The first tour was of the Nara Plant in collaboration with Daiwa House Industry Co., Ltd., an Environmental Digital Platform participant. Twenty-four people in charge of promoting energy conservation from various companies attended and shared examples of energy conservation measures and discussed issues and effective practices for promoting energy conservation. Afterwards, 12 participants, mainly those in charge of resource recycling from each company, took a tour of the Konica Minolta MFP recycling plant. The participants toured the MFP/consumables collection and recycling system, which is an industry initiative, and discussed how resources should be collected and recycled, as well as related issues.
These tours help to further utilize each company's knowledge, expertise, and information, and contribute to swiftly solving problems at each company.


Tour of the Nara Plant of Daiwa House Industry Co., Ltd.


Tour of Konica Minolta's MFP recycling operation

Voice of a Customer | Lion Corporation



The Lion Group has formulated "LION Eco Challenge 2050," its long-term environmental goals, and is working to achieve carbon neutrality by 2050 by promoting "eco-friendly living habits" created together with consumers, or in other words, "eco-friendly lifestyles." This will contribute to achieving a decarbonized and resource recycling society by making life more sustainable without hardship.
Since January 2021, Lion has participated in the Environmental Digital Platform and expanded its opportunities to hold discussions that transcend various corporate and industry boundaries. In the Energy Saving Working Session, employees gained new insights by learning about the viewpoint and solution methods of "energy saving for factories" accumulated through each company's practices in pursuit of carbon neutrality. At Lion, we also revitalized the energy-saving activities of our workplaces. In addition, we will start discussing contributions to CO_2 reduction (Scope 4), a key element in reporting the results of a company's environmental activities. I look forward to communicating the results of our forward-looking activities to the world. I would like to actively participate in discussions and assist everyone.

Takaki Ikenishi
Sustainability Promotion Department
Lion Corporation

Overview of Environmental Activities | Green Products Certification System | Green Factory Certification System | Carbon Neutral Partner Activities | Green Marketing Activities | **Environmental Digital Platform**

Addressing Climate Change

Basic Concept

Basic Concept | Plan and Results | Konica Minolta's Approach
Introducing Renewable Energy at Company Sites | Promoting Decarbonization with Products and Solutions
Promoting Decarbonization in Production | Achieving Decarbonization in Sales Activities
Promoting Decarbonization in Distribution | Adapting to Climate Change

Basic Concept

In recent years, global warming shown by rising average temperatures as well as natural disasters due to abnormal weather including droughts, heat waves, and heavy rains have become more frequent worldwide. Climate change is one of the world's most serious social issues and is exerting various harmful effects on the lives and economic activities of everyone. The world is rapidly and ambitiously transitioning to a low-carbon model under the Paris Agreement, which was agreed among the member countries of the United Nations Framework Convention on Climate Change.

Konica Minolta's environmental management is based on the concept of "growing existing businesses and creating new ones by helping to solve environmental problems such as climate change." The goal is to be a company that is essential to society by helping to solve climate change and other global environmental challenges while pursuing corporate growth. There is a limit to what one company can do on its own to solve the problem of global climate change. This is why Konica Minolta seeks to achieve Carbon Minus status by proactively contributing to the reduction of CO_2 emissions on the planet in collaboration with stakeholders, primarily business partners and customers. The Company defines Carbon Minus status as "making a greater contribution to CO_2 reductions in areas outside the scope of our responsibility than the volume of CO_2 emissions in areas we are responsible for." It refers to a situation where the Company's customers and users of its products in the broader society contribute more to the reduction of CO_2 emissions (including Scope 1, 2, and 3 emissions) than the emissions directly related to its own products and operations. Konica Minolta will continue to accelerate the effects of decarbonization, broaden its ties with stakeholders, and grow its business together with them by sharing the know-how for achieving both decarbonization and cost reductions with customers and business partners and helping all stakeholders fulfill their responsibilities.

For CO_2 emissions that are directly related to products and businesses (Scope 1, 2, 3 emissions), Konica Minolta has set medium-term Science Based Targets (SBTs) for CO_2 emissions reduction by 2030. As a roadmap to reaching the target, the Group has established short-, medium-, and long-term measures to reduce CO_2 emissions for which it is directly responsible by taking CO_2 emissions reduction initiatives such as developing energy-saving production technologies, introducing renewable energy-derived electricity, converting its business to a paperless operation, and considering adoption of CO_2-free fuels.

Furthermore, Konica Minolta is working to solve social and environmental issues through its products and services and has formulated a business plan to both generate sales and reduce CO_2 emissions. The Company also believes that conducting business with a focus on quickly conforming to the needs of a renewable energy-based society that is not reliant on fossil fuels is a necessary condition for any company to grow sustainably. It is therefore a member of the RE100 international leader initiative, which aims to conduct business using 100% renewable energy. The Company has set a target of using 100% renewable energy for the electricity procured for use in its business operations by 2050.

Basic Concept | Plan and Results | Konica Minolta's Approach
Introducing Renewable Energy at Company Sites | Promoting Decarbonization with Products and Solutions
Promoting Decarbonization in Production | Achieving Decarbonization in Sales Activities
Promoting Decarbonization in Distribution | Adapting to Climate Change

Addressing Climate Change

Plan and Results

Basic Concept | Plan and Results | Konica Minolta's Approach
Introducing Renewable Energy at Company Sites | Promoting Decarbonization with Products and Solutions
Promoting Decarbonization in Production | Achieving Decarbonization in Sales Activities
Promoting Decarbonization in Distribution | Adapting to Climate Change

Plan

Konica Minolta assesses its efforts of addressing climate change by setting quantitative targets for the short, medium, and long term, and these targets consider both social and environmental value, along with economic value. Working to achieve the Company's Eco Vision 2050 targets and Carbon Minus goal, each division sets reduction targets and draws up plans for each fiscal year in the medium-term plan, and proactively takes steps to achieve them.
Konica Minolta has set a target of reducing CO_2 emissions throughout the lifecycle of its products by 61% compared to fiscal 2005 by fiscal 2025, while at the same time generating 800,000 tons of CO_2 emission reductions that benefit its customers, suppliers, and the broader society. The goal is to achieve Carbon Minus status by fiscal 2025 through these initiatives.

Vision for 2030 and Medium-Term Plan

Vision for 2030: Reduce CO_2 emissions by Konica Minolta, enhance CO_2 emissions reduction at corporate clients and suppliers

Related SDGs:

Themes		Indicators	Results				Targets		
			FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Reducing Energy Usage and CO_2 Emissions by Transforming Customer Processes		**Social and environmental value** Amount of contribution to CO_2 reduction (thousand tons)*1	578	585	624	630	630	690	800
		Economic value Solution sales (billion yen)	51	56	76	84	89	97	100
Energy Usage and CO_2 Emissions Reduction Related to Konica Minolta Sites, Business Partners, Products and Services	Reduction of environmental impact of Konica Minolta production sites *2	**Social and environmental value** Amount of CO_2 reduced through procurement of renewable energy (thousand tons)	4	12	18	11	6	17	21
		Economic value Monetary equivalent of energy reduction (million yen)	79	270	450	410	280	630	800
		Social and environmental value Amount of CO_2 reduced through procurement of renewable energy (thousand tons)	7	10	20	3	3	17	55

Themes		Indicators	Results				Targets		
			FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Energy Usage and CO_2 Emissions Reduction Related to Konica Minolta Sites, Business Partners, Products and Services	Reduction of life cycle environmental impact of Konica Minolta products (product use and procurement)	**Social and environmental value** Reduction of CO_2 emissions (thousand tons)	14	25	53	19	22	30	35
		Economic value Sales from sustainable solutions (billion yen)	676	597	777	773	-	-	735
	Reduction of environmental impact at suppliers using DX*2	**Social and environmental value** Amount of contribution to CO_2 reduction (thousand tons)*1	1.1	2.8	6.4	2.2	1.8	4.2	4.8
		Economic value Monetary equivalent of energy reduction (million yen)	16	43	103	46	42	95	110

Note: Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021. Targets for FY2024 and FY2025 have been revised based on FY2023 results.

*1 Contribution to CO_2 reduction: Volume of CO_2 emissions reduced at customers, business partners, and the broader society

*2 Cumulative reductions for each medium-term business plan period from FY2020 - FY2022 and FY2023 - FY2025. The reduction effects of measures implemented from the first fiscal year of each period to the relevant fiscal year are summed up for each fiscal year.

Click here for details on Task Force on Climate-related Financial (TCFD) Disclosures.

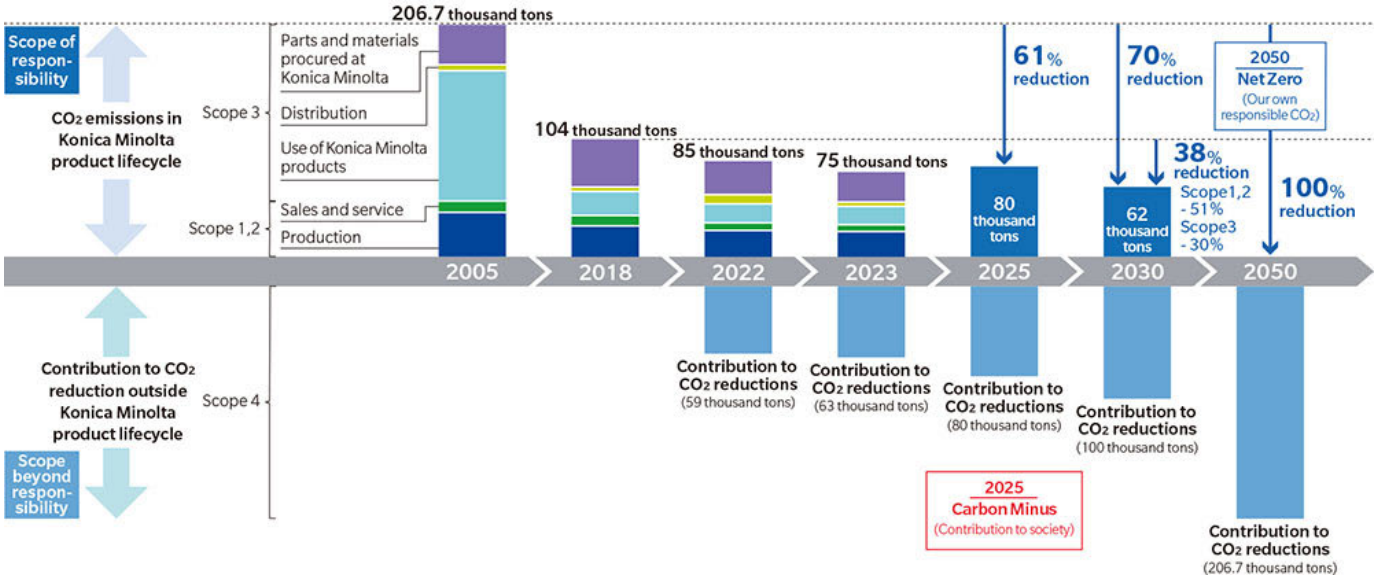
Results

Progress of the Medium-Term Plan for Fiscal 2022

The results of fiscal 2023 in terms of reducing energy usage and CO_2 emissions by transforming customer processes showed that the effects and sales results in the market for our mainstay commercial and industrial printing machines progressed as planned, and we also achieved the CO_2 reduction effects as anticipated.
Regarding the reduction of the environmental impact at our production sites, which corresponds to Scope 1 and 2 reductions, our energy-saving initiatives at major production sites progressed ahead of schedule and exceeded our targets. The benefits of procuring renewable energy are manifesting as planned. However, in reducing the environmental impact of product life cycles, which corresponds to Scope 3 reductions, the number of products we sold that had energy-saving effects when used and are compact and resource-saving fell short of the plan, and the reduction effect was not fully achieved. We will continue to expand these effects by releasing products with even better environmental performance in fiscal 2024 and beyond. In reducing the environmental impact of suppliers using DX, an activity we conduct with our suppliers, we have achieved our target of reducing the environmental impact earlier than planned due to the efforts of our suppliers, supported by our energy-saving technology.

Progress on Achieving Carbon Minus Status

CO_2 emissions in the lifecycle of Konica Minolta products in fiscal 2023 were approximately 750,000 tons, 63% reduction compared to fiscal 2005. This result was due to the visible effects of the Company's CO_2 emissions reduction efforts. Konica Minolta's contribution to CO_2 emissions reduction outside of its products' lifecycles was 630,000 tons, bringing it one step closer to Carbon Minus status.



(For more information on targets and results, please refer to Sustainability Targets and Results)
For detailed data, please refer to, the Environmental Data on the ESG Data page.

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Key Measures

To achieve Carbon Minus status, it is necessary to accelerate both the reduction of CO_2 emissions in the product lifecycle, which is the manufacturer's responsibility, and the contribution to CO_2 emissions reduction by its customers and business partners, which is outside the scope of the company's responsibility.
Konica Minolta believes that the use of digital transformation (DX) can dramatically reduce CO_2 emissions from both sources.

In-House Initiatives

1. Green Factory Activities

We have been conducting Green Factory activities for more than 10 years. In the Sustainable Factory Certification System, a program conducted during the medium-term business plan from fiscal 2020 to fiscal 2022, all major production sites achieved their numerical targets. In the medium-term environmental plan covering fiscal 2023 to fiscal 2025, we will continue to implement the Green Factory Certification System, accelerate environmental impact and cost reduction efforts that have been promoted so far, and also will create factories that contribute to sustainable growth by addressing the growing social demand for renewable energy and CSR procurement.

		Raw material production site	Assembly/high load site
Environmental Impact reduction Environmental impact reduction standards to be achieved by Konica Minolta production sites*	CO_2 emissions	3% reduction annually through energy conservation (9% over 3 years)	2% reduction annually through energy-conservation activities (6% over 3 years)
	Discharge volume	2% reduction annually (6% over 3 years)*	2% reduction annually (6% over 3 years)*
Guideline Standards for biodiversity and other initiatives to be pursued by Konica Minolta production sites	Guideline compliance status	Complying with guidelines on items such as: • Prevention of global warming (energy conservation) • Resource recycling • Chemical substances/VOC reduction • Water resources/Biodiversity (water, soil, marine plastic, etc.) • CSR procurement • Compliance with guidelines such as expanding the introduction of renewable energy as set forth in the medium-term business plan	

* Targets set for activities to reduce and recycle industrial waste from products that use plastic, including the reduction of plastic waste at major sites in Japan, based on the Plastic Resource Circulation Act enacted in Japan.

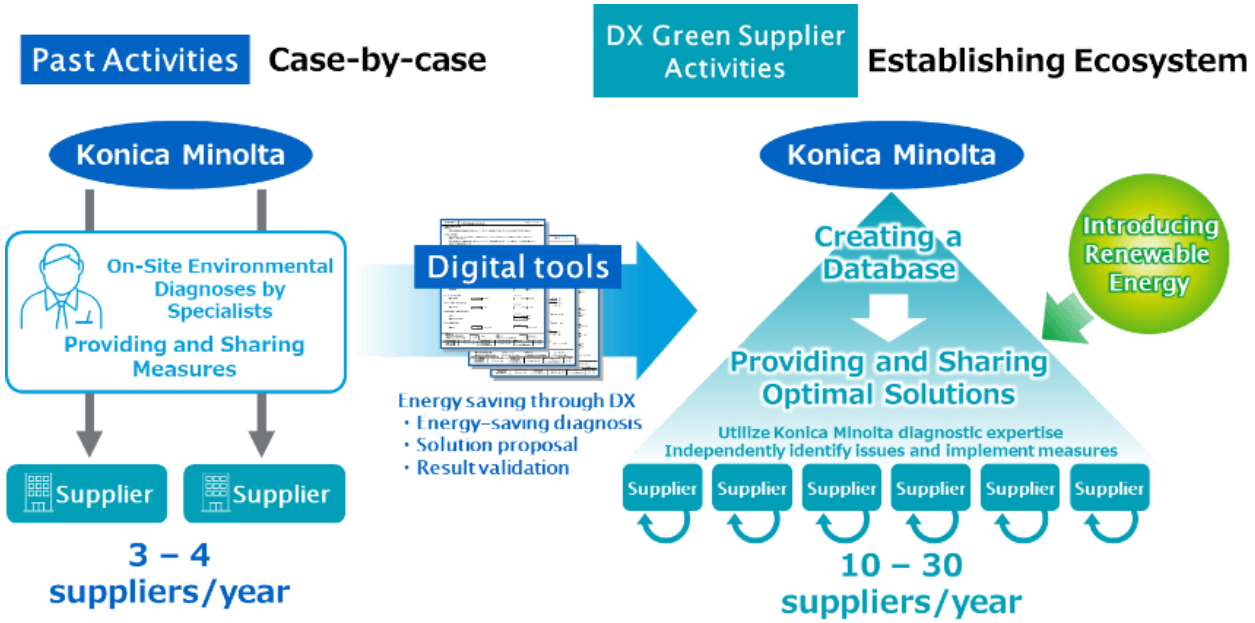
2. Expand renewable energy-derived electricity use

Konica Minolta has been promoting the switch to renewable energy sources, mainly at its overseas bases, including five manufacturing sites in China, Malaysia, the U.S. and France, and sales bases in Europe, the United States, and spanning 13 countries.. Ahead of fiscal 2025, Konica Minolta will consider the optimal methods for each region globally, and reinforce its initiatives to expand the procurement of power derived from renewable energy sources.

Initiatives Carried Out with Suppliers

1. Carbon Neutral Partner Activities

In order to collaborate with even more business partners in our ongoing Green Supplier activities, Konica Minolta launched the Carbon Neutral Partner Certification System in June 2021. We will dramatically reduce CO^2 emissions across the entire supply chain by leveraging technology and sharing the energy conservation and renewable energy knowledge and expertise developed by Konica Minolta with our business partners. We now provide digital tools for factory energy diagnostic activities, which were previously performed in person by experts, making it possible to efficiently support the environmental activities of a larger number of suppliers by having their factories carry out all the steps from diagnosis to identification of issues and implementation of measures on their own. This digitalization has allowed the Company to support a total of 50 suppliers to date.



Initiatives Carried Out with Customers

1. Green Products Activities

The Green Products Certification System was launched in fiscal 2011. With the new System, criteria are established for different businesses and product characteristics with respect to certification standards for environmental issues that Konica Minolta seeks to help solve. Successful products are certified at one of three levels, based on the degree of achievement. Konica Minolta will further reduce the environmental impact for which it is directly responsible by creating solutions that solve society's environmental issues through its products and services.

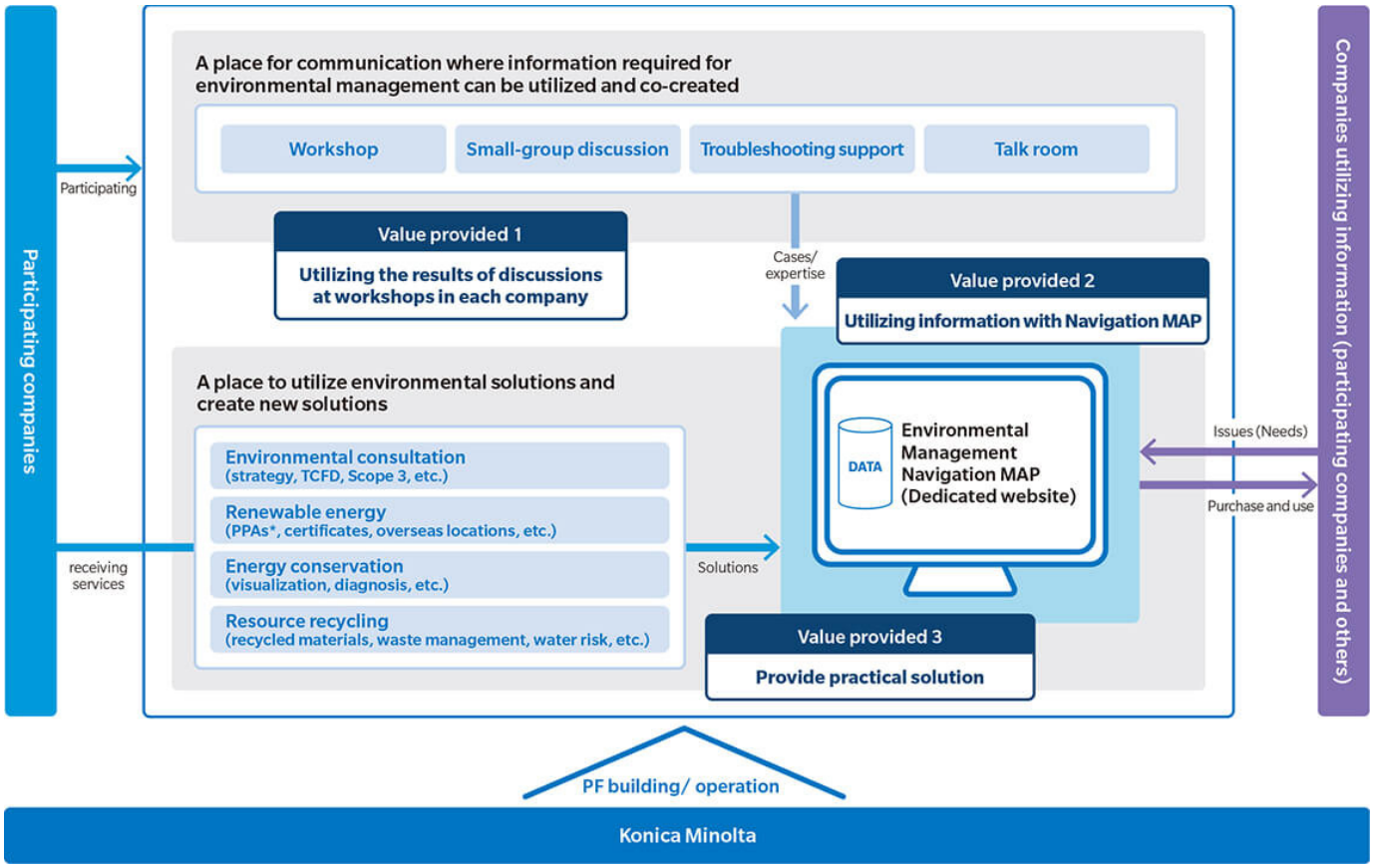
Not only does this system raise the energy conservation of its products and cut CO^2 emissions during customer use, it supports customers' business by providing products and services that transform production processes through the digital on-demand printing of packages, labels, and textiles providing solutions for various industries and promoting customers' DX, while also helping to reduce environmental impact through process transformation.

Green Products Certification System



2. Environment Digital Platform

In fiscal 2020, Konica Minolta launched the Environment Digital Platform, an ecosystem for environmental management. Konica Minolta and participating companies share and build up their environmental knowledge and expertise and co-create new value, which will enhance environmental management efficiency. This ecosystem will lead to dramatic increases Konica Minolta's contribution to and effectiveness in reducing environmental impact. The program started with 15 participating companies, and this number had already increased to 85 by the end of May 2024. This unique approach to co-creation is expected to keep expanding, going forward.



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Introducing Renewable Energy at Company Sites

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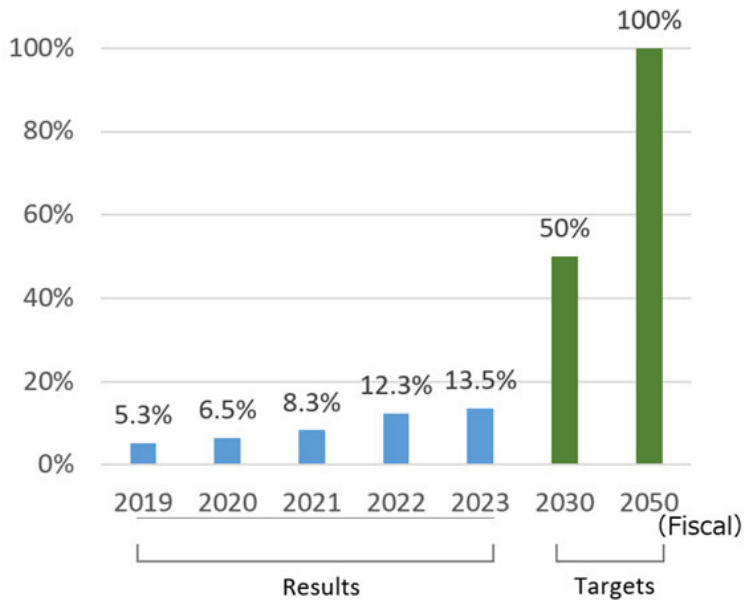
It is thought that the greatest cause of global warming is the increase in greenhouse gas emissions due to human activity since the Industrial Revolution. The key to curbing climate change and building a decarbonized society is to reduce fossil fuel dependency while maximizing the use of renewable energy that emits no greenhouse gases.

Participation in RE100, Which Aims to Run Businesses with 100% Renewable Energy

In January 2019, Konica Minolta joined RE100, a global leadership initiative that brings together businesses committed to sourcing 100% renewable energy for their operations. Konica Minolta aims to procure 100% of the power used in its own business activities from renewable energy sources by 2050.
By doing so, Konica Minolta will accelerate its efforts to achieve Eco Vision 2050 while also helping to reduce global CO_2 emissions by expanding the use of renewable energy. As a medium-term step toward achievement of its long-term goal, Konica Minolta set an internal target of sourcing renewable electricity for 50% of its electricity use by 2030. The Group will start reviewing its power procurement contracts one-by-one at production sites and sales sites, starting with countries and regions where renewable electricity is relatively widespread, and begin switching over those sites to renewable electricity where it is possible, and accelerate its introduction in the years ahead. In fiscal 2023, the ratio of electricity derived from renewable energy* increased to 13.5%.

* Ratio of renewable energy-derived electricity to the total electricity consumption of the Konica Minolta

RE100 | CLIMATE GROUP | CDP



* Ratio of renewable energy-derived electricity to the Konica Minolta Group's overall energy use (not including co-generated power) in fiscal 2019

* Ratio of renewable energy-derived electricity to the Konica Minolta Group's overall energy use beginning after fiscal 2020.

Expanding Use of Renewable Energy at Production and R&D Sites

In addition to Konica Minolta Business Technologies (Dongguan) Co., Ltd and Konica Minolta Business Technologies (Wuxi) Co., Ltd., which have already achieved 100% use of renewable energy-derived electricity, Konica Minolta Supplies Manufacturing U.S.A., Inc. and Konica Minolta Supplies Manufacturing France S.A.S. also achieved 100% renewable energy-derived electricity in fiscal 2021 by switching to electricity with renewable energy certificates. In February 2021, a new plant of Konica Minolta Mechatronics, Inc. was completed in Toyokawa City, Aichi Prefecture. A photovoltaic power generation system (installed area of 2,632 m^2 with a generating capacity of 500 kW) was installed in conjunction with the completion of construction and is expected to provide approximately 11% (estimated) of the electricity used at the plant.
In March 2023, Konica Minolta Business Technologies (Malaysia), our MFP production site in Malaysia, achieved 100% renewable energy. A solar power generation system has been installed that covers 20% of their total electricity usage, while the remainder is procured from renewable energy-derived electricity power certificates.
Through these initiatives, all of Konica Minolta Group's overseas MFP production sites have achieved 100% renewable energy.



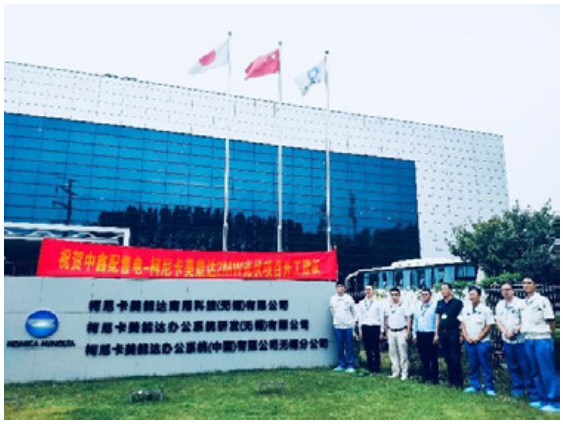
Konica Minolta Business Technologies (Malaysia) and roof-mounted solar panels



New factory of Konica Minolta Mechatronics Co., Ltd.



Solar power panels installed on the roof



Konica Minolta Business Technologies (Wuxi) Co., Ltd



Solar power panels installed on the roof
Left: Konica Minolta Business Technologies (Dongguan) Co., Ltd.



Right: Konica Minolta Business Technologies (Wuxi) Co., Ltd.

Expanding Use of Renewable Energy at Sales Sites

In addition to its production and R&D sites, Konica Minolta is proactively introducing renewable energy at its numerous sales sites around the world. Konica Minolta will continue to meet the expectations of customers and society for renewable energy.

Renewable Energy Initiatives

Konica Minolta Business Solutions U.S.A., Inc. built a photovoltaic installation in a parking lot in 2013 to generate electricity to power its offices. In December 2020, the company switched its remaining purchased electricity to power derived from renewable energy and now uses 100% renewable energy.
In Europe, sales companies in eleven European countries including Germany, France, the UK, Spain, and Portugal had switched to renewable energy by fiscal 2023.
Going forward, we will continue to accelerate the switch to renewable energy.



The headquarters in Germany, which is promoting the introduction of electricity from renewable energy sources at its European sales companies



Photovoltaic panel installation in the company parking lot (United States)

Konica Minolta Now Using 100% Renewable Energy at U.S. Headquarters

Since 2020, Konica Minolta has been participating in MidAmerican Energy Services' Renewable Energy Program, procuring renewable energy for its U.S. corporate headquarters in Ramsey, New Jersey. The green energy supplied through this program is a combination of biomass, geothermal, hydroelectric, solar and wind power and is supplementing the solar energy produced by the solar panels installed at the campus in 2013.
The Renewable Energy Program is Green Energy certified and meets the environmental and consumer-protection standards set forth by the nonprofit, Center for Resource Solutions. This new partnership means that the Ramsey, NJ campus now runs on 100% renewable energy.
Recognizing its environmental contributions, in May 2022, Konica Minolta was accepted into the U.S. Environmental Protection Agency's Green Power Partnership program. The program helps increase green power use among U.S. organizations as a way to reduce air pollution and other environmental impacts associated with electricity use. Using green power is a significant step toward Konica Minolta's goal of becoming Carbon Minus by 2030 and helps reduce air pollution and lower its emissions footprint, while also sending a message to other organizations across the country that green power is an affordable, accessible choice.

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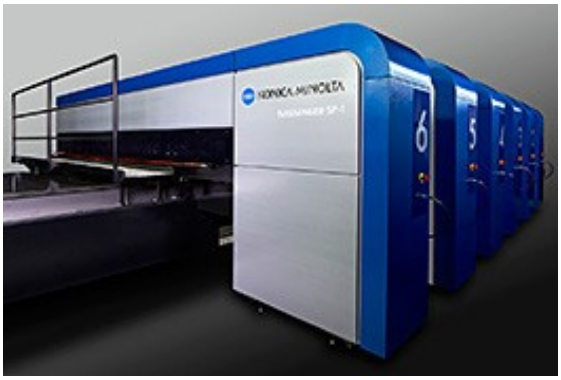
Promoting Decarbonization with Products and Solutions

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Reducing Energy Consumption by Helping Customers Transform Their Processes

Textile Printer Reducing Electricity Usage through On-demand Production

The inkjet textile printer does not require the plate making and colored size mixing that is needed with conventional screen-printing. It also contributes to the reduction of energy usage, resources usage, and waste, since it enables on-demand production that uses only the amount of ink and material needed. It reduces environmental impact significantly, with a 57% reduction in electricity usage compared to conventional screen-printing. In addition, it helps save energy for operations such as air conditioning and lighting by increasing customers' production efficiency.



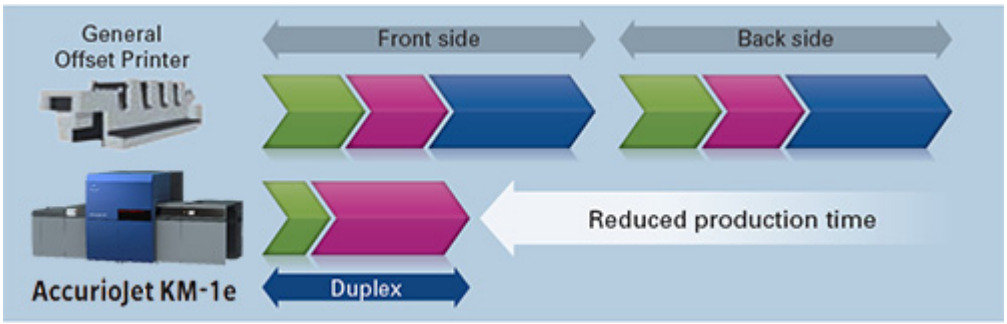
Nassenger SP-1 inkjet textile printer

UV Inkjet Digital Printing Machine That Reduces Power Consumption by Realizing Automatic Duplex Printing without Drying Time

The UV inkjet digital printer, AccurioJet KM-1e, offers high productivity equivalent to that of the previous AccurioJet KM-1. Utilizing the key characteristics of Konica Minolta's unique UV inkjet ink, it can be used for special printing media that were difficult to accommodate with a conventional B2 digital printer and water-based inkjet ink. The AccurioJet KM-1 enables automatic duplex, high-quality printing. Unlike general offset printing, a printing plate is not required. Precise inkjet output control eliminates the need for color matching between devices, which is necessary when using multiple digital printers. This results in a significant reduction in printing preparation time. This was recognized as a three-star environmentally friendly product in the green printing certification system, which objectively screens products based on the standards of the Japan Federation of Printing Industries.



UV inkjet digital printer, AccurioJet KM-1e



Contributing to Energy Conservation in the Label Printing Process

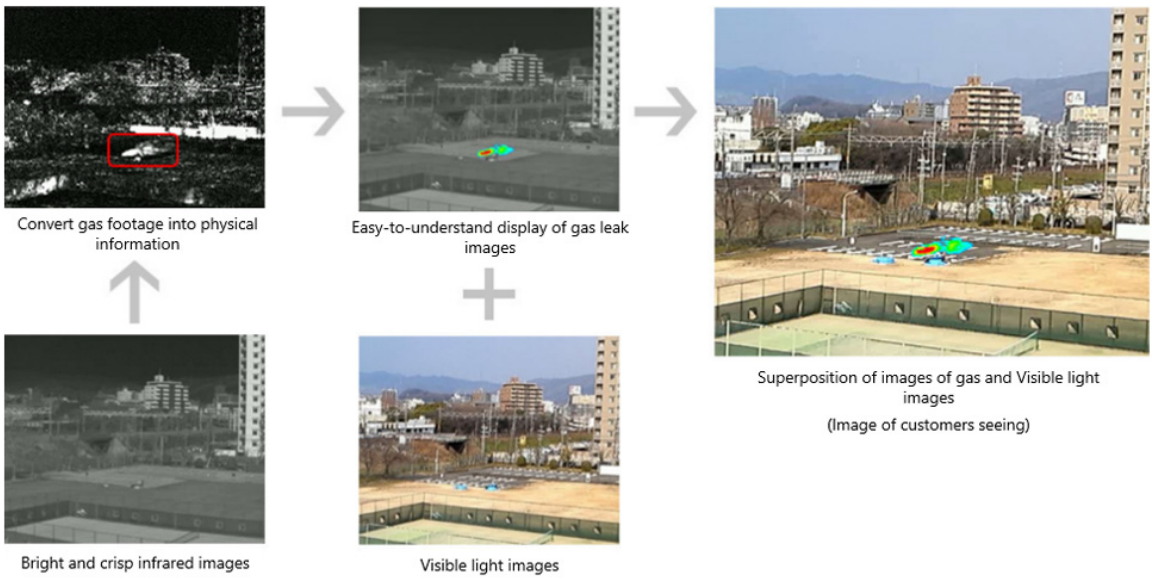
Konica Minolta's label printers offer a printing process that employs electrophotographic technology, providing the same high-definition and stable print quality as offset printing.
In traditional offset printing, each color of UV ink often requires a dedicated plate and a high-power consumption UV lamp to cure the UV ink, which has become standard practice. Konica Minolta employs electrophotographic technology to print color images in a single pass, making it unnecessary to cure and color match each color of UV ink.
At the same time, since no plates are required, it helps reduce the energy used in manufacturing and contributes to effective resource use.



Label Printer
AccurioLabel 400

Using Imaging Technology to Prevent Leaks of GHGs

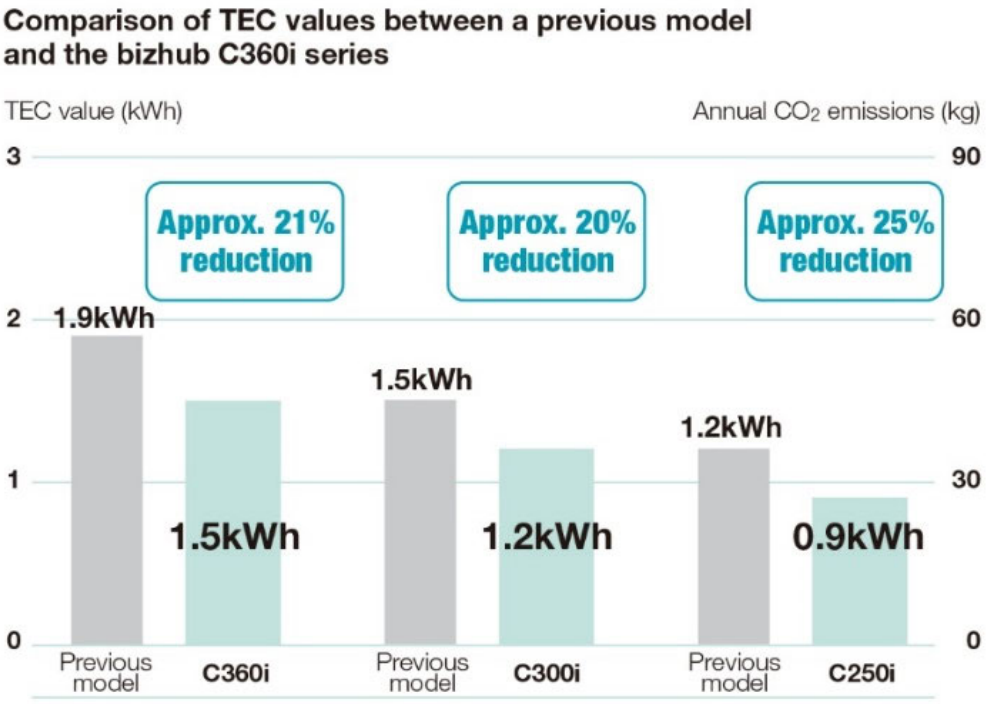
Gas monitoring solutions apply lens design technology and imaging processing technology, which are Konica Minolta’s core technologies, to provide a system that enables anyone to intuitively understand and visualize where and how much hydrocarbon gas, which contributes to global warming, is leaking.
This encourages constant monitoring for unusual events in a way that does not require manual effort. It also allows for rapid, appropriate maintenance that does not depend on the maintenance staff’s skill level. Both of these will contribute to the customer’s safety and peace of mind. In addition, this solution helps to curb the impact that the leak of gases with a high global warming effect has on climate change.



Energy Conservation in MFPs and Digital Printers

Reduction of Power Consumption During Product Use

Konica Minolta is working on the development of low-temperature fixing toner and efficient fixing systems to help save power. The bizhub C360i series released in 2019 offers standard power consumption (TEC value) for one week that is approximately 20% to 26% less than the previous model. By reducing the TEC value, CO_2 emissions are also greatly reduced.



Simitri V Toner Fixable at a Low Temperature

In MFPs, heat is needed to fix toner to paper, and the power used for that purpose accounts for more than 60% of total power consumption. Konica Minolta has been conducting research and development into toners that can be fixed at lower temperatures, and has developed Simitri V Toner, a proprietary polymerized toner. The company successfully reduced the fixing temperature by about 15 degrees Celsius compared to a previous MFP model (C368). This, combined with a new fixing device, is helping to reduce MFP power consumption. Moreover, Simitri V Toner requires approximately 25% less water to manufacture compared to a previous polymerized toner.

Pad Pressure Fixing System Reduces Power Consumption for Printing

In order to start printing from an MFP, the fixing rollers have to be heated to a certain temperature. Konica Minolta has adopted a pad pressure fixing system for its latest i-Series MFPs in order to efficiently utilize Simitri V Toner, the company's new low-temperature fixing toner. With this new fixing system, the belt and rollers have been reduced in diameter and insulated, thereby substantially cutting the power needed for heating the fixing device during MFP operation.

Relevant link: Technology Report 2020 (Vol.17)

LED Light Source Reduces Power Consumption During Scanning

Konica Minolta uses LED, which has greater power-saving performance than fluorescent lamps, as the light source for scanners in its MFPs. This has also improved scanning speeds, since LED lights increase the brightness of manuscript exposure.

"Power Save" Feature Reduces Power Consumption When Product Not in Use

Konica Minolta equips its MFPs with a "power save" feature that puts the machine into an energy-saving state, such as automatically turning off the control panel display when the machine has not been used for a certain amount of time. This does not hinder everyday work, since the machine automatically returns to normal mode during power save when it receives a fax or a print signal from a PC.



Proximity Sensor That Can Save Electricity Without Lowering Operational Efficiency

Konica Minolta equips its MFPs with a proximity sensor that automatically returns the machine to normal mode from sleep mode just by bringing a finger close to the control panel. This allows energy savings without lowering operational efficiency, as no time needs to be spent pressing buttons to bring the machine out of sleep mode.



Energy-saving Designs That Power Only the Areas Needed

Konica Minolta minimizes power consumption through energy-saving designs that enable power supply only to areas needed for each function—for example, not starting up the printer control panel when printing from sleep mode or not turning on the toner fixing heater when using the scanner or fax..

“Print Preview” to Reduce Misprints

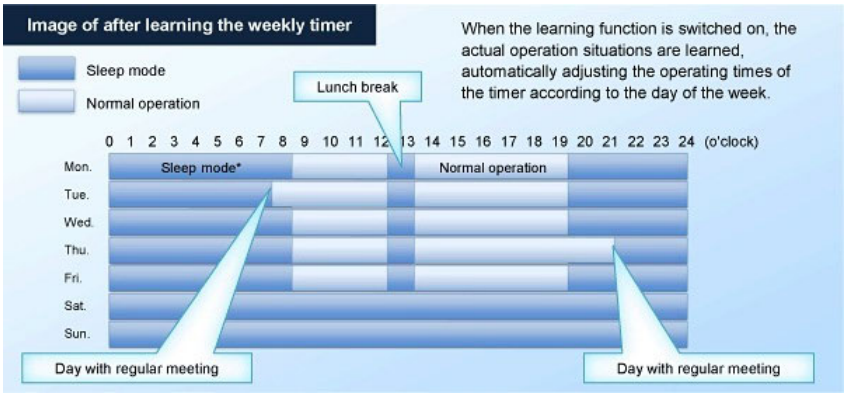
Misprints can be prevented, as it is possible to preview the finished document on the machine’s LCD screen before printing. This saves paper and also reduces wasteful power consumption.



Preview screen

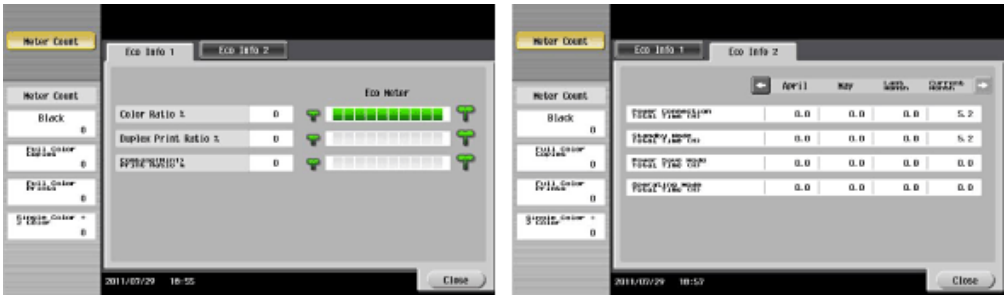
Weekly Timer with a Learning Function

A weekly timer that automatically switches between normal mode and power-saving mode at pre-set times enables efficient electricity savings according to office use, such as at lunchtime, at night, and days off. The machines are also equipped with a learning function that automatically makes corrections when there is a difference between timer settings and actual usage, based on usage data for a four-week period. This enables operational management with greater energy-savings effects.



Eco Dashboard Increases Users’ Environmental Awareness

Graphs showing environmental contribution are displayed to increase users’ environmental awareness. Reductions for different indicators, such as power consumption and use of toner and paper are displayed on the control panel and can be checked by department and user.



* The above feature is not available on all models.

Planetarium Projector Contributes to Energy Conservation

Planetarium Projector Reduces Energy Consumption by Using LED Light Sources

Konica Minolta's Cosmo Leap Σ is an optical planetarium projector for medium-sized domes. The new projector provides bright stars shining with an energy-efficient and compact design almost equivalent to the Infinium Σ, an optical planetarium developed to showcase the beauty of bright stars shining in the night sky.
By using ultra bright LEDs with optical technology, the stellar images projected on the screen are about 2.5-fold brighter than with the conventional model, but power consumption has been reduced by almost half.



Cosmo Leap Σ

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Promoting Energy Savings at Production Sites

In line with its Green Factory certification system for comprehensively evaluating environmental activities at production sites, Konica Minolta strives to increase energy productivity and to reduce CO_2 emissions from production operations through a variety of measures.
The Konica Minolta Group has set an energy reduction target of decreasing its energy consumption by 6.7% by fiscal 2025 compared to fiscal 2022 levels. For fiscal 2023, the Group expects to achieve a 3.3% reduction in total energy consumption compared to fiscal 2022, demonstrating steady progress toward the target.

Energy Conservation Support Program

Konica Minolta has implemented an Energy Conservation Support Program to promote the reduction of CO_2 emissions at production sites. Under this program, staff members within the Group who are experts in process design, production equipment design, and energy management visit production sites to inspect everything from the energy management situation to the status of utilities and production equipment such as air conditioning and boilers. Based on these inspections, they recommend measures suited to each site. Using these recommendations, the expert staff and personnel at each site conduct simulations of the energy-saving effects to aid in implementing the measures.
This program is not only used to identify and implement energy conservation measures but also for on-site coaching and training to develop an environmental improvement perspective.
Additionally, the program identifies opportunities for improvement by assessing the level of energy conservation activities based on data and other factors, utilizing the Green Factory Guidelines. These guidelines are employed in Green Factory activities to simultaneously reduce environmental impact and lower costs at Konica Minolta production sites. The program also provides on-site training to further develop an energy improvement perspective.



Energy Conservation Support Program

Examples of Main Measures

Improve productivity	Industrial engineering (IE) work analysis, yield rate improvement, installation of automatic machines, takt time reduction, production space optimization
Optimize equipment operation time	Shutdown during downtime, reduction of standby power consumption
Reconsider air conditioning operation	Temperature setting optimization, operating time optimization
Save energy in lighting	Thinning out lighting, conversion to high-efficiency lighting
Save energy in molding machines	Infrared heating, installation of servo motors, cylinder insulation
Save energy in compressed air	Installation of inverters, limited number of units, air pressure optimization
Reconsider refrigerator operation	Refrigerator integration, reconsideration of exit temperature setting
Use waste heat	Heat exchange at exhaust/intake, reduction of steam production by using waste heat from dehumidifiers
Reduce heat radiation loss	Steam piping insulation, piping integration, reduction of valve leaks

Examples of Initiatives

TOPIC | Introducing the State-of-Art Energy-Saving Equipment (Konica Minolta Mechatronics, Inc.

Konica Minolta Mechatronics headquarters (Digital Manufacturing Center MIKAWA) , which began full-scale operations in June 2021, has installed the latest high-efficiency equipment, including a large temperature difference air conditioning system, two separate chillers, direct expansion coil-type total heat exchangers, and LED lighting. Compared with conventional facilities, this installed system reduces CO_2 emissions by more than 400 metric tons per year. A photovoltaic power generation system has been installed on the rooftop, and the electricity generated is consumed in-house, contributing to the realization of a decarbonized society.



Chiller that improves energy efficiency by dividing the system into two temperature zones for different applications

Pursuing Energy Savings by Reviewing the Operation of Clean Rooms with High Energy Loads (Konica Minolta Business Technologies (Dongguan) Co., Ltd.)

Konica Minolta Business Technologies (Dongguan) Co., Ltd., which manufactures MFPs and other products in Dongguan, Guangdong Province, China, has achieved dramatic energy savings by conducting reviews of the operational status of clean rooms with high energy loads in the factory. Specifically, it took another look at the temperature and humidity conditions while keeping them within product specification requirements, shutting down air conditioning on holidays, optimized the ventilation frequency while maintaining cleanliness, reduced clean room equipment operating time by installing a timer, and reduced clean room floor space through layout review. The implementation of these measures has saved energy used by cold energy source equipment and ventilation equipment. In addition, in November 2017, full-scale use of renewable energy began, with the installation of photovoltaic equipment on the roof of the plant, and in January 2019, the share of electricity consumption from renewable energy sources reached 100%.



Konica Minolta Business Technologies (Dongguan) Co., Ltd.

Energy Savings through Smaller Production Space and Shorter Production Time (Konica Minolta Business Technologies (Wuxi) Co., Ltd.)

Konica Minolta Business Technologies (Wuxi) Co., Ltd., located in Jiangsu Province, China, has adopted industrial engineering (IE) work analysis as a new endeavor aimed at reducing environmental impact through increased productivity. The analysis is based on specialized analytical knowhow cultivated in Japan by Konica Minolta. By thoroughly reconsidering operability and line of flow of production lines, the company reduced production space, shortened production times, and cut energy consumption, including air conditioning and lighting. In addition, all its power now comes from renewable energy sources. This was achieved by installing a solar power generation system in January 2020, and then using green power certificates to meet its remaining electrical needs. The company has become a corporate leader for environmental protection in China, and was certified by the city of Wuxi as a “Clean Manufacturing Company” in 2017.


Konica Minolta Business Technologies (WUXI) Co., Ltd.

Utilizing Waste Heat from Production and Curbing Heat Dissipation to Ensure Energy Conservation (Konica Minolta Supplies Manufacturing Co., Ltd.)

With its head office in Kofu, Yamanashi Prefecture, Konica Minolta Supplies Manufacturing Co., Ltd. makes developers and photosensitive drums for multi-functional peripherals (MFPs). The company has achieved sharp reductions in energy consumption by utilizing the waste heat from the toner production process and curbing the heat dissipation from steam pipes.
Heat exchange with high-temperature water is typically used, but the company actively uses the waste heat from low-temperature water generated in the toner production process through heat exchange and produces heated water to be used in other processes. This significantly reduces the gas consumed to produce heated water.
The company also installed an automated control system to supply steam only when and in amounts needed to prevent heat from dissipating from the pipes.
In addition, outside air is used for drying, but the amount of air required differs significantly depending on fluctuations in the humidity of the outside air. The company controls the dew point of the outside air sucked in constantly, then curbs the blower’s air volume and number of rotations to conserve energy. It has also upgraded from NAS batteries to large-capacity lithium ion rechargeable batteries in order to adapt to momentary power interruptions and power outages. As a result, heaters no longer have to be used, conversion loss has been reduced and efficiency has improved, delivering significant energy conservation.


Kofu head office at Konica Minolta Supplies Manufacturing Co., Ltd.

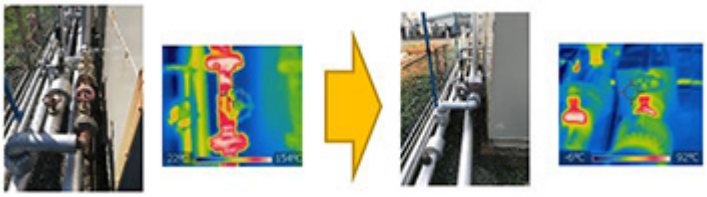
Pursuing Energy Savings with High-Efficiency Air Conditioning Systems and Other Energy-Saving Measures (Konica Minolta Business Technologies (Malaysia) Sdn. Bhd.)

Konica Minolta Business Technologies (Malaysia) Sdn. Bhd., which assembles MFPs, has achieved major energy savings by actively employing high-efficiency air conditioning systems.
Since Malaysia is a tropical country where air conditioning use is high, the company has installed a large-temperature-difference air conditioning system and a temperature-stratified air-conditioning system and thus has reduced electricity consumption compared with conventional air conditioning.
In the areas between each factory building, dedicated individual air conditioners had been required, but individual air conditioners were discontinued by supplying surplus cold air from air conditioners in other processes.
Furthermore, in the resin molding process, vented cylinders were installed to remove the moisture and gas contained in resin, during the process. As a result, the drying step that was required before resin could be utilized is no longer necessary, resulting in significant energy savings and improved productivity. In this way, the company has promoted high-efficiency air conditioning operations throughout the plant, along with production process improvements.


Konica Minolta Business Technologies (Malaysia) Sdn. Bhd.

Thermal insulation for pipes to reduce dissipative heat loss
Konica Minolta Chemical Co., Ltd.

Konica Minolta Chemical, which manufactures chemical products in Japan, worked to reduce dissipative heat loss from pipes created in boilers, and particularly unheated parts such as flanges and bulbs. Thermography is used to measure surface temperature and identify areas of high heat dissipation. This allowed pipes to be efficiently insulated, reducing heat dissipation loss.



Installing a Gas Turbine Cogeneration System That Provides High Energy Efficiency by Effectively Using Exhaust Heat

On February 1, 2017, the Konica Minolta Kobe Site began operating a gas turbine cogeneration system that uses city gas as fuel. This system provides distributed power generation (7,000 kW class power generation output) that generates power in the places where energy is needed. By effectively utilizing exhaust heat generated at that time, it is possible to achieve overall efficiency at a high 80-90% energy efficiency (general thermal power plants are at about 40%), which greatly contributes to energy saving and CO_2 emission reduction.



Gas turbine

This system is superior from the standpoints of both energy saving and environmental preservation because the fuel uses city gas with high combustion efficiency and low impurity, generates virtually no dust or sulfur oxides, and generates low amounts of nitrogen oxides thanks to the latest low-NOx combustion technology.



Boiler

Primary Advantage of Installation
CO_2 reduction: CO_2 reduction of 20% or more compared with previous methods
Peak cut: Leveling of electricity demand: Electric power peak cut rate is 70%
BCP: The system supplies power to the premises critical load in the case of emergency
Subsidies: Subsidy support was received from the Energy Use Rationalization Business Support Program, in recognition of the high energy savings of the installed equipment.

At this site, the company has continued to install energy-saving equipment, streamlined product manufacturing processes. The operation of this system is positioned as the core of the energy saving and CO_2 emissions reduction plan.

New Environmentally Friendly Research Building SKT

The new R&D building (SKT) opened in April 2014 at Konica Minolta Tokyo Site Hachioji integrates environmental facilities that will contribute to environmental impact reduction, including solar panels on the roof, an atrium that brings in lots of natural light, daylight sensors to reduce lighting electricity consumption, effective natural ventilation, and use of well water. As a building with excellent environmental friendliness, SKT received the highest certification, “Class S,” in the Comprehensive Assessment System for Built Environment Efficiency (CASBEE), which is an evaluation of the environmental performance of buildings led by Japan’s Ministry of Land, Infrastructure, Transport and Tourism. The building also won a fiscal 2014 Good Design Award from the Japan Institute of Design Promotion (JDP).


SKT’s atrium

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Addressing Climate Change

Achieving Decarbonization in Sales Activities

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Reducing CO_2 Emissions Associated with Sales Activities

Introducing Eco-friendly Vehicles to Its Sales Fleet and Promoting Eco-driving

Konica Minolta promotes the management and reduction of CO_2 emissions from the business vehicles operated by its sales companies around the world. The Group is promoting measures such as reducing the amount of travel through more efficient sales and service activities, introducing eco-friendly vehicles with low emissions of CO_2, and eco-driving to reduce energy consumption.

Eco-driving Initiatives at a Sales Company in Japan

Konica Minolta Japan, Inc. has installed a vehicle operation management system in company-owned vehicles. This system constantly gathers and stores data about the way company-owned cars are being used, including dangerous driving habits such as sudden acceleration and deceleration, as well as driving time, idling time, and fuel efficiency. The data is used not only for safe driving guidance but also to visualize idling time for each vehicle to promote eco-driving initiatives to lower fuel costs and reduce the environmental impact of company vehicle use. In addition, the Company is actively introducing vehicles with start stop systems to promote eco-driving.

Showroom in France Achieves Environmental Label

At a printing center, countless pages must be printed to meet the customers' needs for printed materials. At the same time, the environmental impact of this energy and resource consumption must also be minimized.
Sales company Konica Minolta Business Solutions France S.A.S., has earned the environmental label Imprim'Vert for its showroom, Digital Imaging Square. This certifies that organizations using the showroom for printing will be complying with the major standards for environmental management.

Obtaining Carbon Offsets for Trade Shows in Germany

Konica Minolta Business Solutions Europe GmbH aims to offset all of the CO_2 generated when participating in exhibitions and trade fairs for the purpose of sales promotion, and to achieve carbon neutral sales activities.

Contributing to the Reduction of Environmental Impact through Print on Demand (POD) Service

Contributing to cost reductions and energy savings by undertaking customers' printing work

The POD service offered by Kinko's Japan Co., Ltd. handles printing in a short time according to customers' requests. For example, by using this service during their busy seasons, customers no longer need to always have enough of their own printers ready to handle the print volume of peak times. This allows customers to keep down costs for installing and maintaining equipment, and it also translates into resource and energy savings for society as a whole.



Carbon Offsetting Service

Carbon Offsetting for Office and Production Printing

Enabling carbon neutrality is a carbon-offsetting service that uses emissions credits to offset CO_2 emissions at every stage of the product lifecycle, from procurement to use. Konica Minolta Business Solutions Europe introduced the service for office and production printers in July 2015 and offers it across the whole of Europe.
So far it has been introduced in 11 countries, including Germany, France, and the Netherlands, to offset CO_2 emissions throughout the product lifecycle. In addition to these activities, the company uses carbon offsetting for CO_2 emissions from commuting and business trips as well as events such as international exhibitions. It has offset a total of over 79 thousand tons of CO_2 emissions thus far as a result. Konica Minolta will contribute more to the creation of a sustainable planet and society.
Konica Minolta Japan, Inc. has started a new service in which it calculates the amount of CO_2 emitted during the product life cycle of an installed digital printer (AccurioPress), and provides J-credits equivalent to the amount of CO_2 required for carbon offsetting, so that customers can use products with virtually zero CO_2 emissions. This service will help clients reduce greenhouse gas emissions and create business opportunities by widely appealing to companies that require environmentally friendly printed materials.

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Promoting Decarbonization in Distribution

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In order to reduce CO_2 emissions associated with distribution, transportation must be streamlined and means of transportation with little environmental impact must be chosen. Konica Minolta is reducing CO_2 emissions derived from distribution operations by measures such as shortening transportation distances through optimization of logistics facilities and routes worldwide, reducing the number of containers through improved loading efficiency.

Major Initiatives

Optimizing Shipping Container Loading Efficiency

Konica Minolta is reducing CO_2 emissions and increasing the efficiency of shipping container loading during transportation by employing consolidated services based on loads. In the Business Technologies Business, for example, when Konica Minolta delivers office equipment to various European countries from its distribution center in Germany, achieving optimal loading efficiency according to the size, shape and changes in the logistic quantity of products is one of the key challenges. The company has been improving loading efficiency through the introduction of a loading simulation program.
Furthermore, since fiscal 2016, Konica Minolta has improved loading efficiency by optimizing the packaging form to suit the shipping conditions, focusing on marine transportation of parts procured in Japan to plants in China and ASEAN for assembly, shipment of products from Chinese warehouses to distributors worldwide, and land transportation of products manufactured in Mexico into the U.S.

Promoting a Modal Shift

Konica Minolta has been promoting a modal shift for the transportation of products and parts, switching from aircraft and trucks to ships, railways, and other means that emit less CO_2.

In Europe, for instance, it uses barges that run along the Rhine River as the means of transportation from the Port of Rotterdam in the Netherlands to its base warehouse in Emmerich, Germany. In the U.S., it has reduced CO_2 emissions by using railroads when transporting cargo from the Port of Los Angeles on the West Coast to the interior and the East Coast.

Reconsidering Distribution Routes and Consolidating Logistics Facilities

Konica Minolta is restructuring its logistics facilities both in Japan and outside of Japan for reducing CO_2 emissions from its distribution processes.
In fiscal 2023, the company continued its efforts from the previous fiscal year to streamline logistics by optimizing distribution routes for products and service parts shipped from office equipment production and distribution sites in China and ASEAN to customers worldwide.
In production procurement, at its Malaysian factory, Konica Minolta took the external warehouses and parts supplier production sites dotted around distant locations and consolidated them in the vicinity of the factory, establishing a Smart Industrial Center (SIC). This reduced the transportation distance considerably, enabling achievement of just-in-time (JIT) supply to the factory. Transportation distances were also reduced considerably by changing parts shipped to Malaysia from Chinese parts suppliers to Malaysian production.
Moreover, with the proactive utilization of a lead logistics provider (LLP) for distribution in Japan, Konica Minolta reorganized distribution sites, revised routes, and utilized sharing with other companies, thereby strategically reducing CO_2 emissions from distribution activities. Improving the efficiency of distribution routes and sites has also led to reductions in the space and energy used at distribution warehouses.

Milk Run Logistics (Common Collection of Cargos)

The term "milk run" originally came from the milk collecting system of dairy producers who visited dairy farms to collect milk in a single vehicle. In the manufacturing industry, it refers to a collection method in which a single vehicle is used to make rounds picking up goods from various suppliers instead of requesting each supplier to deliver goods individually.

Konica Minolta is using milk run logistics in Wuxi City and the suburbs of Shanghai and Suzhou in East China, where office equipment component manufacturers are concentrated, and in the suburbs of Dongguan and Shenzhen in South China, as well as in Kuala Lumpur and Johor in Malaysia. This helps to reduce CO_2 emissions by shortening the total driving mileage of the trucks.

In addition, the Group is also reducing waste by using re-usable boxes instead of cartons to transport the parts.



Joint Transport

Konica Minolta Japan, Inc., a sales company, carries out joint distribution of office equipment with Epson Sales Japan Corporation, including installation work, in the Kanto and Koshinetsu areas in Japan. In Japan, nine Company manufacturers joined the Joint Arterial Logistics Delivery of the Japan Business Machine and Information System Industries Association (JBMIA) and began preliminary implementation of the Last One Mile Joint Delivery in the northern Hokkaido region in November 2021. (Ref: JBMIA website in Japanese)

These initiatives result in high-quality delivery and installation operations that raise the satisfaction of customers and help reduce CO_2 emissions.

Reducing CO_2 Emissions Associated with Shipping by U.S. Sales Company

Konica Minolta Business Solutions U.S.A., Inc. is a member of the SmartWay program operated by the United States Environmental Protection Agency (EPA). This initiative helps companies improve their supply chain sustainability by measuring, benchmarking and improving the efficiency of freight transport.
As a member of this program, the company is working on:

- Reducing emissions and fuel consumption in logistics activities
- Shipping more than 50% of goods through EPA designated SmartWay carriers
- Using railway cars and Smartway truck trailers, avoiding vehicle idling, and reducing transport distances
- Shipping multiple orders together

Addressing Climate Change

Adapting to Climate Change

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Adapting to Climate Change

When combating climate change, the most important and necessary actions are mitigation measures to reduce the greenhouse gas emissions that are causing the crisis. Since it takes a long time for the effects of mitigation to appear, we must immediately begin efforts to significantly reduce emissions. Even if we maximize our efforts to reduce emissions over the long term however, a certain degree of climate change will be unavoidable due to the greenhouse gas emissions that have already accumulated in the atmosphere.
Extreme weather events have a huge impact on our lives, and many weather observation records have been broken in recent years. There are concerns that large-scale flooding and deadly heat waves will only become more frequent and serious going forward. For this reason, adaptation measures are essential to minimize the physical impacts that occur as the climate changes. Konica Minolta is implementing adaptation initiatives throughout its supply chain to mitigate the physical impacts that climate change is having on natural ecosystems and on social and economic systems. Since the effects of climate change are manifested in various ways depending on geographic, economic, and social circumstances, there are no universal adaptation measures. Therefore, we are working to identify how each country and region might be affected by climate change, in order to devise the measures that need to be taken.

Upstream (Suppliers)

Securing Multiple Suppliers Based on Manufacturing that Avoids Reliance on People, Countries, Places, and Market Fluctuations

Large-scale natural disasters cause supply chain disruptions. To prevent any resulting delays in customer product delivery, we trace our upstream supply routes all the way back to the basic raw materials. For raw materials with a high stable supply risk, we are working to secure multiple suppliers while investigating alternative materials. We select suppliers to achieve manufacturing that does not rely on people, countries, places, or market fluctuations.

Carbon Neutral Partner Activities (Reducing Water Consumption by Suppliers)

Water resources represent an essential ecosystem service for both the daily activities of employees and the production activities of suppliers. As climate change intensifies, weather patterns will change, resulting in more frequent heavy rains and large-scale droughts. This will make it difficult to maintain the same level of available water resources, which could lead to shortages and impact the entire supply chain.
Accordingly, Konica Minolta is promoting Carbon Neutral Partner Activities. We are sharing the environmental technologies and expertise we have developed through Green Factory activities with our suppliers. They are investigating and implementing measures to reduce their water use in accordance with prescribed guidelines.

Operations (Production / R&D)

Green Factory Activities (Water Risk Assessment and Mitigation Measures, and Water Conservation)

Worsening climate change poses an increased risk of major storm and flood damage, landslides, and long-term sea level rise. Having sites located in geographically susceptible locations can make it difficult to continue production and R&D activities. Konica Minolta pays attention to water resource availability as a chronic physical risk posed by climate change. In fiscal 2013, we adopted a comprehensive risk assessment method called Aqueduct to look at water use and flooding at major Konica Minolta Group sites and suppliers worldwide. This enables us to identify sites with high water risk, and implement the necessary measures.

Click here for more on these initiatives: Conservation of Biodiversity/Water Resources in Production Activities

Business Continuity Management

The Konica Minolta Group has established a business continuity plan (BCP), as a concrete emergency action plan, which covers the Group and its global supply chain. The aim is to ensure that even if a site is damaged by a large-scale natural disaster, important operations will not be interrupted (and even if they are interrupted, they can be resumed in the shortest possible time). We have also created an initial response system to collect information on the situation immediately after a disaster. This covers our mainstay digital workplace business, as well as our healthcare business, which makes equipment that will be in high demand in the event of a disaster. The initial response system is also used to determine whether the BCP needs to be activated.

Click here for more on these initiatives: Risk Management

Downstream (Customers)

Industry Business

Wide Area Monitoring System to Detect Gas Leaks

Methane (CH4) is a widely used flammable gas, often found in shale gas and other sources. It is a greenhouse gas that is more than 25 times as potent as carbon dioxide (CO_2) for trapping heat in the atmosphere. Natural disasters and aging infrastructure can cause gas pipelines to leak, allowing methane to escape invisibly into the atmosphere. Konica Minolta is developing a Disaster Prevention Diagnostic Service that makes methane leaks visible and helps prevent fires and explosions. Our handy gas leak inspection system with a built-in battery can streamline initial inspections immediately after a disaster.

Wide Area Monitoring System to Detect Gas Leaks

SenrigaN Nondestructive Inspection Solution

After a natural disaster such as a typhoon or flood, it takes great deal of time and effort to carry out the corrective maintenance needed to restore infrastructure and essential services for residents. As a priority measure for national resilience, Japan is aiming to deploy preventive infrastructure maintenance, and is taking measures to bolster aging infrastructure.
Konica Minolta's SenrigaN nondestructive inspection solution realizes easy non-invasive inspection of pre-stressed concrete (PC) steel materials inside bridges. It detects invisible fractures and corrosion caused by road salt. The measurement results can be checked immediately using a handheld tablet, offering better maintenance efficiency. This also helps reduce any potential damage caused by a natural disaster.

SenrigaN (Japanese Only)

Digital Workplace Business

Regionally Distributed Production and Supply of MFP Cartridges (Toner)

Climate change is expected to generate localized and extreme disasters such as floods and landslides that are large-scale, short-term, and more frequent. Whenever these disasters become severe, procurement and distribution in an affected area can be disrupted, halting the supply of products.
To minimize such disaster risks, we have established production bases in Japan, Europe, and North America. These sites produce printing toner and cartridges (and related parts) for our mainstay professional printing business and office printing business. In this way, we are striving to secure a highly resilient supply chain network that can produce products in the regions where they are consumed.

Healthcare Business

AeroDR Mobile Solution for Medical Relief in Disaster Zones

In areas where natural disasters have occurred, it is often necessary to carry out medical relief activities without electricity or fuel. Konica Minolta's AeroDR Mobile Solution is an X-ray imaging system that continues to operate after the power supply is cut. It is extremely portable and can even be used outdoors. It allows X-ray images to be viewed on the spot and can be charged during transport.

World's First Finger Pulse Oximeter and 40 Years of Expertise

As climate change accelerates deforestation, humans and wildlife are coming into contact more often, creating opportunities for unknown pathogens to spread and cause new infectious diseases. Konica Minolta's finger pulse oximeter measures blood oxygen levels (SpO2) and pulse rates non-invasively, without the need to draw blood.

› World's First Finger Pulse Oximeter and 40 Years of Expertise

Social Contribution Activities

Local Emergency Water Source Creation

In the case of a major natural disaster, Konica Minolta, Inc. has established a system at its office in Hino, Tokyo, for accessing well water using its own power generation equipment. Additionally this emergency water source is available to a nearby hospital designated for disaster relief as part of local disaster preparedness efforts.

› Click here for more on these initiatives: Providing a Water Source for Community Disaster Prevention

Participating in Recovery Zone Support Activities

After the Great East Japan Earthquake in 2011, Konica Minolta dispatched about 100 employees to the affected areas and participated in reconstruction support activities. Since 2013, we have participated in a project to regenerate protective coastal forests in the disaster zones. With the aim of preserving and regenerating coastal ecosystems, we have been involved in activities to restore disaster prevention and mitigation functions in the affected areas.

› Click here for more on these initiatives: Participating in Recovery Zone Support Activities

Building a Recycling-Oriented Society

Basic Concept

Basic Concept | Plan and Results | Konica Minolta's Approach | Recovery and Recycling of Used Products
Developing Resource-Conserving Products | Resource Conservation and Recycling in Production Operations
Turning Waste into High-Value Materials (High-Functionality Recycling)
Reduction of Use of Packaging Materials

Basic Concept

Given the world's growing population and the growing rate of resource consumption, it is estimated that the equivalent of two earths will be needed by 2030. In order to make more effective use of limited resources, companies need not only to recover and recycle waste, but also to reduce the volume of resources wasted. This means that drastic workflow innovations are required, such as using on-demand production and IoT technology, to reduce resource waste in the supply chain. Circular economies also need to be created by developing material technologies that facilitate recycling, while building better networks for recovering used resources.

Basic Concept | Plan and Results | Konica Minolta's Approach | Recovery and Recycling of Used Products
Developing Resource-Conserving Products | Resource Conservation and Recycling in Production Operations
Turning Waste into High-Value Materials (Upcycling) | Reduction of Use of Packaging Materials

Building a Recycling-Oriented Society

Plan and Results

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Vision for 2030 and Medium-Term Plan 2025

Vision for 2030: Promote the effective use of resources at Konica Minolta, while also helping corporate clients and suppliers to achieve effective use.

Related SDGs:

Themes		Indicators	Results				Targets		
			FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Effective Use of Resources by Transforming Customer Business Processes		**Social and environmental value** Reduction of waste discharge of customers (thousand tons)	320	320	340	360	360	380	400
		Economic value Solution sales (billion yen)	53.0	59.9	79.3	83.6	89.0	97.0	100.0
Effective Use of Resources Relating to Konica Minolta Sites, Suppliers, Products and Services	Reductions to environmental impact from Konica Minolta production sites*1	**Social and environmental value** Reduction of waste discharge of customers (thousand tons)	0.6	1.3	1.7	1.6	0.2	1.6	1.7
		Economic value Monetary equivalent of waste reductions (million yen)	130	260	470	610	-	650	670
	Reduction of environmental impact through the use of Konica Minolta products and services	**Social and environmental value** Amount of resources saved and recycled (thousand tons)	12	12	12	13	13	14	14
		Of which, circulated resources (recycled and bio-materials) utilization rate (thousand tons)	-	-	-	10	10	11	11
		Economic value Green Products*3 Sales (billion yen)	676	597	777	773	-	-	735

Note: Targets and results have been revised retrospectively to fiscal 2020 figures as the method of calculating the effects of measures was changed in fiscal 2021. Targets for FY2024 and FY2025 have been revised based on FY2023 results.

*1 Cumulative reductions are calculated for each medium-term business plan period from FY2020 - FY2022 and FY2023 - FY2025. The reduction effects of measures implemented from the first fiscal year of each period to the relevant fiscal year are summed up for each fiscal year.

*2 Targets set for activities to reduce and recycle waste from products that use plastic based on the Act on Promotion of Resource Circulation for Plastics enacted in Japan, which include the reduction of plastic waste at major sites in Japan.

*3 Green Products: Name changed from Sustainable Solutions in FY2023. The Company will define and certify solutions that contribute to solving social and environmental issues, leading to expansion of sales.

Plan

In its medium-term plan through 2025, Konica Minolta has set KPIs for “emissions reduced by transforming customer business processes with Konica Minolta solutions,” “emissions reduced from Konica Minolta’s manufacturing processes,” and “resources effectively used in Konica Minolta products and services,” and is working to achieve them.
As for the effective use of resources of customers, Konica Minolta expects to reduce emissions by reducing the use of printing plates, test printing, and other resources by promoting the change from analog to digital printing in the industrial printing industry.
Konica Minolta expects to reduce emissions at its own production sites by pursuing productivity improvements and reducing secondary material use. To increase the resources effectively used in its products, the Company will use small, lightweight, and recycled materials.

Results

In fiscal 2023, regarding the Effective Use of Resources by Transforming Customer Business Processes, the introduction of our mainstay commercial and industrial printing presses to our customers resulted in the effective use of resources as planned.
In terms of “emissions reduced from Konica Minolta’s manufacturing processes,” the measures we took to improve product yield rates in production were more effective than expected, and the target was achieved significantly ahead of plan.
The “resources effectively used in Konica Minolta products and services” were in accordance with plan due to the expansion of resource-saving products and the increased use of recycled resources.
In particular, the amount of recycled resources input increased to 10,000 tons in fiscal 2023. We plan to increase the proportion of recycled materials and bio-materials in input resources to 11,000 tons by fiscal 2025.

Basic Concept | **Plan and Results** | Konica Minolta's Approach | Recovery and Recycling of Used Products | Developing Resource-Conserving Products | Resource Conservation and Recycling in Production Operations | Turning Waste into High-Value Materials (High-Functionality Recycling) | Reduction of Use of Packaging Materials

Building a Recycling-Oriented Society

Konica Minolta's Approach

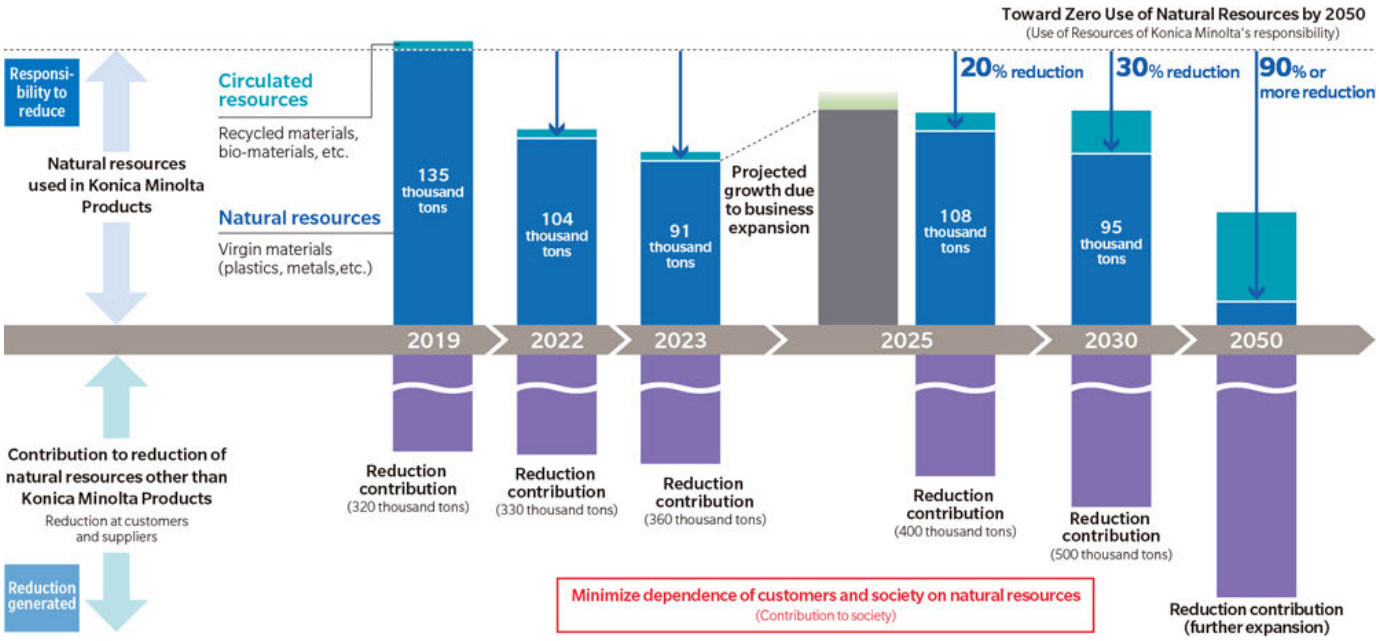
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Konica Minolta's Approach

We will speed up efforts to achieve our long-term vision of "Using Limited Resources Effectively" that was established in May 2023. In increasing our contribution to reducing the use of natural resources,* Konica Minolta will promote work-style and manufacturing-process reforms by facilitating on-demand production, and imaging IoT that help make effective use of customer's and society's resources.

For example, in the field of commercial printing, the Company is providing support for the transition to on-demand printing, thereby transforming the business model of mass production and disposal. The widespread use of Konica Minolta products for small-batch, decentralized printing can accelerate innovation in the printing industry's supply chain while helping to conserve resources and reduce waste. To promote collaboration with more companies, including customers and business partners, we will leverage DX to try to further reduce their environmental impact and build a circular model that is linked to their business model.
"Aiming for zero use of the natural resources" is to reduce the amount of the earth's native resources used by 90% or more by 2050. We will accomplish this by not only reducing the amount of resources used in our products, but also by proactively switching to recyclable resources such as recycled materials and biomaterials.

* Natural Resources:
Resources that require new drilling or mining, such as crude oil or mineral resources, and are generally synonymous with depletable resources.



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Building a Recycling-Oriented Society

Recovery and Recycling of Used Products

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Turning Waste into High-Value Materials (High-Functionality Recycling)
Reduction of Use of Packaging Materials

Konica Minolta has developed recovery and recycling programs for used products in regions around the world, each one tailored to local legal systems and market conditions.

Recovery and Recycling of Used Products

Konica Minolta has a program for collecting used MFPs, printers and other products from customers through the Konica Minolta Group's sales companies around the world. These products are recycled by contractors that meet the legal requirements, and obtain approval in each country.
Konica Minolta's recovery and recycling program complies with the waste disposal laws in each country. When forming agreements with contractors, Konica Minolta asks them to comply with the necessary laws and regulations in each location. Moreover, Konica Minolta conducts audits using reports on recycling conditions and appropriate disposal obtained via regular on-site monitoring. In Japan, Konica Minolta carries out on-site inspections once every three years to confirm recycling conditions, including compliance with environmental laws and regulations.
For example, in Japan, after collecting used MFPs and printers from eight collection centers, the used products are recycled at seven designated contractors. The collected products are taken apart by hand, rather than crushed mechanically, to raise the recycling rate. After dismantling, metal and plastic parts are separated, for example, and many are reused as materials. Those that cannot be reused as materials are reused as fuel.
In fiscal 2023, Konica Minolta sold a total of 63.1 thousand tons of office equipment worldwide. Meanwhile, 13.2 thousand tons of end-of-life office equipment were recovered by major sales companies in Japan, China, the United States, and Europe. Of this amount, 13.1 thousand tons of material were recycled.



Recycling process at a designated contractor

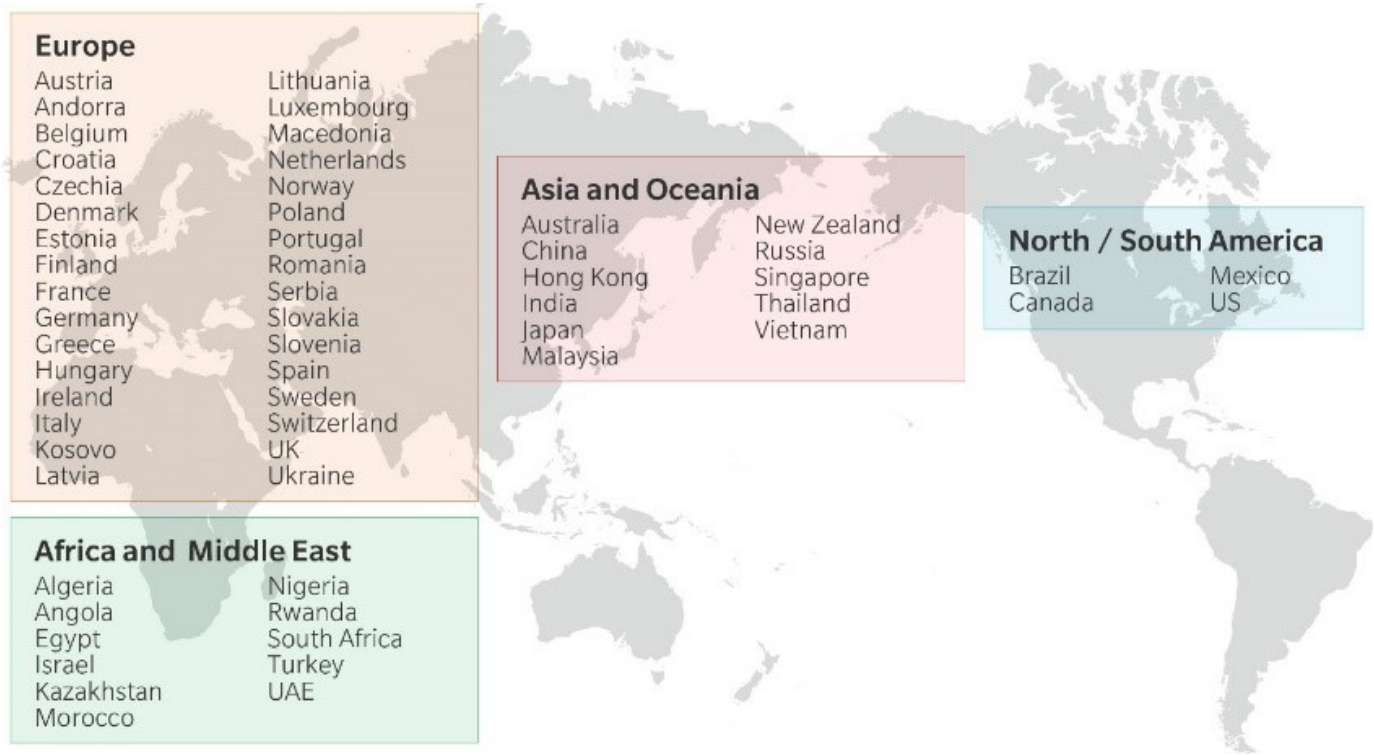
In addition, Konica Minolta has received approval from Japan's Ministry of the Environment to dispose of copiers, MFPs and printers that it has sold based on a special system for wide-area treatment of industrial waste. Konica Minolta operates a fee-based recovery program for collecting and recycling used printers and copiers from corporate clients.

Outside Japan, Konica Minolta is undertaking recycling programs tailored to conditions in specific countries. In Europe, for example, the company has adopted measures in compliance with the EU directive on the disposal of waste electrical and electronic equipment (WEEE). It meets the legal and environmental labeling requirements in various countries including Asian countries such as China and India.

Recovery and Recycling of Used Toner Cartridges

Konica Minolta offers the Clean Planet Program, a recycling program for used toner cartridges for laser printers and MFPs, in over 20 countries, including Europe, the U.S., and Japan (in Europe, programs have started in Belgium, the Netherlands, and Norway, and there are plans for gradual expansion). In Australia, Konica Minolta also offers its own recovery and recycling programs.
To solve the recycling issue, customers can order collection boxes through the customer portal and return the boxes once they are full.
Collected toner cartridges are recycled using the latest technology in collaboration with Close the Loop, a leading recycling company, in order to maximize recovery of secondary raw materials. The cartridges are not incinerated or disposed of in landfills.

- To Japan's Used Cartridge Collection Program
- To the Clean Planet Program in the U.S.
- To the Clean Planet Program in Canada
- To the Clean Planet Program in Europe



Areas Where Toner Cartridge Recovery and Recycling System Has Been Conducted

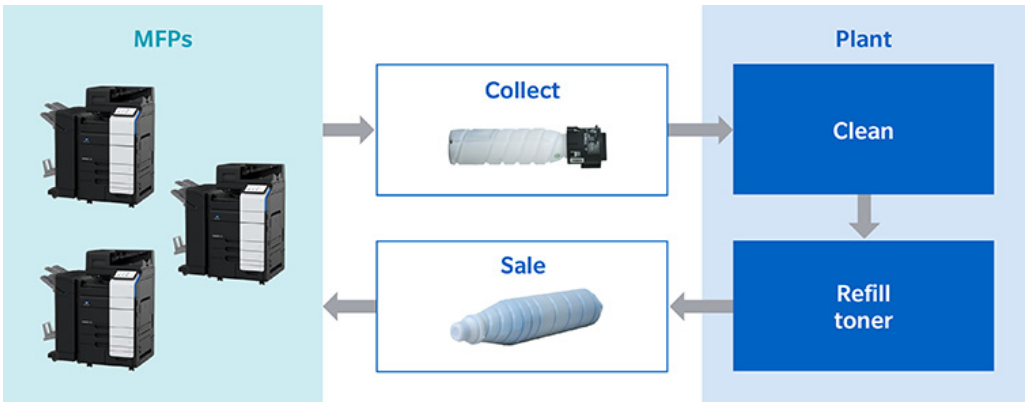
Machines collected in Japan in fiscal 2023

- Estimated collection rate: 85%
- Recycling rate: 99%

See Environmental Data in ESG Data for more information on product recovery and recycling.

Reuse of used toner bottles (toner refill)

Konica Minolta has been administering a program in which used toner bottles are collected and recycled. In order to make further contributions to the circular economy that society demands, the Company developed a system to supply used toner bottles that had been refilled with toner in 2021, and launched sales in Europe. In this way, Konica Minolta has been not only reducing the use of plastic, but also contributing to reductions in the energy used when toner bottles are cast.



■Toner Refilling Process Flow

Participation in Industry Organizations and Networks

Initiatives in Japan

Konica Minolta participates in the recovered equipment exchange system run by the Japan Business Machine and Information System Industries Association (JBMIA). Through this initiative, equipment turned in by manufacturers of copiers, MFPs and digital printers, including Konica Minolta, are collected at shared collection centers and returned to manufacturers, thus promoting the recovery and recycling of products in the industry overall. There are 35 collection sites and nine exchange centers for collected machines from Hokkaido to Okinawa, covering all of Japan.

Initiatives in Europe

In France, Konica Minolta Business Solutions France S.A.S. established CONIBI with joint investments from 17 office equipment manufacturers and contracted recovery operations to this joint company. CONIBI created its own free collection system and promotes the recycling of toner cartridges and consumables.

› CONIBI

Recycling Support at Customer Sites Due to Improvement of Deinking Process

In the European market, a deinking process is required for recycling printed copy paper. Konica Minolta Business Solutions Europe GmbH has been certified for deinking by the International Association of the Deinking Industry (INGEDE). Deinking enables high-level paper recycling and helps promote the effective use of resources.

Building a Recycling-Oriented Society

Developing Resource-Conserving Products

Basic Concept | Plan and Results | Konica Minolta's Approach | Recovery and Recycling of Used Products
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Turning Waste into High-Value Materials (High-Functionality Recycling)
Reduction of Use of Packaging Materials

Resource Savings through Process Transformation at Customers

Inkjet Textile Printer Reducing Use of Water Resources

The inkjet textile printer does not require the plate making and colored size mixing that is needed with conventional screen-printing. It also contributes to the reduction of resources usage and waste, since it enables on-demand production that uses only the amount of ink and material needed. Compared to conventional screen-printing, it reduces environmental impact significantly, with a 97% reduction in sizing usage, and a 62% reduction in water resources usage.



Nassenger SP-1 inkjet textile printer

Inkjet Press That Saves Resources During Printing

UV Inkjet Digital Press

Rising environmental awareness is driving demands for the field of commercial and industrial printing to break away from conventional methods where large amounts are printed and surplus is discarded. In the world of marketing, meanwhile, labels and packages for each event are being produced in small lots, and product/marketing strategies targeting individual consumers, such as including specific people's names, is gaining ground.
Konica Minolta's digital inkjet printer AccurioJet KM-1 produces high image quality comparable to that of conventional offset printing and can handle a wide range of printing papers. It enables production of printed matter in just the quantity needed, at the time needed, to suit the customer's exact needs. This, in turn, reduces environmental impact by minimizing waste. As one example, the printer has been equipped with ink consumption reduction mode, which helps to reduce ink waste. This solution also helps to reduce the labor-hours needed in the printing process due to its user-friendly operability, even for unskilled workers.



UV inkjet digital printer, AccurioJet KM-1e

Contributing to Resource Recycling through Sensing Technology

Konica Minolta's hyperspectral Imaging, a sensing technology for multi-wavelength spectroscopic measurement of the visible to infrared light range, makes the non-destructive identification of chemical substances possible. The technology can automate the identification of plastic materials for recycling and the inspection of foreign substances in food and pharmaceuticals, thereby helping to solve environmental problems and more effectively use resources.

The appropriate sorting of each material is important when recycling plastic products. Each plastic material has its own unique reflective properties, and the SPECIM FX-17 hyperspectral camera enables the identification of PET, PP, PVC, HDPE, PS, etc. at the raw material level. The SPECIM FX-50, which is photosensitive in the long wavelength part of the infrared region, can be used to accurately sort even black plastic materials, which had been difficult until now.

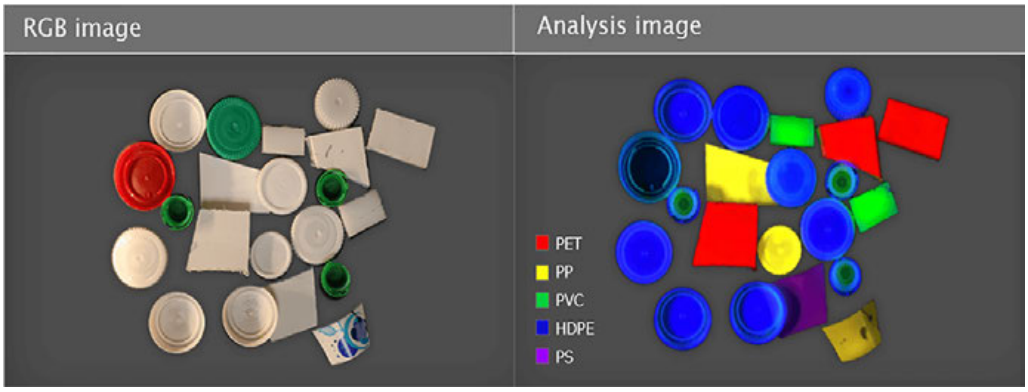


Image taken with Konica Minolta's hyperspectral camera

Making Office Equipment Smaller and Lighter

Making products smaller and lighter contributes greatly to reducing raw materials use and energy consumption during production as well as environmental impact during disposal. Through technical development leveraging its core technologies, Konica Minolta is working at reducing the size and weight of its office equipment while increasing their performance. It is also actively pursuing the development of new products with low environmental impact.

Example of product launched in 2021
The digital printing system AccurioPress C7100 offers automation, efficiency and skill-less functions on par with high-speed machines, but its width has been reduced by about 15% and its weight by about 25% compared to conventional machines.



Digital Printing System
AccurioPress C7100

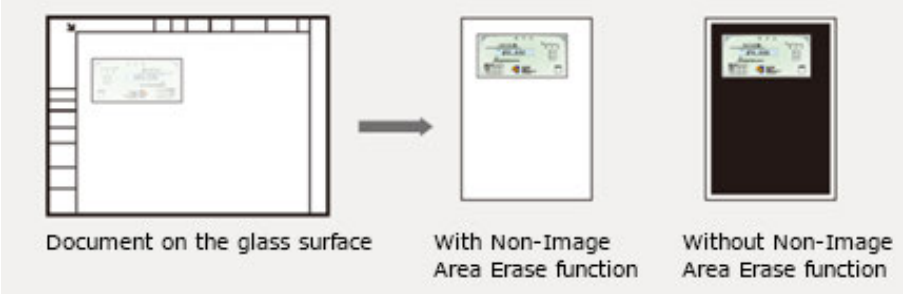
Longer Product Life for Office Equipment

The process unit required for Electrophotographic image forming for MFP has a limited lifespan and sometimes needs to be replaced. Konica Minolta has been working to extend the life of MFP drum units, which is particularly short. With the i-Series it has achieved a 20% longer lifespan compared to a previous model (C368). In addition, by also installing a mechanism to predict when the unit is likely to wear out, the customer can now replace the unit at the optimal point and avoid any image defects.

Conserving Resources with Office Equipment

Non-Image Area Erase function" Saves Toner

When copying a page from a thick book, the lid often needs to remain open, creating a black area around the document. With this function however, the printed page is automatically detected and the surrounding dark area is eliminated. This reduces unnecessary toner use.

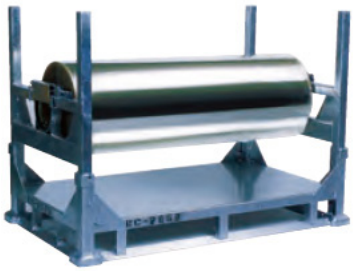


Conserving Resources with Functional Materials

Making Thinner TAC Films to Protect Liquid Crystal Polarizers

Konica Minolta has drawn on its strengths in film making technology to make increasingly thin TAC film, which protects polarizers in liquid crystal displays. This not only reduces the weight of IT products such as note PCs and smartphones, it also reduces the materials used, thereby contributing to resource conservation.

* TAC: Abbreviation for the substance triacetylcellulose



TAC film

Making Healthcare Products Lighter

Cassette Digital Radiography Systems

The AeroDR series of cassette digital radiography systems is compact, light, and easy to carry around. These products are contributing to the spread of digital radiography (DR), which reduces patients' exposure to X-rays compared to film radiography and enables the immediate display of high-precision images. As use increased, so did demand for even lighter models.
Accordingly, in December 2016, Konica Minolta launched the AeroDR fine, which, at 2.6 kg, is among the lightest wireless DR detectors.* The grip was improved so that the panel can be easily held with one hand, and the portable DR is now easier to carry around.

* As of November 28, 2016, among 14x17 inch wireless portable DRs.



AeroDR fine

Diagnostic Ultrasound Systems

The SONIMAGE HS1, launched in 2014, has a large market share in orthopedics and is highly regarded in the field of anesthesiology as well, thanks to its superior quality images featuring clear delineation of muscle, tendon, and nerve bundle, and its operability.
The SONIMAGE MX1, released in March 2018, inherits the technology of the HS1, and also features new technology. It is 4.5 kilograms, 43% lighter than the conventional model. *

* Conventional model: SONIMAGE HS1



SONIMAGE MX1

Basic Concept | Plan and Results | Konica Minolta's Approach | Recovery and Recycling of Used Products | **Developing Resource-Conserving Products** | Resource Conservation and Recycling in Production Operations | Turning Waste into High-Value Materials (Upcycling) | Reduction of Use of Packaging Materials

Building a Recycling-Oriented Society

Resource Conservation and Recycling in Production Operations

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Promoting Resource Conservation and Recycling at Production Sites

To promote waste reduction at its production sites, the Konica Minolta Group's environmental experts analyze the types and volumes of waste generated and propose measures appropriate for each site. Experts and personnel at each site use these proposals to simulate the reduction effects and implement the measures. The program is used not only to identify and implement waste reduction measures but also for on-site coaching and training to develop an environmental improvement perspective.

Additionally, the program identifies opportunities for improvement by assessing the level of energy conservation activities based on data and other factors, utilizing the Green Factory Guidelines. These guidelines are employed in Green Factory activities to simultaneously reduce environmental impact and costs at Konica Minolta production sites. The program also provides on-site training to further develop an energy improvement perspective.
In our Green Factory activities, we have set a 2% annual waste reduction target for our major production sites and are promoting their implementation and achievement. In fiscal 2023, we had set a target of reducing waste by a total of 0.2 thousand tons at our Group's production sites. However, measures to reduce material loss have been more effective, resulting in total waste reduction of 1.6 thousand tons.
Similarly, in our Green Factory activities, we also set a target of maintaining the final disposal rate at our major production sites at 0.5% or less, and we have confirmed that this target was maintained throughout fiscal 2023.

Konica Minolta has implemented various measures to reduce and recycle waste from production operations and aims to minimize external waste discharge, with the goal of creating a recycling-oriented society.

Examples of Main Measures

Reduce material loss	Improvement in materials, parts, and product yield rates
Reduce packaging materials	Switching to simple packaging, increasing quantities inside packages
Reuse packaging materials	Switching to reusable shipping containers within the company, between production sites, with parts suppliers, and between countries
Reduce mold scrap	Adoption of dies with no molding scrap, minimization and internal recycling of molding scrap
Reduce press scrap	Minimization of feed pitch
Reduce support materials	Reuse of cleaning solvents, reuse of molding machine oil
Reuse pallets	Switching to reusable pallets with parts suppliers, changing the size of pallets for parts and using them to ship products

Examples of Initiatives

Reducing the Amount of Waste Discharged by Applying the 3Rs to Plastic Mill Ends

Konica Minolta makes an active effort to apply the 3Rs (reduce, reuse, and recycle) to the mill ends generated at production sites in the molding processes for plastic parts. Konica Minolta Business Technologies (WUXI) Co., Ltd. and Konica Minolta Business Technologies (Dongguan) Co., Ltd., which are companies producing business technologies products in China, reduced their use of plastic raw material by developing and installing molding dies that do not generate mill ends.
They reduced the material input through the use of hot runners in molding dies, the minimization of runner sizes, and the pulverization and reuse of runner mill ends. Then, they made effective use of unneeded mill ends as material in such things as parts racks used in factories and parts boxes used in the shipment of parts from suppliers.

Reducing Packaging Material Waste

Konica Minolta is making efforts to reduce the disposal of packaging materials used at production sites when procuring materials and parts. For instance, it has simplified packaging, such as switching from stretch film for wrapping parts boxes together to packing belts that can be reused, and it has reduced the amount of packaging materials used by changing the number of units purchased when procuring materials to increase the number of units packed into boxes. Additionally, it has changed parts boxes from cardboard to reusable foldable boxes made using mill ends recycled from plastic parts. For parts procured overseas, interior materials of parts are returned to overseas suppliers for reuse and the same steel pallets used for overseas shipment from Japan are used for parts shipped to Japan from overseas, thereby reducing packaging materials both in Japan and overseas and reducing emissions. Konica Minolta Business Technologies (Malaysia) Sdn. Bhd., which assembles MFPs in Malaysia, uses ABS plastic recovered from used game machines as a material for containers used in procurement and in-process transport in an effort to efficiently use resources. In an effort to streamline logistics, Konica Minolta Business Technologies (Malaysia) established a Smart Industry Center (SIC) in January 2018, which brings together major suppliers in a suburb near its plant. The aim is to reduce packaging and make more effective use of resources. This is done by adopting recycled ABS resin for shared plastic pallets used when parts are delivered within the SIC and to the factory.

Reducing Wastewater Discharge

The Group is actively working to reduce wastewater generated in production processes. Konica Minolta Chemical Co., Ltd., which produces chemical products in Japan, is working to reduce the volume of its wastewater discharge. It is doing this by concentrating waste liquid using its own distillation equipment and treating some of the wastewater at the company's own wastewater treatment facility.

Lowering Defect Rates Using Production Data

Konica Minolta is striving to improve its product defect rates by utilizing various data gathered from production facilities for quality improvement. Konica Minolta Mechatronics Co., Ltd., the mother plant for Konica Minolta's digital manufacturing, is collecting various data by monitoring production equipment and product inspections as necessary. This enables the detection of data parameters that strongly correlate with the occurrence of product defects. By checking for changes in these parameters, the company aims to achieve highly efficient manufacturing that helps prevent the occurrence of defects. Implementation of these efforts is being accelerated at all Konica Minolta production sites.

Using Fewer Pallets for Shipments

In the U.S., Konica Minolta Supplies Manufacturing (USA), which produces consumables for Business Technologies, changed its design for product loading volume on wood pallets used when shipping products. The company is improving the number of products loaded per pallet and reducing the amount of wood pallets used.

Building a Recycling-Oriented Society

Turning Waste into High-Value Materials (High-Functionality Recycling)

Basic Concept | Plan and Results | Konica Minolta's Approach | Recovery and Recycling of Used Products
Developing Resource-Conserving Products | Resource Conservation and Recycling in Production Operations
Turning Waste into High-Value Materials (High-Functionality Recycling)
Reduction of Use of Packaging Materials

Incorporating Resource Saving and Circular Economy Concepts in Products

High-Functionality Recycling That Increases the Value of Materials (Application of Recycled Materials)

Konica Minolta views plastic as one of the high-risk materials due to the fact that its raw material, petroleum, is a finite natural resource, and because ocean plastic pollution has become a major public concern. In order to use post-consumer recycled plastic (PCR) for MFP parts, which require a high degree of functionality, Konica Minolta is actively working on technology development to produce high-functionality recycled plastic and is expanding recycled plastic use in many products. Sales of products utilizing these high-functionality recycling technologies were approximately 440 billion yen in fiscal 2022. This represents 66% of our Digital Workplace and Professional Printing business sales.

Recycling Used PET Bottles and PC Gallon Bottles into an Outer Casing Material for MFPs

Konica Minolta has been striving to develop innovative technologies to recycle various kinds of plastic. In addition to transforming PET and PC plastic from beverage bottles and gallon jugs into exterior materials for MFPs, the company is also recycling ABS resin recovered from used game machines into inner casing materials. The company has developed technologies that ensure that the recycled plastic components have the necessary strength, flame resistance and molding usability. Now, it has taken its chemical processing technology even further. For MFP products launched in fiscal 2019, the percentage of PCR* was raised to about 70% for PC/PET plastic in exterior materials and to about 95% for ABS plastic in inner casing materials. As a result, the use of recycled materials has increased to about 25% for total resin content by weight in the MFP main body.

* Percentage of post-consumer recycling (PCR): The percentage of material collected from the market that is used in recycled raw materials.





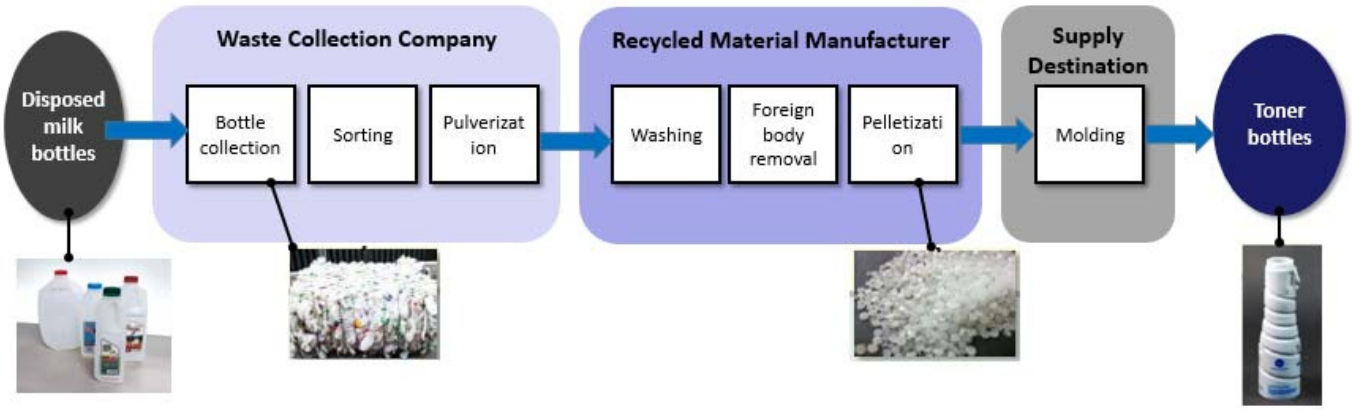
Bizhub C360i series using recycled PC/PET

Recycling Used Milk Bottles into Toner Bottles

Konica Minolta recycles milk containers made from polyethylene and turns them into toner bottles for MFPs. It developed washing technology that removes the smell of milk and minute cells that would lead to quality degradation and established a mass production system in Mexico and Malaysia. The company has succeeded in raising the percentage of PCR in the raw material used for toner containers to 40% and intends to increase it to 100% in the future.



Toner bottles made from recycled material



Milk Bottle Recycling Process

Basic Concept | Plan and Results | Konica Minolta's Approach | Recovery and Recycling of Used Products | Developing Resource-Conserving Products | Resource Conservation and Recycling in Production Operations | **Turning Waste into High-Value Materials (Upcycling)** | Reduction of Use of Packaging Materials

Building a Recycling-Oriented Society

Reduction of Use of Packaging Materials

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Reduction of Use of Packaging Materials

Konica Minolta is actively working to reduce the environmental impact of packaging materials through improved design and recycling.

Major Initiatives

Reduction of Use of Packaging Materials

In order to substantially reduce the use of packaging materials for its office multi-function peripherals (MFPs) and production printing machines, Konica Minolta is developing new buffer materials, as well as optimizing technologies for conventional buffer materials and expanding their use.

In 2019, Konica Minolta developed a new air cushioning material* that converts the various impact energies produced during transport into heat energy and succeeded in increasing the cushioning efficiency. Compared to conventional packaging from 2005, new packaging that includes this cushioning material uses 83% less styrene foam by weight ratio.

In addition to developing its own technologies, the company has also worked to reduce the use of styrene foam with packaging designs that replace styrene foam with cardboard using TOTO LTD. cardboard cushioning technology (PAT P6362025).

This improvement resulted in smaller packing boxes and a substantial reduction in the use of styrene foam, contributing to greater transportation efficiency, which in turn helped to substantially reduce CO_2 emissions during distribution.

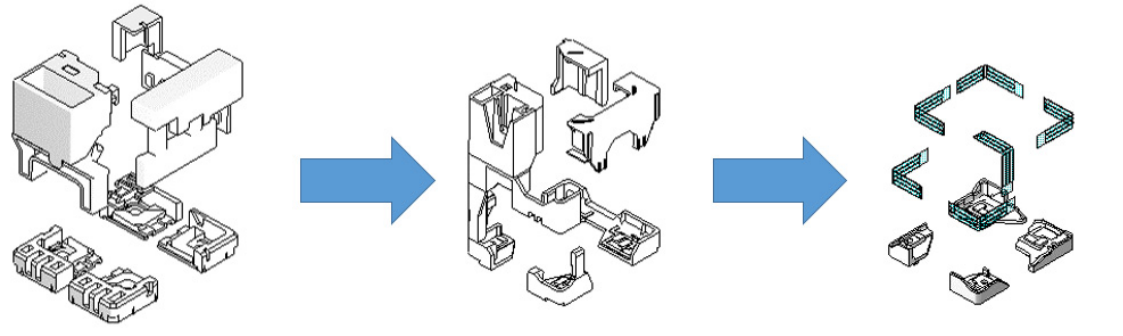
The various initiatives undertaken in 2023 reduce the environmental impact of the company's packaging throughout the entire supply chain from procurement, assembly, distribution, recovery and recycling by the equivalent of approximately 1,200 tons in CO_2 emissions per year.

In order to expand the effects, in addition to increasing the types of office MFPs covered by these initiatives, the company also expanded it to peripheral equipment and consumables.

*The new air cushioning material won various awards from the Japan Productivity Center. It also won the President's Award, one of the top-ranked Japan Star awards, at the Japan Packaging Contest 2019 sponsored by the Japan Packaging institute. In fiscal 2020, it won the 44th Kinoshita Award in the improvement and rationalization category.

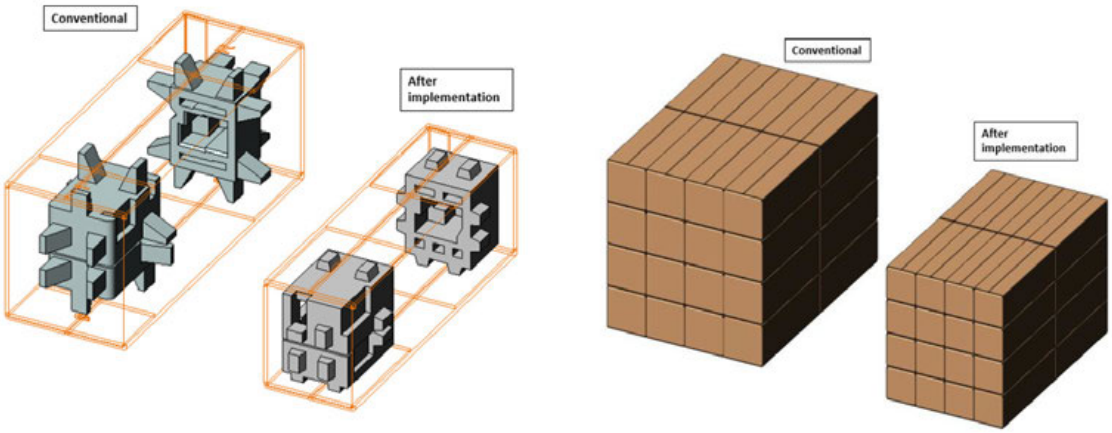
GOOD PACKAGING

Example of downsized packaging for office MFPs and the application of new air cushioning material



2005	2016 Cushioning material weight: Reduced 58%	2019 Cushioning material weight: Reduced 83%

Example of downsized packaging for consumables



Recycling Used Packaging Materials

Konica Minolta's sales companies worldwide are also working hard to recycle used packaging materials. Konica Minolta Business Solutions (UK) Ltd., a sales company in the UK, established the "Greenhub" recycling center inside its logistics warehouse. It separates used packaging materials for MFPs and production printing machines into cardboard, styrene foam, film, and wood, and then sells them to a local recycling operator as material for recycling. In the Greenhub, it pulverizes and compresses styrene foam, which has poor transportation efficiency due to its large volume relative to weight, in an effort to reduce environmental impact associated with its transportation. The Group is carrying out similar initiatives at sales companies in France, Belgium, Germany, Japan and China.



Foamed polystyrene crusher

Basic Concept | Plan and Results | Konica Minolta's Approach | Recovery and Recycling of Used Products | Developing Resource-Conserving Products | Resource Conservation and Recycling in Production Operations | Turning Waste into High-Value Materials (Upcycling) | **Reduction of Use of Packaging Materials**

Ensuring Product and Chemical Substance Safety

Basic Concept

Basic Concept | Systems for Eliminating Chemical Substance Risks | Green Procurement System
Management of Chemical Substances in Products

Basic Concept

Working on reducing chemical risks based on the concept of the precautionary principle

There is international consensus on the need for companies that manufacture and use chemical substances to take steps to minimize the adverse effects of chemicals, not only on human health, but also on the environment. Based on this shared perception, many countries around the world are revising their regulations concerning chemical substances. Having taken a position in advance of this new international current, and based on a concept known as the "precautionary principle," Konica Minolta has focused on enhancing its advance evaluation of chemical risks, reducing the emission of harmful substances into the atmosphere, and eliminating hazardous substances from production processes and products to improve safety management for workers and product users.

Basic Concept | Systems for Eliminating Chemical Substance Risks | Green Procurement System
Management of Chemical Substances in Products

Ensuring Product and Chemical Substance Safety

Systems for Eliminating Chemical Substance Risks

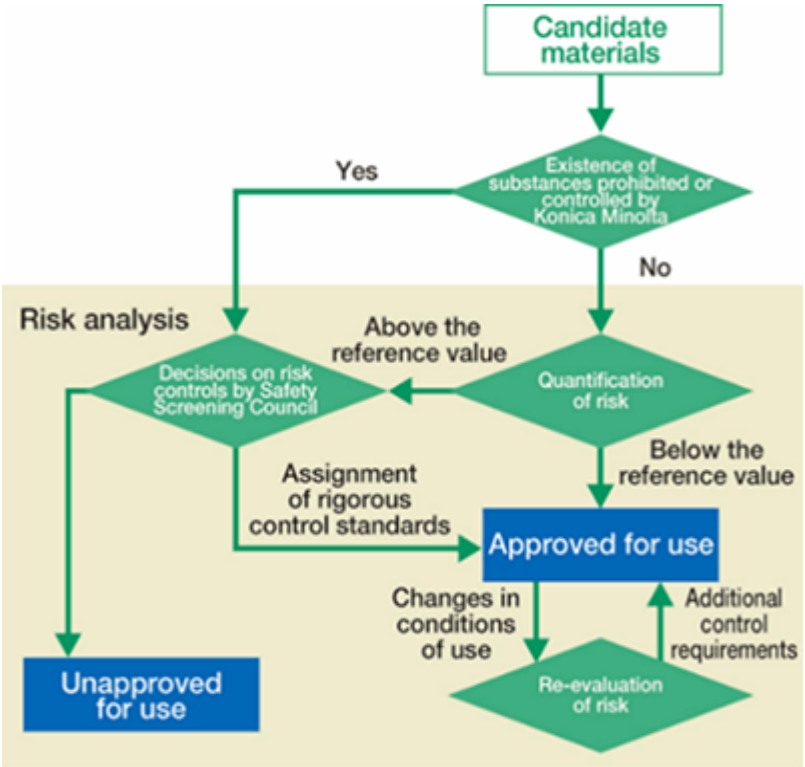
Basic Concept | Systems for Eliminating Chemical Substance Risks | Green Procurement System
Management of Chemical Substances in Products

Prior Risk Assessment of Chemical Substances

Using its unique safety verification system to achieve the appropriate management of chemicals

Risk assessment of candidate materials using a safety verification system

Konica Minolta has established a safety verification system that assesses the risk of candidate materials when considering the use of new chemicals in the process of creating products. Using this system, the Group practices appropriate management based on comprehensive chemical risk assessment in terms of product safety, environmental safety, and work safety.



Designation of prohibited and restricted chemical substances

Konica Minolta designates prohibited and restricted chemicals based on its own criteria in order to eliminate chemicals with unacceptable hazards in the prior risk assessment carried out before the adoption of a chemical substance. These criteria include not only chemicals regulated by law, but also chemicals recognized as significantly hazardous by specialized institutions.

Calculating risk points for chemicals

Konica Minolta calculates points for the hazard risk of substances based on a unique calculation method used in its safety verification system. This quantifies the hazardousness based on three factors: (1) type and degree of hazardousness; (2) level of safety measures; and (3) amount used. Using these numbers, it is possible to compare different types of risks—such as the danger of an explosion or serious health effects such as carcinogenicity—on the same scale. In this way, Konica Minolta quantitatively assesses the risks of hazardousness in chemicals.

Risk management that envisions substance usage

Since risks differ depending on the form of exposure, Konica Minolta classifies substances into five categories that envision usage, ranging from use under strict safety controls (e.g., at production sites) to use by the general public, which cannot be assumed to take safety measures. It then specifies safety requirements according to the different risks in order to carry out more practical risk management.
When there is a necessity to use highly hazardous chemicals, Konica Minolta holds a safety determination meeting to stipulate rigorous management conditions for minimizing risks in terms of procurement, storage, handling, and disposal.

Risk assessment during continual use

Even after incorporating a chemical into the production process following risk assessment, Konica Minolta checks periodically to make sure that there are no changes in the amount used or the conditions of use. If there are any changes, a risk assessment is performed again to ensure appropriate management.

Reducing Chemicals

Reducing VOCs based on Konica Minolta's own risk management indicators

Konica Minolta assesses risk based on a chemical's hazardousness and amount of use and is committed to finding alternatives and reducing those substances judged to have a high risk. Since 1993 it has been making efforts to reduce atmospheric emissions of volatile organic compounds (VOCs) from production sites worldwide. It identified VOCs with particularly high risks for full phase-out, and has maintained the full phase-out status for those identified items.

Reducing atmospheric emissions of VOCs

Konica Minolta is systematically reducing VOCs in line with its own environmental impact index, which multiplies the impact on the human body and the environment by a location coefficient as a management indicator. Each site has established reduction goals in line with the Sustainable Factory Certification System and is working to achieve them.

See Environmental Data (Excel) in ESG Data for more information

Calculation of Environmental Impact Index

	Hazard coefficient	Example of substances
Substances that pose a risk to human health	×100	1, 2-dichloroethane
Substances that pose a risk to ecosystems Substances that pose a risk of atmospheric pollution	×10	dichloromethane, ethyl acrylate, n-heptane
Substances that pose a risk of having an indirect adverse impact on the environment	×1	isopropyl alcohol, methanol, ethanol, acetone, ethyl acetate

* Environmental impact index: An index unique to Konica Minolta.
Environmental impact index (point) = Atmospheric emissions of VOCs [t] × Hazard coefficient × Location coefficient
Hazard coefficient: Set at 1-fold, 10-fold, or 100-fold depending on the severity of the impact on human health and the environment (set independently by Konica Minolta based on the coefficient used in the safety evaluations conducted by Kanagawa Prefecture in Japan)
Location coefficient: Outside the industrial park: 5; inside the industrial park: 1

Countermeasures against Contamination of Soil and Ground Water

Striving to manage the state of contamination through regular monitoring, to facilitate cleanup, and to prevent the spread of contamination

Konica Minolta has implemented countermeasures at sites where soil or ground water contamination has been identified to ensure that the contaminants do not affect the surrounding environment. This is followed up by periodic observation and strict management.
The Group has organized a specialist team to manage remediation of polluted sites and to prevent the spread of contamination. Detailed surveys conducted under the team's supervision serve as the basis for developing countermeasures and examining suitable purification technologies.
The Group reports the results of its observations and remediation efforts to local government agencies.

Summary of Contaminated Soil or Ground Water at Operation Sites

Dealing with Asbestos

Konica Minolta is conducting a survey into the usage of sprayed asbestos in the buildings of all its sites and affiliated companies in Japan. It had confirmed that there are no health risks for exposure to residual asbestos. Going forward, it will continue to systematically remove the asbestos.

Dealing with PCBs (Condition of Storage)

Konica Minolta takes steps for the proper storage and management of PCB wastes kept in all its sites and affiliated companies in Japan to prevent leakage. It also reports the condition of storage to the government in accordance with the law. Since fiscal 2007, it has been commissioning the disposal of wastes with high concentrations of PCBs to JESCO,* completing this disposal in fiscal 2021. The Group will continue efforts to replace and dispose of equipment for which low-concentration PCB contamination is a concern by the end of fiscal 2027, the deadline for treatment.

* JESCO: Japan Environmental Storage & Safety Corporation

Ensuring Product and Chemical Substance Safety

Green Procurement System

Basic Concept | Systems for Eliminating Chemical Substance Risks | Green Procurement System | Management of Chemical Substances in Products

Implementing green procurement to assess the chemical constituents of parts and components and give preference to those with the least environmental impact

Green Procurement System

Konica Minolta operates a Green Procurement System in compliance with laws and regulations for chemical substances.

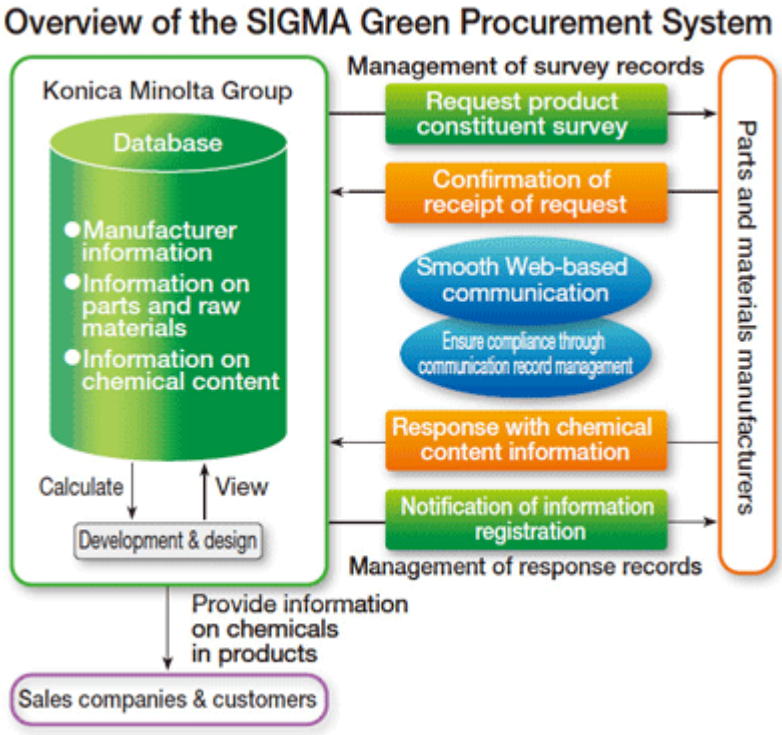
In the operation of the SIGMA Green Procurement System, the Group ensures its compliance with the RoHS directive,*1 and also rapidly complies with more stringent regulations on chemical substances in products by expanding its coverage to include substances of very high concern (SVHCs) on the candidate list for authorization and other substances restricted under REACH regulations.*2 Through these efforts in assessment and management of chemical substances in products, the Group is keeping an eye on trends in regulations and alternative technologies and is working on plans to eliminate hazardous materials in order to be sure it avoids risks.

In addition, in order to ease the workload of suppliers, the Group uses the chemSHERPA*3 scheme to define the substances covered in its survey. Moreover, the Group regularly provides information on trends in environmental laws and regulations (revision of the Green Procurement Guidelines) to its suppliers to ensure understanding of Konica Minolta's initiatives.

*1 RoHS directive: Directive on the restriction of the use of certain hazardous substances in electrical and electronic equipment

*2 REACH regulations: Regulations enacted by the EU in June 2007 concerning the registration, evaluation, authorization and restriction of chemicals, to consolidate existing regulations concerning chemical substances.

*3 chemSHERPA: A scheme developed by Japan's Ministry of Economy, Trade and Industry to facilitate the sharing of information on chemical substances contained in products in the supply chain. The Joint Article Management Promotion-consortium is responsible for its administration.



Main Features

- Japanese, English and Chinese language support
- Supports a standard chemical substance survey (chemSHERPA)
- Checking for prohibited substances and collection of information on reported substances in products
- Sharing of information from surveys and responses with business partners
- Storage of communication records in databases ensures compliance through tracking
- Simplifies the response to changes in regulations and substances subject to control

Green Procurement Guidelines (Japanese, English, Chinese)

Environmental Collaboration

The Business Technologies Business has built strong partnerships through the Environmental Collaboration initiative to strengthen suppliers' environmental management.
This is an initiative to help suppliers develop independent environmental management.
In addition to guidance on chemical substance management and document management including of measurement results and material information,
Konica Minolta also provides education to suppliers' employees and certifies those who pass as internal evaluators for suppliers.
We also perform QC environmental diagnosis for new business sites and provide guidance based on the results.

Basic Concept | Systems for Eliminating Chemical Substance Risks | **Green Procurement System** | Management of Chemical Substances in Products

Ensuring Product and Chemical Substance Safety

Management of Chemical Substances in Products

Basic Concept | Systems for Eliminating Chemical Substance Risks | Green Procurement System
Management of Chemical Substances in Products

Management of Chemical Substances in Products

Konica Minolta manufactures and sells office equipment such as digital MFPs and printers, industrial printers, and chemical products such as toner and ink, which are consumables for the aforementioned products, as well as medical devices, measuring instruments, optical components, and performance materials. As chemical substances regulations for products have been tightened around the world, the Group has not only ensured its compliance with the law but also has established internal standards that ensure the environmental performance and safety of products, thereby practicing the appropriate management of chemical substances so that it can grow its business in these diverse products globally.

Compliance with the RoHS Directive*1

Since the European RoHS Directive, which restricts the amount of specified hazardous substances that can be contained in products, came into effect in 2006, voices calling for compliance with the directive have spread to regions other than Europe. The scope of the directive has also been expanded step by step, with medical devices and control and monitoring devices becoming subject to the directive in 2014.
Konica Minolta has managed chemical substances based on the RoHS Directive since the directive first came into effect. In 2011, with the revisions made to the Directive, the Group reviewed its system for the management of chemical substances and made a declaration of conformity with the revised standards.
The RoHS Directive has become stricter due to revisions such as the addition of specific phthalates (2019) to restricted substances and the expiry of exemptions. Konica Minolta has already complied with the changes and will continue to grasp the trend of upcoming revisions accurately and take systematic steps to remain in compliance.

*1 RoHS Directive: A directive relating to restrictions on the use of specified hazardous substances contained in electrical and electronic devices

Compliance with REACH Regulations*2

European REACH regulations are comprehensive regulations on the management of chemical substances covering registration, evaluation, authorization, and restrictions when using any chemical substances, whether existing or new. The regulations apply to chemical substances included not only in chemical goods, but also various articles (e.g., devices and molded items). Since coming into effect in 2007, they have been put into force in a phased manner.
Konica Minolta systematically registered substances that only have preliminary registration as chemical goods in order to comply with the regulations. Then, it completed registration by the end of the registration period on May 31, 2018. With respect to articles, the company carefully monitors the authorization candidate substances (substances of very high concern [SVHC]) that are periodically added and investigates matters concerning their use as part of the Group's green procurement surveys. The Group properly manages information for articles containing more than 0.1% of a substance and has also been registering SVHC content information in a public database since January 2021.

*2 REACH regulations: Regulation on Registration, Evaluation, Authorization and Restriction of Chemicals

Compliance with IEC 62474

Based on the regulated substances and substance groups that are included in the Declarable Substance List (DSL) of IEC 62474 (Material Declaration for Products of and for the Electrotechnical Industry) created by the International Electrotechnical Commission (IEC), Konica Minolta has establisihed standards for prohibited and monitored substances used in its equipment products, and fulfills its compliance obligations with regard to the regulations of each country. Though IEC 62474 contains many substances that are not regulated by law, Konica Minolta is systematically working to eliminate these.

Response to Toxic Substances Control Act (TSCA)

Up until now, the TSCA* in the United States governed chemical products, but, starting in 2021, it will also be applied in stages to chemical substances included in articles (equipment, molded products, etc.), in addition to chemical products. Konica Minolta systematically complies with this regulation.

* The Toxic Substances Control Act (TSCA) is a US law intended to control the harmful chemical substances under the jurisdiction of the Environmental Protection Agency (EPA) and prevent risks to people's health and the environment.

Basic Concept | Systems for Eliminating Chemical Substance Risks | Green Procurement System | **Management of Chemical Substances in Products**

Biodiversity and Water Resources

Basic Concept

Basic Concept | Consideration of Biodiversity/Water Resources in Production Activities
Contributing to Biodiversity through Products | Forest Preservation and Restoration Activities

Basic Concept

Recognizing that biodiversity, the foundation for the bountiful lives people enjoy, is facing critical challenges, Konica Minolta maintains a deep awareness of the impact its business activities have on biodiversity and its dependence on the bounty of nature. The Company takes steps to conserve biodiversity and ensure its sustainable use.
Konica Minolta supports the goals of a “nature positive” and “zero deforestation” society sought by the international community and promotes efforts to reduce the impact of its business activities on biodiversity by monitoring biodiversity risks and collaborating with various stakeholders.
To clarify its position on its dependency on and the impact of natural capital on business, its assessment of such, and its commitment to addressing opportunities and risks, Konica Minolta supports the ideals of the Task Force on Nature-related Financial Disclosures (TNFD). In January 2024, Konica Minolta registered as a TNFD early adopter company at the World Economic Forum’s annual meeting in Switzerland. Konica Minolta aims to gain deeper insight into the relationship between its business activities and biodiversity, enhance its information disclosure based on the new framework, and introduce new assessment methods.

Konica Minolta has established the Konica Minolta Group Charter of Corporate Behavior as principles of action that embody the Konica Minolta Philosophy, which includes our philosophy and management vision and is approved by the Board of Directors. The Charter of Corporate Behavior expresses Konica Minolta’s basic approach to activities that contribute to reducing its impact on ecosystems while conserving biodiversity.

Under its long-term environmental vision, Eco Vision 2050, Konica Minolta is committed to restoring and preserving biodiversity, aiming “toward zero use of natural resources by reducing natural resource use in our products by 90% or more by 2050” and “maximizing our contribution to reducing global resources in products other than our own.”

As a result of conducting natural scenario analysis in accordance with TNFD, we have identified the use of global resources, including natural resources and plastics, as a priority area for immediate action and have incorporated it into medium- to long-term quantitative targets. Konica Minolta will enhance core technologies developed through the integration of AI and technologies spanning business areas, aiming to minimize global resource usage in its products and increase contributions from customers and suppliers towards reducing global resource use.

We have established management indicators in the Medium-Term Environmental Plan 2025, which is linked to our Medium-term Business Plan (2023-2025), as milestones for achieving these long-term targets. Konica Minolta aims to reduce global resource usage by its products by 20% and achieve a 400,000-ton reduction in global resource usage for its customers and society from sources other than its own products. The Company formulates annual plans, conducts quarterly progress checks, and considers additional measures as necessary.

Utilizing the Ecological Service Review (ESR) for companies, developed based on the Millennium Ecosystem Assessment—an environmental assessment conducted under the auspices of the United Nations—Konica Minolta identified business activities that depend on and impact ecosystems across all its Group businesses worldwide. The Company then created a “relationship map” that summarizes, by product life cycle stage (upstream raw materials procurement, downstream transportation and sales, product use and maintenance, recovery and recycling, and design and operations), the benefits that its business activities obtain from the ecosystem (INPUT) as well as the impact they have on it (OUTPUT). The map is evaluated to identify specific items to be addressed. As a result, Konica Minolta has confirmed that its operations (design and manufacturing) have a high dependency on and impact on ecosystem services, and it does not operate near important biodiversity hotspots domestically or overseas.

Based on the results of the natural scenario analysis conducted in accordance with the TNFD framework, the Company will manage its business activities with full consideration given to their impact on the ecosystem. If it anticipates a significant impact, the Company will strive to minimize and restore it. These efforts will promote biodiversity preservation initiatives not only within its business but also through cooperation with a wide range of external parties, including suppliers, business partners, and customers, via our supply of product solutions.

Biodiversity and Water Resources

Consideration of Biodiversity/Water Resources in Production Activities

Basic Concept | Consideration of Biodiversity/Water Resources in Production Activities
Contributing to Biodiversity through Products | Forest Preservation and Restoration Activities

Consideration of Biodiversity at Production Sites

Efforts to Fulfill the Guidelines for Biodiversity

Konica Minolta is working to preserve biodiversity as part of its unique Green Factory Certification System for comprehensive evaluation of the environmental activities of its production sites. In 2011, it established Guidelines for Biodiversity Preservation that sets targets and standards for items that we evaluated and identified as having a high impact and dependence on biodiversity in our business activities. The Guidelines were incorporated as one of its standards for the Green Factory Certification System. In 2020, Konica Minolta reviewed its Guidelines, expanded the requirements to 48 items, and established the green factory guidelines for water resources and biodiversity to strengthen its standards. Konica Minolta has asked that all of its key production sites comply with these guidelines. The Company will further deepen its coordination with stakeholders such as business partners and the community, contribute to the local environment on a broader scale, and resolve social issues.

Green Factory Guidelines for Water Resources and Biodiversity <Extracted>

<Consideration of water resources>

- Reduction targets are set for total water withdrawal, or for water used on site, and reduction measures are implemented
- If groundwater is used, measures must be taken to reduce the amount used

<Consideration of wastewater>

- In order to prevent ecological damage to rivers and lakes, a risk management system must be established to eliminate highly polluted wastewater
- Checks are in place to determine the impact on ecosystems such as aquatic habitats of wastewater emitted into public water areas

<Proper management of greenery at factories>

- Invasive alien species that are likely to have a negative impact on ecosystems are not planted or sown on the factory's premises
- When planting trees on factory grounds, management and protection must be accorded to any rare species that are discovered

Consideration of Water Resources

Konica Minolta monitors and manages the volume of water use at each site and strives to reduce its total water consumption in line with the reduction targets it has established.
Konica Minolta's key production sites around the world have set targets for reducing water intake and are working to reduce water use under the Green Factory Guidelines for water resources and biodiversity, which are part of the Green Factory Certification System. In fiscal 2023, a water intake reduction target of 439,000m^3 compared to fiscal 2015 was set. As a result of initiatives taken by production sites, water intake was reduced by 439,000m^3 compared to fiscal 2015 levels.
To promote a reduction in water consumption at its production sites, the Konica Minolta Group's environmental experts analyze water consumption and usage at these sites and propose measures appropriate for each one. Environmental experts and personnel at each site use these proposals to simulate the reduction effects. The program not only identifies and implements measures to reduce water consumption but also includes on-site coaching and training to develop an environmental improvement perspective.
Thanks to this initiative, the company has simultaneously reduced both environmental impact and costs at its production sites. Additionally, the program is used to identify opportunities for improvement by assessing the level of water consumption reduction activities based on data and other factors, utilizing the Green Factory Guidelines. The guidelines are employed in Green Factory activities and also support on-site coaching and training to further develop an environmental improvement perspective.
A key initiative at Konica Minolta's production sites is water recycling measures. Konica Minolta's key production sites are also reviewing their use of water in plants and working to make reductions. After considering the impact on users and the backup system in the event of problems, the sites decided to reuse drain water, which has relatively few impurities and is easy to reuse, as a supplementary feed for the cooling tower. Addiional measures include reducing the volume of heated water used and the energy required to produce the heated water, such as changing temperature controls to only steam rather than a two-stage control process involving steam and hot water during in-process regulation of reaction temperatures. The sites are also working to save water through other detailed efforts. These include reducing tool cleaning frequency by coating mesh surfaces on tools so material is less likely to adhere, and moving away from equipment cleaning using water to cleaning with automatically dispersed compressed air. Moreover, sites are collecting rainwater for use in cooling towers. They are also working to efficiently use water resources outside of the production process as well through measures such as installing water-saving faucet valves, checking for leakage from piping and repairing piping damage.
In fiscal 2013, the Group adopted an analysis method using the WRI[*1] AQUEDUCT[*2] to conduct a comprehensive risk assessment on usage of water resources at production and R&D sites and major suppliers around the world, and confirms water risk levels every year. In fiscal 2022, the Group evaluated ten new suppliers, and no sites were rated as having an extremely high Overall Water Risk.
There was one site that was assessed as having high water stress, but sales at this site account for less than 1% of the Group's overall sales. Water intake at this site in fiscal 2023 was 69,000m^3 and water consumption was 12,000m^3. With a target of reducing water intake by 600m^3 annually, the Group reduced product cleaning water by improving yields and introduced water-saving faucets for all lifestyle water faucets. As a result, water intake was reduced by 800m^3 in fiscal 2023.
In the future, the Group will continue to conduct water risk assessments when establishing new sites and changing the business environment, and it will take measures to reduce water use as necessary.
Additionally, production sites that use groundwater as their main intake source have set reduction targets with an indicator of the percentage of groundwater use accounted for in production output (i.e., per unit of production). They are making efforts to reduce the use of groundwater, such as by turning off the supply of cooling water when production is stopped.

*1 WRI (World Resources Institute)

*2 Aqueduct: World maps and information showing the latest water risks published by the WRI. Produced based on 12 key water risk indicators such as physical water stress and regulatory risk related to water resources.

Consideration of Wastewater



Konica Minolta regularly conducts compliance assessments on a global basis to confirm the status of compliance with laws, ordinances, agreements, and other relevant regulations related to effluent, with the aim of preventing water pollution from effluent.

The Group has introduced WET* assessments using bioassays (biological response) to assess the effect of effluent on the ecosystem at production sites that release effluent used in the production process into rivers. With the cooperation of Japan's National Institute for Environmental Studies, the Group conducted tests using three aquatic species (algae, crustaceans, and fish). The results indicated that there was no negative impact (algae: inhibition of growth; crustaceans: inhibition of breeding; fish: reduced hatching rate or reduced survival rate after hatching) on any of the three test organisms.

* WET (Whole Effluent Toxicity): A method that assesses the aggregate toxic effect of wastewater on aquatic life rather than the evaluation of individual chemical substances. Unlike conventional effluent management methods, it enables holistic assessment of the effect of an effluent, detecting impact caused by any non-regulated chemical substance or the combined impact of multiple substances.

Proper Management of Greenery at Factories

Konica Minolta practices proper management of greenery on the grounds of the Group's production sites. By preparing greenery management lists for each site and conducting periodic checks, it makes sure that there are no invasive species, including sowing seeds.

Additionally, when rare species are discovered at a site, efforts are made to protect the species by making employees and visitors aware of its presence by putting up signs and fences. For instance, the Tokyo Site Hino is managing and protecting Golden Orchid (*Cephalanthera falcata*) which are endangered species.





Golden orchid at the Tokyo Site Hino

Consideration of Biodiversity in Procurement

In the Group’s procurement activities, Konica Minolta aims to help build a sustainable society by building strong relationships with business partners to fulfill social responsibilities, based on transparency and fairness. In order to reduce the impact of its procurement activities on ecosystems, Konica Minolta has set an example by establishing a procurement policy. It has established a Supplier Code of Conduct and asks that business partners cooperate to minimize the negative effect on natural resources.
Konica Minolta also promotes Green Supplier Activities to reduce environmental impact while also reducing costs in order to provide suppliers with the environmental technology and expertise it has amassed in its Green Factory activities. In these activities, Konica Minolta’s environmental experts visit suppliers and consider and implement measures to reduce water use. Konica Minolta asks that its suppliers manage water appropriately by complying with the Konica Minolta Supply Chain Code of Conduct, based on its CSR procurement program.
In addition, Kinko's Japan, a sales subsidiary in Japan, has acquired CoC certification, a certification for the management of FSC®(Forest Stewardship Council) processing and distribution processes, and provides printed materials with the FSC certification mark through on-demand printing.

Basic Concept | Consideration of Biodiversity/Water Resources in Production Activities | Contributing to Biodiversity through Products | Forest Preservation and Restoration Activities

Biodiversity and Water Resources

Contributing to Biodiversity through Products

Basic Concept | Consideration of Biodiversity/Water Resources in Production Activities
Contributing to Biodiversity through Products | Forest Preservation and Restoration Activities

Chlorophyll Meters Contributing to the Management of Effects on the Environment from Chemical Fertilizers

The chlorophyll meter developed by Konica Minolta easily measures in a non-destructive manner the amount of chlorophyll in crops such as rice, wheat, and corn without damaging the plants. Periodically measuring the amount of chlorophyll makes it possible to practice appropriate fertilizer management according to the growth situation.
In this way, Konica Minolta contributes to the implementation of agriculture that is friendly on the surrounding biodiversity by avoiding the effects of over-fertilization on the ecosystem, including the soil and groundwater.


SPAD-502Plus chlorophyll meter

Evaluating Light Sources Related to Plant Growth

LED and organic EL technologies are attracting attention as next-generation lighting products. LED in particular has spread not only to general lighting, but also to plant-growing facilities.
The Spectrophotometer CL-500A produced by Konica Minolta can help manage lighting in plant-growing facilities. It can also measure photosynthetic photon flux density (PPFD) and the illuminance spectral waveform of light sources, in applications related to plant cultivation.


Spectrophotometer CL-500A

- Developing Resource-Conserving Products
- Turning Waste into High-Value Materials (High-Functionality Recycling)
- Recovery and Recycling of Used Products

Biodiversity and Water Resources

Forest Preservation and Restoration Activities

Basic Concept | Consideration of Biodiversity/Water Resources in Production Activities
Contributing to Biodiversity through Products | Forest Preservation and Restoration Activities

Forest Preservation and Restoration Activities

Basic Concept

Konica Minolta supports the international community's goal of creating a "Nature Positive" and "Zero Deforestation" society. It will actively promote efforts to monitor biodiversity risks and reduce the impact of its business activities on biodiversity in collaboration with various stakeholders.
Konica Minolta has established the Konica Minolta Group Charter of Corporate Behavior, outlining principles that embody its management philosophy and vision, with the approval of the Board of Directors. The Charter details Konica Minolta's fundamental approach to reducing its impact on the ecosystem to protect and preserve biodiversity. Additionally, in its long-term environmental vision, Eco Vision 2050, Konica Minolta commits to "work for the restoration and preservation of biodiversity."
In accordance with the TNFD, Konica Minolta will perform natural scenario analyses to gain a deeper understanding of the relationship between its business activities and biodiversity. The Company will fully consider its impact on ecosystems and, when it expects a significant impact on vital ecosystems, take steps to minimize its impact and restore these ecosystems. In taking these initiatives, the Company will promote the preservation of biodiversity not only through its business, but also in collaboration with its suppliers, business partners, and customers through the product solutions it provides.

Forest Preservation and Restoration Activities

Konica Minolta is engaged in activities worldwide that contribute to forest preservation and reforestation.

For more information on these initiatives, click here.
Contributing to Society › Environmental Actions in the Society

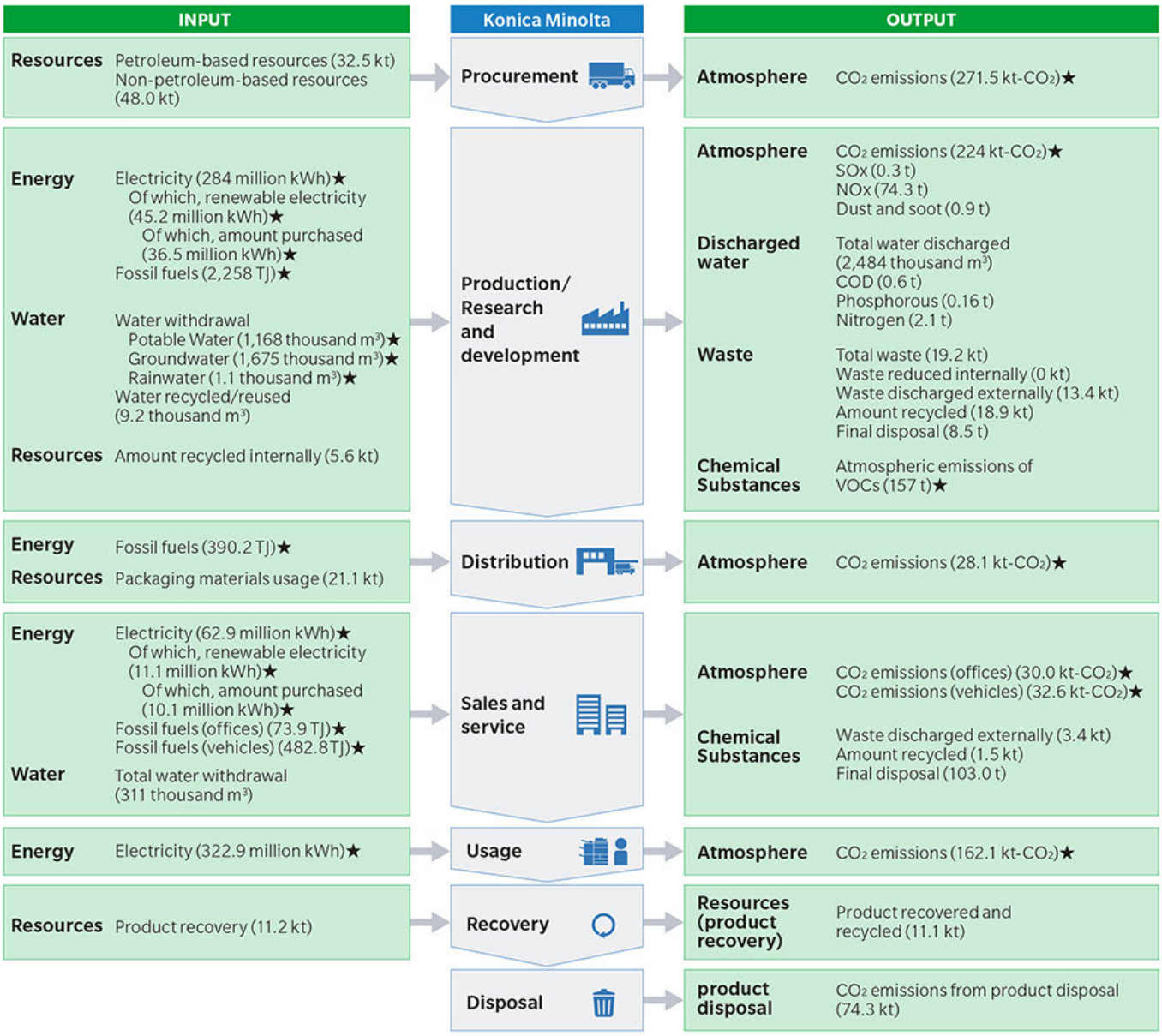
Environmental Data

Overall View of Environmental Impacts

Overall View of Environmental Impacts | CO2 Emissions Across the Entire Supply Chain | Soil and Groundwater

Konica Minolta measures the amount of energy and resources used in all its business activities, as well as the amount of greenhouse gases emitted and the amount of waste produced at each stage of a product's life cycle. These results are analyzed and used to facilitate concrete approaches to improvement.

Overall View of Environmental Impacts Resulting from Business Activities(Fiscal 2023)



★ : Indicators assured by third party.
See Environmental Data in ESG Data for more information and calculation standards.

Environmental Data

CO_2 Emissions Across the Entire Supply Chain

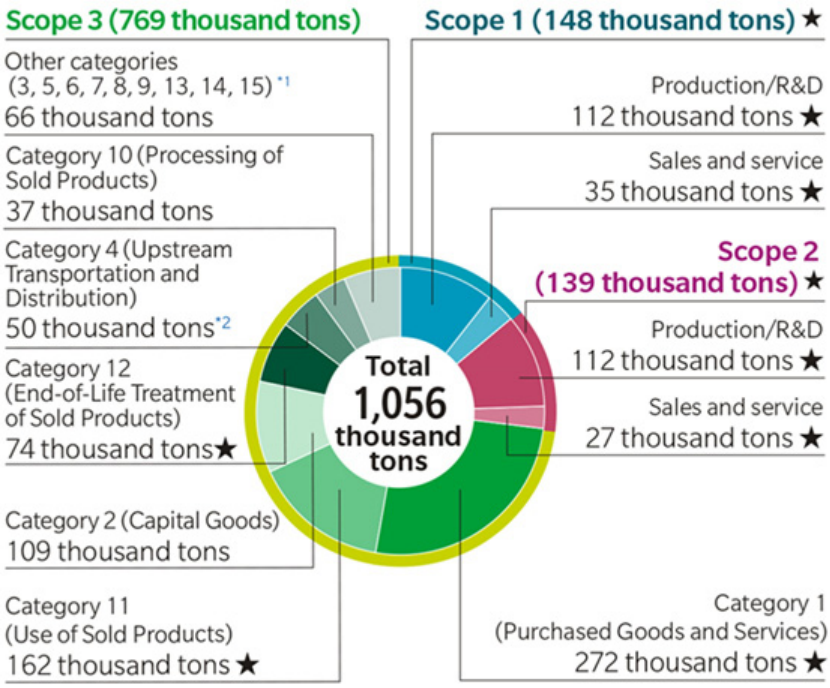
Overall View of Environmental Impacts | CO_2 Emissions Across the Entire Supply Chain | Soil and Groundwater

CO_2 Emissions Across the Entire Supply Chain

Konica Minolta has calculated the CO_2 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 2023, the calculation showed that CO_2 emissions throughout the supply chain were approximately 1.06 million tons, which represents a decrease of approximately 12% from fiscal 2022. 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 0.29 million tons, or approximately 27% of all emissions. Other indirect emissions (Scope 3) associated with the Group's activities totaled approximately 0.77 million tons, accounting for approximately 73% of all emissions. CO_2 emissions for "purchased goods and services" accounted for 25.7% of emissions across the entire supply chain. Since the amount of resources needed per product declined thanks to the development of the latest models with resource-saving designs, and CO_2 emissions have also decreased due to the decrease in sales volume. In terms of the "use of sold products," which accounted for 15.4% 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 CO_2 emissions management and reduction activities throughout the supply chain.

* GHG Protocol: International standard for calculating and reporting greenhouse gas (GHG) emissions

CO_2 Emissions Across the Entire Supply Chain (FY2023)



*1 Categories3(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), 13(Downstream Leased Assets), 14(Franchises) and 15(Investments)

*2 CO_2emissions attributed to product distribution: 28 thousand tons★

Note:Figures do not necessarily add precisely to the total due rounding.

★: Indicators assured by third party.

See Environmental Data in ESG Data for more information

Method of Calculation in Each Category of Scope 3 Emissions

Category	Overview	Method of Calculation
1	Purchased goods and services	Calculated by multiplying the sales amount or production amount of office equipment and consumables by a cradle-to-gate CO_2 emission factor for each of the materials that make up a product; and for other products, multiplying the amount of material used by a cradle-to-gate CO_2 emission factor for that material.
2	Capital goods	Calculated by multiplying the amount of investment in capital goods purchased over the year by a CO_2 emission factor per investment value.
3	Fuel- and energy-related activities	Calculated for emissions from the extraction, production, and transportation of fuels purchased by the Group or by electricity producers for the electricity purchased by the Group. (Fuel) Calculated by multiplying the annual purchased volume by a cradle-to-gate CO_2 emission factor for each type of fuel. (Fuels purchased and used by electricity producers) Calculated by multiplying the annual purchased volume of electricity by source, by a CO_2 emission factor for each source. Proportion of sources in electricity generation for each country is identified from the Proportions of Generated Power by Source in Major Countries, published by the Federation of Electric Power Companies of Japan.
4	Upstream transportation and distribution	Emissions in this category are the sum of: A) emissions related to transportation of parts and raw materials the Group purchases, and B) emissions related to transportation of the Group's products. A) Calculated for emissions related to procurement distribution from suppliers to Konica Minolta's plants. Calculated by multiplying transport distance by cargo weight, and then multiplying that value by the CO_2 emission factor for each means of transportation. B) Calculated for emissions related to shipping and distribution internationally, within Japan, within China. Calculated by multiplying transport distance by cargo weight, and then multiplying that value by the CO_2 emission factor for each means of transportation.
5	Waste generated in operations	Calculated for waste (not including valuables) from production, R&D, and sales offices. Calculated by classifying waste into different types and multiplying the amount of each type of waste entrusted to a party outside the company by a CO_2 emission factor for each method of waste disposal.
6	Business travel	For business travel by employees of Group companies in Japan, the emissions are calculated by multiplying the annual business travel expenditure by a CO_2 emission factor per expense for travel for each means of transportation. The CO_2 emission factor used is that for travel by domestic air flight in Japan, which is the highest among the emission factors for all methods of travel. For Group companies outside Japan, it is estimated by multiplying the number of employees of each company by the emission amount per employee calculated based on the result in Japan.
7	Employee commuting	Calculated by multiplying the annual commutation cost by a CO_2 emission factor per expense. The CO_2 emission factor used is for “automobiles (buses and ride-sharing in sales vehicles),” which is the highest among the emission factors for all commuting methods. For Group companies outside Japan, it is estimated by multiplying the number of employees of each company by the emission amount per employee calculated based on the result in Japan.
8	Upstream leased assets	Most leased assets are calculated as Scope 1 and 2 emissions. Scope 3 applies only to some leased assets (e.g., data centers). Calculated by multiplying the actual annual power consumption for the leased servers by a CO_2 emission factor for electrical power.
9	Downstream transportation and distribution	Calculated for emissions related to distribution of Konica Minolta products sold by dealers. Estimated by identifying a CO_2 emission factor per unit of sales based on the emissions from distribution for direct sales by the main sales companies and multiplying this by dealer sales volume.

Category	Overview	Method of Calculation
10	Processing of sold products	Konica Minolta's product lineup includes semi-finished product. Emissions in this category are calculated by identifying a CO_2 emission factor per unit of sales based on the Scope 1 and Scope 2 emissions and sales volume of the main parts sales destinations and multiplying this by overall sales volume.
11	Use of sold products	Calculated by multiplying the number of units operating in the market (inferred from sales units each year and the life of the product) by the estimated annual amount of electrical consumption* for each model and the CO_2 coefficient equal to the fiscal 2005 world average value specified by the GHG Protocol. The calculation method used by Konica Minolta is slightly different from the GHG Protocol method, but it enables the Group to calculate the emissions that more accurately reflect the Group's business operations and thus allows it to implement initiatives to reduce CO_2 emissions smoothly.
12	End-of-life treatment of sold products	Calculated for emissions related to the end-of-life treatment of products themselves and their containers and packaging. Calculated by multiplying the weight of materials that make up the products sold by a CO_2 emission factor for each type of disposal method. The calculation is made for anticipated future emissions from the end-of-life treatment of products sold in the previous fiscal year, which will be reported as the data of that fiscal year.
13	Downstream leased assets	Calculated for buildings and equipment leased from Konica Minolta to third parties, by multiplying the actual value of annual energy consumption of leased equipment by the CO_2 emission coefficients.
14	Franchises	Emissions from Kinko's franchises in Kyushu, Hiroshima, and Shikoku fall under this category. Estimated based on the proportion of employees, based on energy usage at the head office of Kinko's Japan Co., Ltd.
15	Investments	Calculated for the emissions from the main companies in Konica Minolta's investment portfolio, in which Konica Minolta holds specified investment stocks. Calculated by multiplying the invested companies' CO_2 emissions by Konica Minolta's shareholding ratio (%) in those companies (number of shares held by Konica Minolta / number of shares issued).

* The annual amount of electrical consumption for office equipment is estimated based on the Typical Electricity Consumption （TEC Ver 2.0） value set by the International Energy Star Program, and for equipment for healthcare system it is estimated based on each product's specifications.

Overall View of Environmental Impacts | **CO_2 Emissions Across the Entire Supply Chain** | Soil and Groundwater

Environmental Data

Soil and Groundwater

Overall View of Environmental Impacts | CO2 Emissions Across the Entire Supply Chain
Soil and Groundwater

Surveys and Measures Taken on Soil and Groundwater Contamination

Efforts regarding soil and groundwater contamination

At sites where soil or groundwater contamination has been found, we are taking measures to prevent the contaminants from affecting surrounding areas and leaking outside the site.
We continue to periodically monitor groundwater and report our purification and observation results to the government for confirmation.

Summary of Contaminated Soil or Groundwater at Operation Sites

Operation Site	Monitored Substance	Progress in Fiscal 2023
Sakai Site (Sakai, Osaka)	PCE*1, TCE*2, c-DCE*3, Boron, Lead, Arsenic, Cadmium	The Company has continued to periodically monitor groundwater and has confirmed that there is no offsite discharge.
Osaka Sayama Site (Osaka Sayama, Osaka)	PCE, TCE, c-DCE	The Company has continued to periodically monitor groundwater and has confirmed that there is no offsite discharge.
Mikawa Site, Western Zone (Toyokawa, Aichi Prefecture)	TCE	The Company has continued to periodically monitor groundwater and has confirmed that there is no offsite discharge.
Kofu Site (Chuo, Yamanashi Prefecture)	Fluorine	The Company has continued to periodically monitor groundwater and has confirmed that there is no offsite discharge.
Konica Minolta IJ Product Co., Ltd. Head Office (Fuefuki, Yamanashi Prefecture)	PCE, TCE, c-DCE	The Company has continued to periodically monitor groundwater and has confirmed that there is no offsite discharge.
Konica Minolta Mechatronics Co., Ltd. Ueta Plant (Toyohashi, Aichi Prefecture)	TCE, c-DCE, Hexavalent Chromium	The Company has continued to periodically monitor groundwater and has confirmed that there is no offsite discharge.
Konica Minolta Supplies Manufacturing Co., Ltd. Head Office (Kofu, Yamanashi Prefecture)	PCE, TCE, c-DCE	The Company has continued to periodically monitor groundwater and has confirmed that there is no offsite discharge.

*1 PCE: tetrachloroethylene (perchloroethylene)

*2 TCE: trichloroethylene

*3 c-DCE: cis-1,2-dichloroethylene (resolvent of TCE and PCE)

Environmental Labels and Certifications

Environmental Labels | Products Registered in the Green Purchasing Network | Green Printing Certification
Recyclable Printing Materials

Environmental Labels

Actively providing environmental information about products through environmental labels.

Type I Environmental Labels

Type I environmental labelling refers to labels indicating that an independent certification body certifies that a product has a low environmental impact.

Blue Angel Mark

Launched in Germany in 1978 as the world's first environmental labelling system, the Blue Angel has been the ecolabel of the German Federal Government. It is an independent and credible label that sets stringent standards for environmentally friendly products and services. Since receiving the world's first Blue Angel certification in the field of copiers in January 1992, Konica Minolta has continued to receive certification for new products by clearing the certification bar each time it has been raised.

International Energy Star Program

Products that meet certain standards can be registered as Energy Star devices as part of an energy-saving program for imaging equipment that was implemented in 1995 through an agreement between the Japanese and U.S. governments. In fiscal 2023, models with the latest International Energy Star Program certification (*including equivalent models sold in the EU and Japan), accounted for 54.0% of sales of Konica Minolta's printers, MFPs and digital printing systems.

Eco Mark

The Eco Mark was established by the Japan Environment Association in 1989 as a standard environmental labeling system in Japan. Konica Minolta's basic policy is to obtain Eco Mark certification for all its office equipment.

EPEAT（Electronic Product Environmental Assessment Tool）

This is an environmental assessment system established with the objective of encouraging the market development and sale of environmentally preferable products. The Global Electronics Council (GEC) runs and registers certifications. The program began in 2006 with labels for computers, and expanded to include imaging equipment in 2013. Products are assessed on a total of 59 criteria that address the product's life cycle, including not only the reduction and ban of harmful substances and energy conservation, but also recycling services. Products are registered with an assessment of either gold, silver or bronze.

In October 2017, Konica Minolta expanded the scope of its certifications beyond the US and acquired Canada's EPEAT certification.

In fiscal 2023, models with EPEAT certification (including equivalent models sold in the EU and Japan), accounted for 65.8% of sales of Konica Minolta's printers, multifunction printers and digital printing systems.

Information on EPEAT

China Environmental Labelling

This is China's environmental labeling program, introduced by the Chinese government in 1994. Konica Minolta continues to earn this certification for its IT office equipment.

EcoLogo

Established by the Canadian government in 1988, EcoLogo is one of the most widely respected environmental standard and certification systems in North America. Since earning EcoLogo certification for MFPs in the newly established Office Machines category ahead of the competition in 2009, Konica Minolta has been proactive in obtaining certification.

Organic Textile Standard (GOTS)

In the past, there were many systems certifying textiles as organic. An international working group was formed to develop these into an integrated international standard, and this resulted in the establishment of the Organic Textile Standard (GOTS) in 2005. GOTS also sets safety standards for the ink used in textile products, and in fiscal 2014, Konica Minolta applied for registration of reactive dye ink as an ink that meets these standards, becoming the first Japanese manufacturer to be registered with GOTS.

ZDHC MRSL

Certification by ZDHC,[*1] which consists mainly of major apparel companies in Europe and the United States, is designed to ensure the proper management of chemical substances in the manufacture of textile and footwear products and requires compliance with the MRSL.[*2] Konica Minolta has obtained this certification for reactive dye and disperse dye inks used in textiles (textile products).

*1 ZDHC: Zero Discharge of Hazardous Chemicals

*2 MRSL: Manufacturing Restricted Substance List

Bluesign®

This certification, issued by Bluesign Technologies headquartered in Switzerland, was created in response to calls for environmentally friendly textile products, and requires that materials be free of hazardous substances and that emissions of hazardous components into water, soil, and air be minimized during the material's production. Konica Minolta has obtained this certification for reactive dye inks for textiles (textile products).

ECO PASSPORT by OEKO-TEX®

One of the certifications issued by the Oeko-Tex® Association, which certifies that dyes and pigments contain no hazardous components. Konica Minolta has obtained this certification for disperse dye inks for textiles (textile products).

Global Recycled Standard (GRS)

One of the certifications issued by The Textile Exchange, a global non-profit organization founded in 2002 to create leaders in the textiles/materials industry. This certification is intended to promote the use of recycled materials and requires restrictions on hazardous chemical use. Konica Minolta has obtained this certification for disperse dye inks for textiles (textile products).

Type II Environmental Labels

Type II environmental labeling verifies/certifies the environmental characteristics of a product according to a company's own standards.

Konica Minolta Green Products Certification System

Konica Minolta adopted its Green Products Certification System in fiscal 2011 and has been using it ever since to evaluate and certify products that have excellent environmental performance. The purpose of the system is to contribute to the reduction of customers' and society's environmental impact by creating environmental value in line with the Group's business and product characteristics, while increasing profits. Konica Minolta has reviewed the indicators to be evaluated to stay in step with social change, and will continue to assess products' environmental value and their effect in reducing the environmental impact, while also recognizing the contributions that its solutions make in resolving environmental and social issues.

Green Products Certification System

Type III Environmental Labels

Type-III environmental labeling provides information on the environmental impact of a product, based on quantitative measurement of environmental impact through the product's entire life cycle, from raw material procurement to production, sales, usage, disposal, and recycling.

Eco Leaf Environmental Label

The Eco Leaf Environmental Label is Type-III environmental labeling, and Konica Minolta has been disclosing environmental impact data concerning its office equipment under this label since 2002, the year when the system was started. Eco Leaf offers a system certification program whereby a third-party institution certifies that a company has mechanisms for the proper and effective gathering of environmental impact data. Konica Minolta has obtained this certification for its copier and printer businesses. In fiscal 2023, 54% of Konica Minolta's sales in printers, MFPs, and digital printing systems were of products that displayed the Eco Leaf Environmental Label.

- List of Konica Minolta's Eco Leaf Certified Products
- Eco Leaf Environmental Label

Products Registered in the Green Purchasing Network

Konica Minolta has registered products that comply with Japan's Green Purchasing Law and the guidelines of the Green Purchasing Network (GPN*) in the GPN's online database of environmentally friendly products, and discloses that information.

* Green Purchasing Network (GPN): A network of companies, governments, and consumers established in February 1996 to promote green purchasing initiatives.

- Green Purchasing Network Registered Products (Japanese only)

Green Printing Certification

The green printing certification functions as a voluntary environmental standard for the printing industry by the Japan Federation of Printing Industries. Certification is granted to the printing plant and to the materials and equipment purchased by the plant. Konica Minolta has received certification for its products in the dry toner digital printer field of green printing materials and equipment category.

Certified Konica Minolta Products are shown on the List of Certified Green Printing Materials and Equipment Products.

- Green Printing Certification System (Japanese only)

Recyclable Printing Materials

Recyclable Printing Materials are materials that do not interfere with the recycling of printed materials and are certified by the Paper Recycling Promotion Center. The purpose of such certification is to expand the use of waste paper, especially printed and information paper. The certification is also reflected in the determination standards for designated printing procurement items under the Act on Promoting Green Purchasing, overseen by Japan's Ministry of the Environment. Konica Minolta has been certified and registered in the area of recyclable dry toners.

Certified Konica Minolta products are shown under Recyclable Dry Toner in the Select from Material Brands section.

- Recyclable Printing Materials Database(Japanese only)



Konica Minolta aims to help people live prosperous lives by reforming the way people work, leveraging its core imaging technology. In order to achieve this, the company promotes diversity and inclusion so that it can realize the full potential of its human resources, who are the source of new value, and creating organizations where individuals thrive. Konica Minolta is creating a corporate culture in which all employees feel motivated to live and work. The company is carrying out initiatives on responsibility and human rights along the supply chain to build a sustainable society.

Human Capital

- Basic Concept
- Attracting, Developing and Promoting the Active Participation of Human Resources
- Human Resources Systems and Operations
- Building Organization, Culture and DNA
- Managing Occupational Safety and Health
- Health & Productivity Management

Human Capital: Diversity

- Basic Concept and Vision of DEI
- Promoting Women's Workplace Participation
- Employment of People with Disabilities
- Fostering a DEI-Based Organizational Culture

Responsible Supply Chain

- Basic Concept
- Konica Minolta's Approach
- Konica Minolta's Supply Chain Management
- Implementing CSR Procurement
- Practicing Responsible Minerals Procurement
- Procurement Initiatives

Human Rights

Customer Satisfaction and Product Safety

- Basic Concept and Management System
- Quality Policy
- Achieving Top-Tier Quality and Reliability
- Enhancing the Security of Products and Services
- Creating New Quality Value
- Providing Useful Products to Meet Social Needs

Use of Artificial Intelligence

Contributing to Society

- Basic Concept
- Health, Medicine and Sports
- Environmental Actions
- Scholarship, Research and Education
- Disaster Relief and Volunteerism

> ESG data

Human Capital

Basic Concept

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources
Human Resources Systems and Operations | Building Organization, Culture and DNA
Managing Occupational Safety and Health | Health & Productivity Management

The Evolution to Professional Talent

With the accelerating spread of digital transformation (DX) globally, Konica Minolta has been transforming its business from a product-oriented approach to a service-oriented approach that leverages images and data, seeking to continue growing as a company that is needed by society.
The most important asset to firmly establish this is the Company's talent. In other words, what Konica Minolta looked for in talent in the past was the ability and skill to effectively utilize the assets of its product-oriented business, such as its production facilities. On the other hand, to develop a service-oriented business that leverages the power of digital technology, each employee must possess superior knowledge, expertise, and unique skills, understand individual customer issues, and act and think independently to solve problems in an environment without precedent; in other words, the Company's needs professional talent.



For professional talent to perform at their very best as a group, it is necessary to both foster an organizational climate and culture to enable it, and to build systems and operations that elicit the strengths of each individual. We can maximize the performance of the organization by attracting, developing, and gaining the active participation of human resources based on these initiatives.



Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources | Human Resources Systems and Operations | Building Organization, Culture and DNA | Managing Occupational Safety and Health | Health & Productivity Management

Human Capital

Attracting, Developing and Promoting the Active Participation of Human Resources

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources
Human Resources Systems and Operations | Building Organization, Culture and DNA
Managing Occupational Safety and Health | Health & Productivity Management

Click to jump to the corresponding section in this page

- Konica Minolta's Approach
- Strengthen Pipeline of Next-Generation Leadership Candidates
- Providing Challenging Opportunities for Next-Generation Leaders Globally
- Accelerate the Reskilling and Skill Improvement of Human Resources, and Place them in the Right Job

Konica Minolta's Approach

Background and Issues

To attract, develop, and promote the active participation of professional human resources, we have established the following issues and are taking measures to address them.

- Pipeline of next-generation leadership candidates
- Accelerate the Reskilling and Skill Improvement of Human Resources, and Place them in the Right Job

Vision

While focusing on attracting, developing, and promoting the active participation of human resources in each region, we have implemented a process of visualization and development of talented human resources who will be the driving force for the entire Konica Minolta Group. We will pursue maximum benefits with balanced investment in human resources that will contribute to accelerating selection and concentration and achieving sustainable business growth in the future.

Key Measures and KPIs

- Strengthen pipeline of next-generation leadership candidates
- Increase the quantity and speed of human resources supply to accelerate business selection and concentration. Strengthen DX specialized technical human resources* and accelerate placement of the right person in the right job

		Results			Targets		
		FY2020	FY2022	FY2023	FY2023	FY2024	FY2025
DX specialized technical human resources*	People	500	814	1085	1000	—	—
	Percentage	—	—	35% of all engineers	—	40% or more engineers in each business	50% or more engineers in each business

* Specialists who leverage data from products, services, and business processes, as well as digital and AI technologies, to create solutions for internal and external challenges.

Strengthen Pipeline of Next-Generation Leadership Candidates

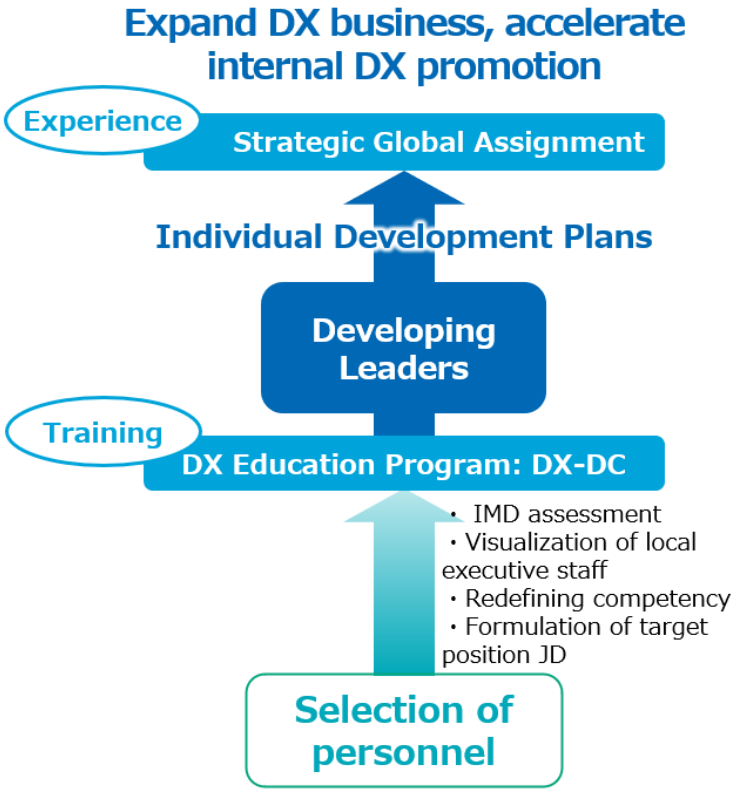
CEO Talent Reiview

To systematically assign and develop next-generation leaders to take charge of Company management, we have visualized human resources since fiscal 2020, and established a forum for CEOs and top management to confirm and discuss one-on-one the direction of development. Through these discussions, we clarify organizational issues such as whether there is a candidate for the next top management position or whether we should wait another three to five years for such a candidate. The CEO and top management then assume the role of identifying successor candidates and assign them tasks for further growth, and then check their growth over the next year.
As of April 2024, 150 individuals have been selected for the Talent Review and provided with systematic opportunities for assignments and education.



Creation of Global Leaders to Drive DX

Konica Minolta has created a “development model” and is implementing the process for training human resources who arrange to have digital experts located near its customers, which is essential for Konica Minolta to become a DX company. Specifically, we select human resources globally who become candidates, collaborate with top educational institutions in Europe, and design educational programs based on the business direction we are pursuing and current challenges and provide these to the selected candidates. At the same time, we formulate and implement an individual development plan based on the individual’s talents revealed through the educational program. This initiative, which started in the Digital Workplace Business, our core business, has expanded to other businesses, and in fiscal 2023, it was applied for selected personnel in the Professional Print Business.



Providing Challenging Opportunities for Next-Generation Leaders Globally

For many years, Konica Minolta, Inc. has conducted a program for sending young employees overseas to sales companies and world-class business schools. The program is an investment in human resources intended to develop true global leaders at an early stage who can compete globally. The program seeks to foster an understanding of diversity, how to work globally and have a global and local perspective and establish a personal basis as a businessperson. In fiscal 2022, we expanded targeted scope globally with renaming it “GLOW,”, and giving it a new start. In the first phase, 11 selected individuals completed their mission in fiscal 2023, and in April 2024, the second phase began with 10 additional participants, who are currently fulfilling their mission.

GLOW
START THRIVING GLOBALLY!

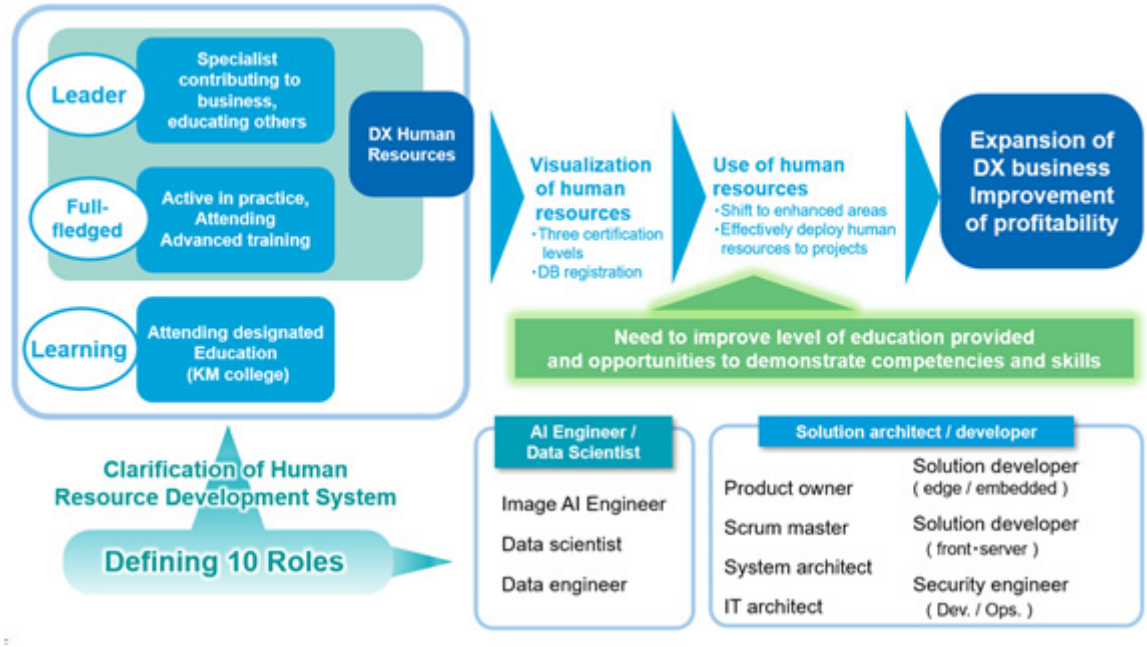
Accelerate the Reskilling and Skill Improvement of Human Resources and Place them in the Right Job

Develop and Utilize DX Specialized Technical Human Resources

To accelerate the selection and concentration of businesses and continue being a company that is needed by greater society, we recognize that it will become increasingly important for us to leverage the core technologies in our possession to the fullest, and strengthen DX specialized technical human resources who can further evolve upon those technologies.

Over time, we have focused on the development of "imaging IoT technology" that combines the core technologies that we have continued to refine for years together with the latest IoT and AI technology. From fiscal 2014, we have been tackling new business creation, and have therefore promoted the development and acquisition of human resources.
Based on this, we are defining the necessary roles to promote DX and clarifying the training system connected to those roles. In addition, we are visualizing the number and level of human resources for each role and promoting effective human resource allocation.
Currently, we are taking steps to certify and register 1,085 employees as DX specialized technical human resources by the end of fiscal 2023, and expand the opportunities for them to play an active role.

Human Resources to Expand DX Business



Human Resource Allocation

In order to support the growth of professional human resources and execute a human resources strategy to transform the business portfolio, Konica Minolta, Inc. will update its skill-building system and introduce a talent management system in 2022. Registering the skills and experience of each person in the human resources database will enable Konica Minolta to track the location and skills of its personnel throughout the Company. This will allow it to predict human resource shortages several years in advance and quickly review and implement strategic placements, such as reallocating personnel to areas where they are needed.

Human Resources Recruitment System

Konica Minolta, Inc. has introduced the Human Resources Recruitment System that allows employees to take on the voluntary transfer to a new position as a mechanism to complement company-led personnel assignments. The aim of this system is to create human resources who actively take on new challenges in their own career development and to foster a corporate culture that respects the can-do spirit.

Developing a Human Capital System

As the foundation of its OJD*, Konica Minolta, Inc. enhances its impact by providing rank-based training tailored to changes in roles and positions, as well as a range of training programs to raise knowledge and skills. In addition, the Company has established a support system to promote self-driven growth. Specifically, we have introduced a support system that provides referrals to recommend outside educational institutions and subsidizes the cost of attending educational programs of the individual's choice. (a point-based subsidy called the "Cafeteria Plan" and a program to support personal development costing up to 1.5 million yen per year)
A total of approximately 16,500 employees took advantage of such educational programs in fiscal 2023, and the total time they spent was approximately 60,000 hours.

* OJD: Acronym for On-the-Job Development (skill development through work). It is a variant of OJT (On-the-Job Training) that involves skill development while sharing challenges under the guidance of a supervisor.

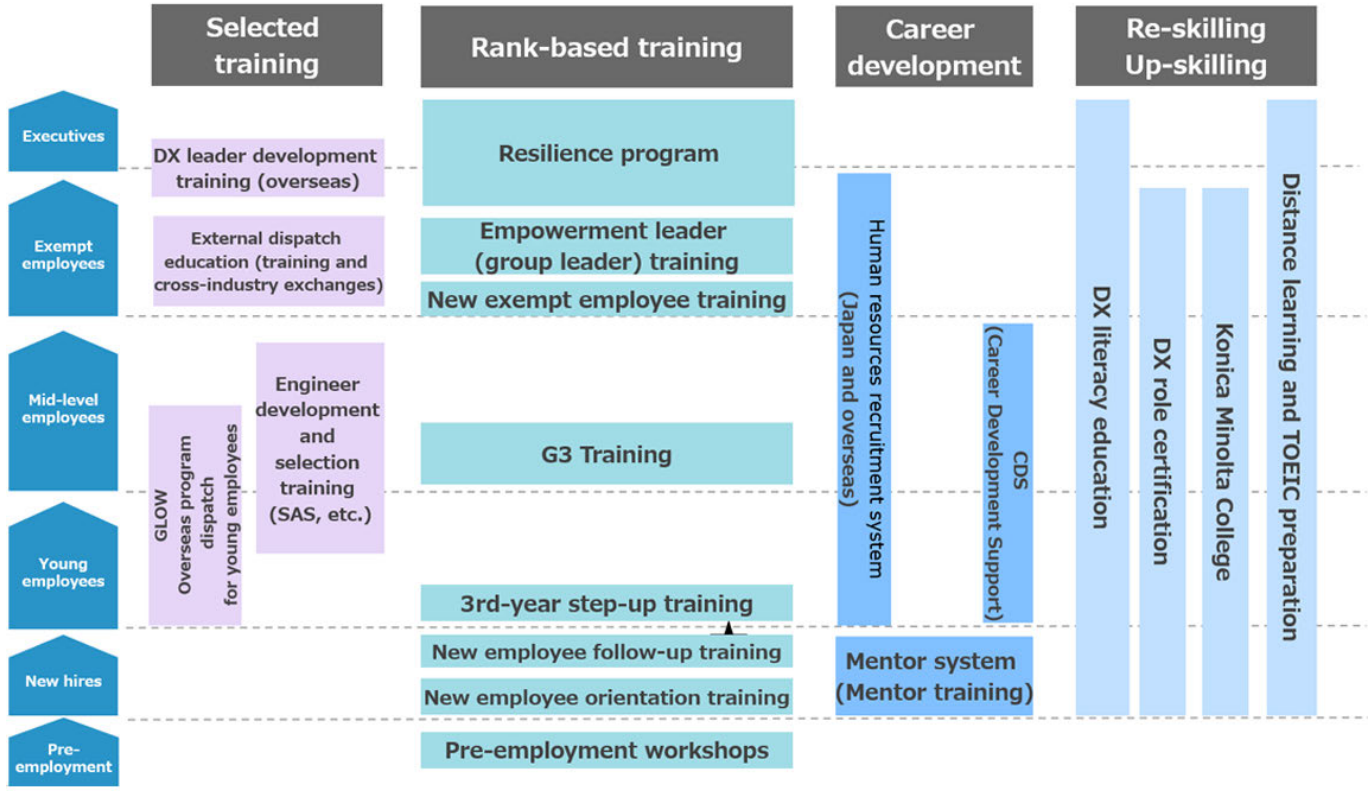
Status of Human Resource Development Education and Training

	Results				
	FY2019	FY2020	FY2021	FY2022	FY2023
Total number of participants (people)	Approx. 9,600	Approx. 8,600	Approx. 8,600	Approx. 10,100	Approx. 16,500
Total time of attendance (hours)	Approx. 83,000	Approx. 64,000	Approx. 59,000	Approx. 83,000	Approx. 60,000
Average annual hours of training per employee (hours)	Approx. 16	Approx. 13	Approx. 13	Approx. 18	Approx. 14

Notes： The target includes regular employees of Konica Minolta, Inc.

See the 'Social Data' section of the ESG Data for details.

In addition, Konica Minolta, Inc. has been conducting DX assessments to improve the DX literacy of all employees since fiscal 2023 (total of two times; average participation rate of about 95%), and is also promoting the visualization of their DX literacy levels, continuous improvement through the study of educational content matching their level, and pursuing learning in their workplaces. We will continue these activities in fiscal 2024.



Human Capital

Human Resources Systems and Operations

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources
Human Resources Systems and Operations | Building Organization, Culture and DNA
Managing Occupational Safety and Health | Health & Productivity Management

Click to jump to the corresponding section in this page

Konica Minolta's Approach
Double-Track System for Management Positions
Assessment and Treatment System Encourages Career Autonomy and Taking on Challenges
Expansion of System for Promoting Workstyle Reforms

Konica Minolta's Approach

Background and Issues

The role required of management has grown enormously to increase engagement and maximize the output of the group's professional human resources. In other words, human resource development, which involves meeting each individual and helping them to advance their career, as well as organizational development are both required to enhance the quality of relationships among human resources. Furthermore, when looking at each individual, with the increasing orientation toward specialization, it is becoming increasingly difficult to treat career paths as one track of "aiming to reach the pinnacle of management." To address these issues, we will contribute to the sustainable growth of the Company by introducing a system that is most suitable to Konica Minolta, instead of following in the footsteps of other companies. In addition, we will promote workstyle reforms so that each employee can maximize their potential.

Vision

Clearly perceiving the direction in which our organization and personnel should be heading, we encourage each individual to change their behavior and thinking through a system that enables the acquisition, development, and retention of human resources.

Key Measures

- Promote double-track system to support career aspirations
- Strengthen Empowerment Leaders

Double-Track System for Management Positions

To make the most of professional human resources, it is increasingly important to maximize the power of human resources and the organization in the workplace. In order to respond to the diverse careers of human resources, Konica Minolta, Inc. and its main sales subsidiary Konica Minolta Japan, Inc. are radically rethinking the management system based on conventional "workplace management" and have initiated efforts to strengthen it.

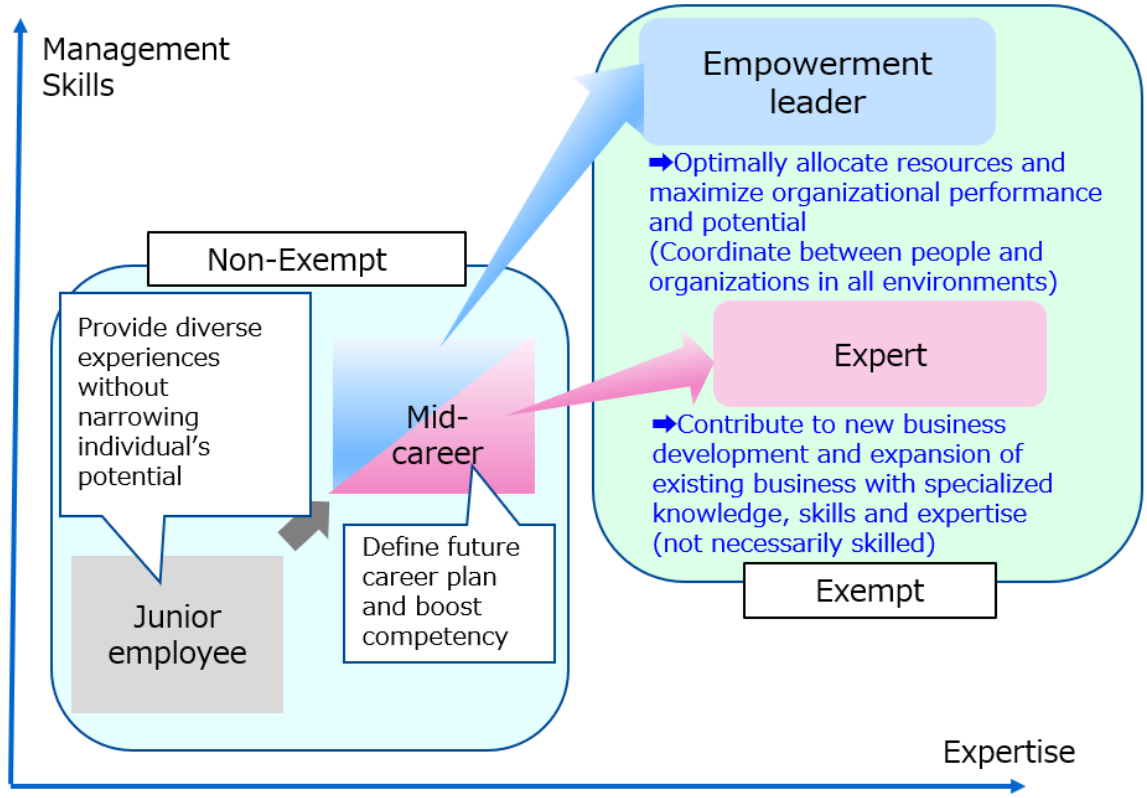
Introduction of Double-Track Personnel System

In order to clarify that the role that we expect future leaders to play is that of leaders of a group of professional human resources, from April 2022, we have decided to abolish the “management position” classification and name which connotes workplace management, and to revise the definition of “management position” to make the existing single-track management system a double-track system. There are three reasons for this change.

(1) Strengthen leaders who energize human resources and organizations, commit to results, and elevate their ability to execute
(2) Develop and retain experts who create innovation and lead with their expertise
(3) Support the diverse career aspirations of employees

The new definition divides the required leadership into two categories as follows. The first is the organizational leaders who energize human resources and the organization and elevate their ability to execute. We call these individuals "Empowerment Leaders" in the expectation that they will maximize the individual potential of human resources. The other is human resources who create innovation beyond existing boundaries and lead with their expertise. We call these individuals "Experts" in the expectation that they will increase their own expertise and contribute to the business by leveraging their expertise. We have decided to call these "Empowerment Leaders" and "Experts" collectively as "Exempt.”
Along with this change in definition, we have defined the required behaviors as "do you have a vision and can you chart your own course," "do you have the ability to produce results," "can you draw on diverse strengths," and "do you continue to develop yourself," and have made these the basis for evaluation.

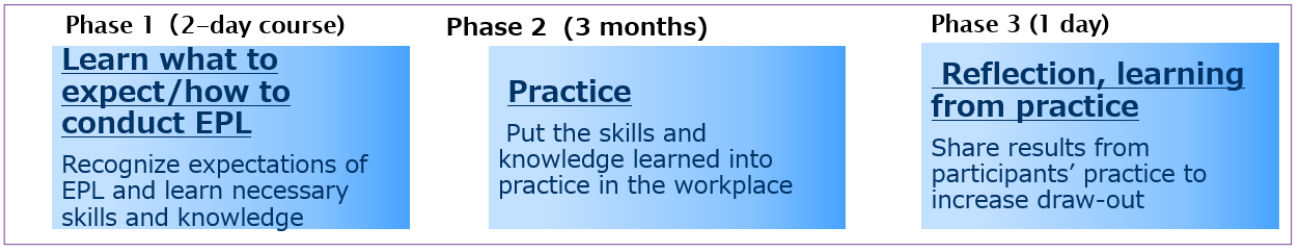
Image of Double-track Career



Strengthen Empowerment Leaders

To maximize the power of the organization and team, the Empowerment Leader must be a "driver of change" who communicates in their own words the direction that the business should take to members with a wide range of experiences, expertise, and values, and leads them to new answers that they would not have thought of before through frank discussions. At the same time, the empowerment leader is also required to discuss the career aspirations of each and every team member and determine what they need to do to get closer to their career goals and to support them.
This is no easy task; Empowerment Leaders are in a sense “human resources with professional expertise" who empower people and organizations and require a high level of '"human resource empowerment skill' instead of workplace or human resource management.
Therefore, we have prepared and will continue to implement an approximately six-month long enhancement program for all group leaders who interact directly with general employees, starting in fiscal 2022. This includes 300 group leaders in fiscal 2022-2023 and 60 new group leaders in fiscal 2024. In addition, looking at the multifaceted biannual assessments conducted by supervisors, subordinates, and peers, we confirmed that the average improvement of participants in the program in fiscal 2022 and 2023 was about 10% in all requirements compared to those who did not take the program.

What to Do in Each Phase of the Empowerment Leader Enhancement Program



Assessment and Treatment System Encourages Career Autonomy and Taking on Challenges

Assessment and Treatment System

To create an organization that continues to provide customers with new value, Konica Minolta, Inc. expects each employee to possess superior knowledge, expertise, and unique skills befitting a true professional, and to act and think independently to solve problems. In order to accelerate employee development, the Company has revised its personnel assessment and treatment system for general employees, introducing a system that highly evaluates talented personnel who act in accordance with the Konica Minolta Philosophy and take on the challenge of pursuing ambitious goals without fear of failure. It also includes a system to evaluate employees who take on challenges, regardless of the outcome.
Please note that, since the merger, we have excluded seniority and instead fairly evaluate skills and results (such as the achievement of thematic goals and contributions to the organization), reflecting these in promotions, salary increases, and bonuses. Compensation resulting from promotions and salary increases is linked not only to the most recent salary but also to retirement benefits,* which are increased accordingly. This approach serves as an incentive for long-term improvement in ability and contribution to business performance. (*Retirement benefits are paid based on accumulated points at the time of retirement, accumulated each year based on an evaluation of job performance.)
In addition, to achieve the career vision of each individual, we regularly provide important opportunities for employees to take stock of their own careers. They discuss their skill development challenges and career development goals (direction and plan for skill development) with their superiors through their work. Supervisors also support the achievement of these goals by considering job and role assignments, providing feedback through daily work, and fostering interactive development through dialogue."

Expansion of System for Promoting Workstyle Reforms

Expanding the Remote Work System

Konica Minolta, Inc. is promoting workstyle reforms and achieving workstyles that are not tied to a single location. In April 2017, Konica Minolta, Inc. launched a remote work system for all employees. The remote work system is also being expanded at its sales companies in and outside of Japan.
As part of this expansion, Konica Minolta has taken steps to set up a work environment for employees, such as replacing computer workstations with PCs that can be taken home, introducing ways to save files in the cloud and access internal systems from outside company premises, and introducing Web-based meeting systems.
These preparations in the work environment enabled the company to respond smoothly to the need to rapidly expand remote work starting in spring 2020.
On the other hand, in-person communication is effective in building relationships with other departments and for gaining insight, learning, and creating new business ideas, and we are promoting the use of revised office layouts and collaboration spaces.
In addition, Konica Minolta is working to support work-life balance by revising its systems and creating an environment so that it can respond flexibly to the circumstances of individual employees.

In addition, Konica Minolta is working to support work-life balance by revising its systems and creating an environment so that it can respond flexibly to the circumstances of individual employees.

For more information on these initiatives, please see: Promoting work-life management

Human Capital

Building Organization, Culture and DNA

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources
Human Resources Systems and Operations | Building Organization, Culture and DNA
Managing Occupational Safety and Health | Health & Productivity Management

Click to jump to the corresponding section in this page

Konica Minolta's Approach
Resonance with Management Vision and Six Values
Implementation of Global Employee Survey and Continuous Improvement Activities in Each Region
Integration of Management Team: Implementation of Resilience Program

Konica Minolta's Approach

Background and Issues

To foster an organizational climate and culture where professional human resources are able to demonstrate high performance and actively participate, we have established two issues and are implementing measures.
1. Engagement Improvement
2. Ability to Integrate Management Team to Overcome Adversity

Vision

When all Group employees share the Konica Minolta vision and tackle their jobs with a sense of purpose and take on challenges (engagement), they are contributing to customers, which then leads to sustainable growth for Konica Minolta. To pursue these kinds of reforms in the organization, the Group listens to the views of all of its employees and carries out improvements based on an understanding of its strengths and issues. The Group believes that this will lead to a corporate culture in which individuals can thrive. To that end, we recognize that top management needs to take the lead in building a team that takes initiative and can withstand adversity.

Key Measures and KPIs

Konica Minolta conducts the Global Employee Survey (GES) to assess its organizational culture via employee engagement scores — which measure whether engagement, the long-term vision, and strategy have been personalized, whether individuals are thriving and whether the environment encourages them to thrive — and then takes action to improve each organization to enhance the competitiveness of the entire Group.

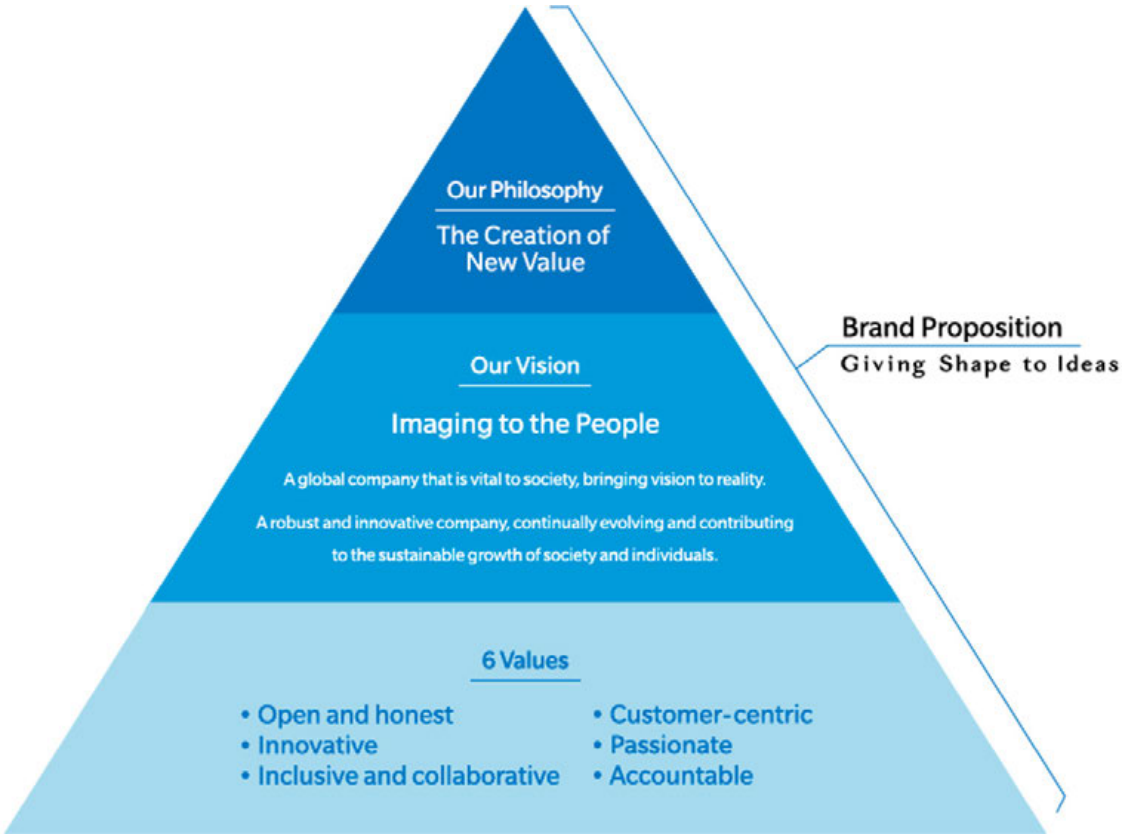
	Results			Targets	
	FY2021	FY2022	FY2023	FY2025	FY2030
Engagement score*	6.4	6.6	6.8	7.7 (Industry benchmark average)	Industry benchmark top 25%

* Average score of responses to the question "How likely is it you would recommend Konica Minolta as a place to work?" in the GES (Global Employee Survey) on a scale of 0 to 10. (The question has been corrected due to an error in the question description. The question was incorrectly stated in the disclosures for fiscal 2022 and fiscal 2023 and has since been corrected. This question has been used consistently since fiscal 2021.)

Resonance with Management Vision and Six Values

Philosophy

Responding to people's hopes and desires to "see", Konica Minolta has always created new value. "Imaging to the People", our long-term management vision statement for 2030 expresses Konica Minolta's ideals and its position in society as an imaging technology company, both our heritage and strength. We have brought together this statement, Our Philosophy that has remained unchanged since the launch of Konica Minolta in 2003, our 6 Values that guide our corporate culture as a wellspring of value creation, and our Brand Proposition that is a promise to customers, to create the Konica Minolta Philosophy.



Practicing the Six Values

Our 6 Values are the essence of our innermost beliefs, our inherited DNA, and define how we go about our business and act towards all our partners. They articulate what we stand for and direct our decision making.

RETHINK Communications

RETHINK was established as the behavioral slogan to encourage each individual employee to take action to live up to the Konica Minolta Philosophy. As each Konica Minolta Group employee “rethinks,” they help to accelerate the achievement of the long-term management vision and medium-term management plan. Konica Minolta also proposes the RETHINK concept to customers, seeking to grow together with them and contribute to society.

Konica Minolta Awards

Through its global award system (Business Contribution Awards, Transform Awards), Konica Minolta singles out cases worthy of commendation and seeks to share the same values Group-wide. This creates a culture of recognition and fosters a willingness to take up challenges. In particular, the Transform Awards encourage challenging actions to create new value through insight into customer and societal issues. They also encourage a global groundswell in which the entire company acquires the same expertise and utilizes it in the workplace.
Konica Minolta, Inc. reflects these principles in its human resources system so that employees always consider the 6 Values in their actions.
The Group is transforming its corporate culture to foster employee practice of the 6 Values.





Video presentation of the awards results and dialogue between CEO and the winners

Interactive Communication

Konica Minolta focuses on interactive communication, so that management and employees can put their heads together to think about the growth of Konica Minolta and implement it through dialogue. The president and board members explain Konica Minolta’s business performance and policies to the entire global company each quarter, and in Japan, a Q&A session is held in real time (CEO LIVE!). Young employees plan and propose the content of these sessions, making it easy for many employees to understand. At the global town hall meetings, management listens to the feedback of front-line workers and sends messages to the site so that they can work with greater confidence.

Implementation of the Global Employer Survey and Continuous Improvement Activities in Each Region

To foster an organizational climate and workplace environment that encourages employees to experience "job fulfillment and to take on challenges (engagement)," we conduct the Global Employee Survey (GES) of employees worldwide to visualize the current status of each organization and plan and steadily implement actions for improvement by measuring engagement. These efforts will improve the competitiveness of the entire Group.

Global Employee Survey

	Results		Targets		
	FY2021	FY2022	FY2023	FY2025	FY2030
Engagement score*	6.4	6.6	6.8	7.7 (Industry benchmark average)	Industry benchmark top 25%
Response rate	90.8%	85%	91%	-	-

* Engagement score: Average score of responses to the question “How likely is it you would recommend Konica Minolta as a place to work?” in the GES (Global Employee Survey) on a scale of 0 to 10. The question was incorrectly stated in the disclosures for fiscal 2022 and fiscal 2023 and has since been corrected. This question has been used consistently since fiscal 2021.

In fiscal 2023, 91% of Group employees participated in the survey. The survey generated 165,000 comments, enabling us to continue to explore issues and plan and make improvements in each organization.
The Group's overall engagement score for fiscal 2023 was 6.8, a 0.2-point increase from fiscal 2022. Although still below the industry benchmark average level target for fiscal 2025, it increased to the lower 25% level in fiscal 2023, steadily approaching the target level.
To increase employee engagement, it is important to address issues at each level of the entire Konica Minolta Group, each business division, and each workplace. We are striving to foster a corporate culture rooted in Konica Minolta’s unique spirit through these systematic efforts.
At the Group level, the president himself visits each site in Japan and overseas major sites to proactively create opportunities to have dialogues with employees. In addition, the Corporate Planning Division of the headquarters visit major sites worldwide to talk directly with local employees to ensure that they understand the corporate medium-term business plan and have disseminated it.
Not only at the Group level, but also at each business division, company, and workplace group level, we conduct employee surveys to identify issues and act based on the results. We will continue to steadily implement the basic cycle of understanding the strengths and weaknesses of each organization and make improvements to create a more rewarding company and a workplace where individuals can thrive.

Integration of Management Team: Implementation of Resilience Program

Resilience Program

Beginning in 2022, Konica Minolta, Inc. introduced a resilience program for its executive management team and expanded it to include general managers. The program will also be implemented at Konica Minolta Japan, Inc., a major sales company, from 2023.
The program seeks not only to enhance the ability to adapt when facing difficulties, adversity, and high stress, but also to build a strong executive management team and spread its influence far and wide to create a vibrant organization.
This program, led by industrial physicians from inside and outside the company, seeks to help individuals and organizations achieve peak performance, enhance resilience, and integrate and harmonize participating executives through the formation of habits from four perspectives: body, emotion, thought, and attitude through an understanding of human characteristics based on medicine, psychology, and brain science.
The program has transformed the behavior and values of the participating executives and has also promoted inter-organizational collaboration and synergy in operations. One result of the program was a 0.2-point increase in the engagement score, which is one of the performance targets for executives.



Human Capital

Managing Occupational Safety and Health

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources
Human Resources Systems and Operations | Building Organization, Culture and DNA
Managing Occupational Safety and Health | Health & Productivity Management

Click to jump to the corresponding section in this page

Konica Minolta's Approach | Occupational Safety and Health Management System
Preventing Accidents During Working Hours | Providing Safety Training | Strengthening Safety Management

Konica Minolta's Approach

Background and Issues

Workplace accidents put employee safety at risk. They can also affect the neighboring environment, and if serious enough, they can threaten business continuity. Konica Minolta recognizes that preventing workplace accidents and creating workplaces where employees can work safely and confidently is a critical management issue.

Vision

Konica Minolta believes that the foundation of corporate management lies in the maintenance and promotion of workplace safety and health for every employee. The company aims to build a healthy, safe and supportive workplace environment by implementing occupational safety and health initiatives that emphasize daily preventive actions.

Key Measures and KPIs

Preventing Occupational Accidents

KPI	Results				Targets			
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025	FY2030
Serious accidents*1	0	0	0	0	0	0	0	0

*1 Serious accidents: (1) Death, disease requiring a long recovery period (or the possibility thereof), an injury resulting in a disability (or the possibility thereof), or a specific contagious disease
(2) An accident resulting in the death or injury of three or more workers during work at one point or the contraction of a disease (including accidents not accompanied by lost worktime)

Improvement of the Frequency Rate of Lost-Worktime Injuries

Frequency rate of lost-worktime injuries* in the three-year period of the Medium-Term Business Plan:

FY2020–2022: Reduce to 0.15 or less by Fiscal 2022
(By backcasting from a goal of 0.1 or less by 2030, a new plan was prepared and a revised target value was set.)
FY2023-2025: Reduce to 0.10 or less by 2025

KPI	Benchmark by FY2022	Results				Targets		
	Average in FY2017-2019	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Frequencyrate of lost-worktime injuries*	0.23	0.17	0.19	0.18	0.12	0.14	0.12	Less than 0.10

* Frequency rate of lost-worktime injuries: The number of persons absent from work per one million total actual working hours for current employees

See also Social Data in ESG Data for information on previous years.

Occupational Safety and Health Management System

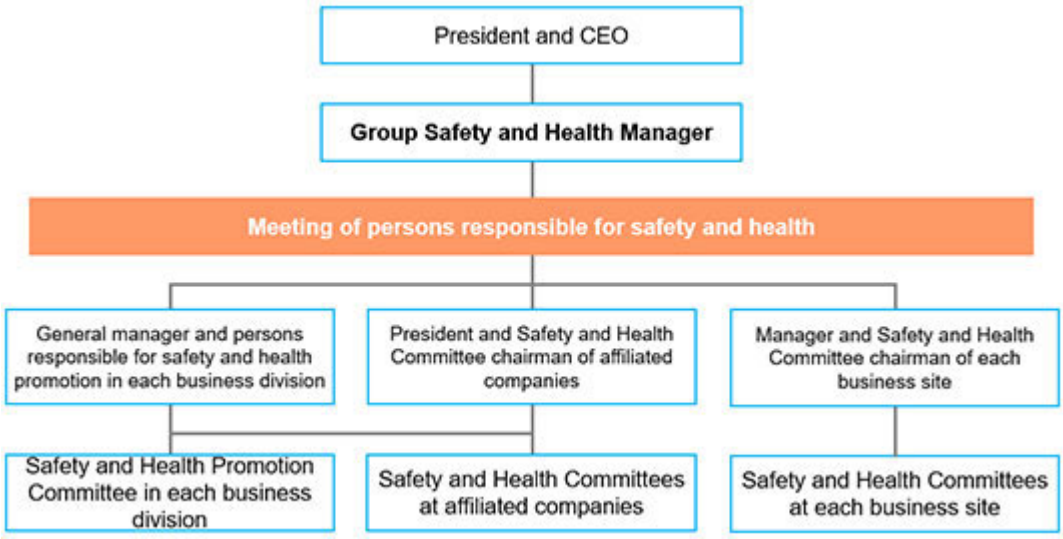
The Konica Minolta Group has established the Board of Director-approved Konica Minolta Group Charter of Corporate Behavior to embody the Konica Minolta Philosophy, which consists of Our Philosophy and management vision. The Group is promoting occupational health and safety initiatives and activities based on the Konica Minolta Occupational Safety and Healthcare Policy, which is linked to the Charter.

The Occupational Safety and Health Management Regulations, established in accordance with this Konica Minolta Occupational Safety and Healthcare Policy, aim to ensure the health and safety of everyone working in the Group (officers, employees, contract employees, employees dispatched from an agency, and part-time employees) as well as Group service providers (staff contracted from other companies and commissioned businesses providing services within the Group).

The Konica Minolta Group's safety and health management system is shown in the figure below. Appointed by the President and CEO of Konica Minolta, the Group Safety and Health Officer recommends the appointment of the persons responsible for safety and health promotion in each business division, as well as the Safety and Health Committee members at each site. Group meetings of persons responsible for safety and health, including an industrial physician, are held, and policy decisions and progress checks are made on measures to promote health and safety. In addition, the Group Safety and Health Manager regularly performs internal audits of activity plans and progress at each site and group company, when necessary, such as after an accident, and provides instructions for improvement.

Each site in Konica Minolta Inc. and the Group companies in Japan has established a joint labor-management Safety and Health Committee that meets once a month as an organization to promote enhancement of occupational safety and health. The committee is composed of, in accordance with the law, a general health and safety manager, a safety manager, a health manager, and an industrial physician as well as members from the Company and labor union. Half of the members are appointed based on the labor union's recommendations or as representatives of the workers, and they participate in activities and discussions together with the Company's committee members. In addition, safety and health management in business promotion is carried out in the form of a Safety and Health Promotion Committee in each business division. When major safety and health problems or concerns are identified, they are reported immediately to the Group Safety and Health Manager and instructions for correction and countermeasures are issued to the Group Safety and Health Management Secretariat. The Secretariat considers/examines the content and works with the relevant division to implement it and then disseminate it throughout the Group.

In addition, the Company has a complaint handling system concerning occupational health and safety. The system involves the Safety and Health Committees and the Safety and Health Promotion Committees interviewing employees concerning incidents, information concerning defects and improvement proposals. The Company has also set up a contact point that serves as a Safety Suggestion Box for receiving queries by direct email to the manager and the person in charge of safety management. When a query is received via the Safety Suggestion Box, we confirm with the inquiring party about conducting an investigation and sharing information about their query, and the results of and response to the query, and limit the sharing of information so that it poses no disadvantage to the inquiring party. Approximately 50 people across the entire Group are engaged as full-time staff for occupational safety and health.



Konica Minolta Group Occupational Safety and Health Management System

All group companies in Japan and the Group's main production companies outside Japan have adopted an occupational safety and health management system. Some group companies have obtained external certification, ISO 45001. Even companies that have not obtained external certification run and manage safety and health activities in line with their own systems based on the Ministry of Health, Labor and Welfare's Guidelines on Labor, Safety and Health Management Systems, which comply with the ILO Guidelines on occupational safety and health management systems. Of the entire group worldwide, five companies have acquired external certification, representing 16% of the total number of employees (as of March 31, 2024).
The management system targets employees, including temporary employees, but Konica Minolta asks that subcontractors stationed on site and contractors cooperate with safety and health activities through regular safety and health liaison meetings held by site health and safety committees.
Legal compliance management for management systems covers the following Japanese laws and regulations: the Industry Safety and Health Act and related regulations (Ordinance on Industrial Safety and Hygiene, Ordinance on Health Standards in the Office, Ordinance on the Prevention of Organic Solvent Poisoning, etc.), the Labor Standards Act and related regulations (Ordinance of Labor Standards for Women), and other safety and health-related laws (Fire Defense Law, High Pressure Gas Safety Act, Poisonous and Deleterious Substances Control Act, etc.).

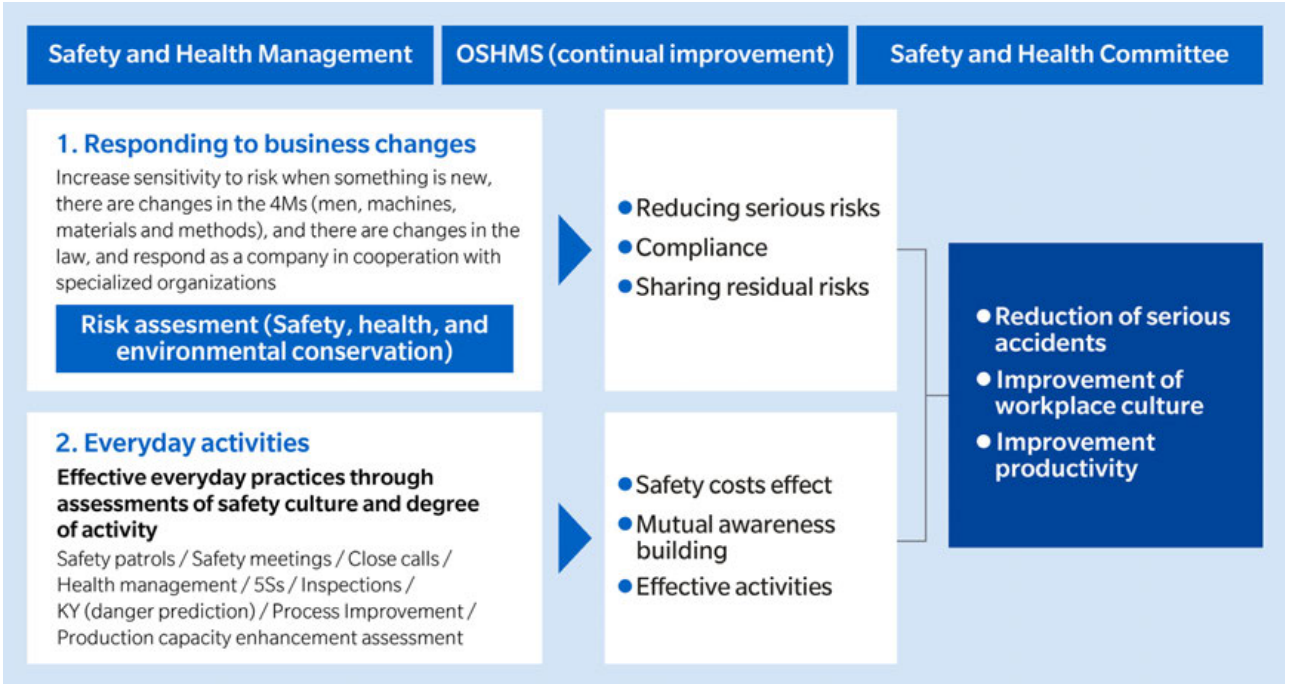
Externally Certified Health and Safety Management Systems in the Konica Minolta Group

Company	Date	Valid through	Standard
Konica Minolta Optical Products (SHANGHAI) Co., Ltd.	Nov. 10, 2009	Nov. 10, 2024	ISO45001:2018
Konica Minolta Business Technologies (Dongguan) Co., Ltd.	Aug. 13, 2020	Nov. 27, 2024	ISO45001:2018
Konica Minolta Opto (Dalian) Co., Ltd.	Dec. 8, 2020	Dec. 7, 2026	ISO45001:2018 GB/T45001-2020
Konica Minolta Business Technologies (Malaysia) Sdn. Bhd.	Jan. 16, 2015	Jan. 15, 2027	ISO 45001:2018
Konica Minolta Business Technologies （Wuxi） Co., Ltd.	Nov. 2, 2023	Nov. 1, 2026	ISO 45001:2018

Preventing Accidents During Working Hours

Strengthening and Continuously Carrying Out Risk Reduction Efforts to Prevent Occupational Accidents

During the three-year period of the Medium-term Business Plan (FY2023–2025), the Group will implement a variety of measures to prevent accidents from occurring during working hours, with the goal of reducing the frequency rate of lost-worktime injuries to 0.10 or less by 2025. With the occupational safety and health management system (OSHMS) and the organization of safety and health committees serving as the cornerstones, the Group works through the PDCA cycle, focusing on risk assessment to deal with business changes and daily activities such as safety inspections and sharing information about near-miss incidents.



Konica Minolta's Safety and Health Initiatives

As a rule, any accidents that occur within the Konica Minolta Group are recorded in an accident database system within 24 hours, and the information is shared.
In fiscal 2023, there were no serious accidents.*1 However, there were 6 accidents causing absence from work (involving 4 men and 2 woman in Japan). The frequency rate of lost-worktime injuries*2 was 0.22 in Japan and 0 outside Japan, for a total of 0.12. The severity rate of accidents causing absence from work*3 was 0.0012 in Japan and 0 outside Japan, for a total of 0.0007. According to the Survey on Industrial Accidents by Japan's Ministry of Health, Labor and Welfare, the average frequency rate of lost-worktime injuries in fiscal 2023 was 1.29 in the Japanese manufacturing industry, and was 0.54 in the Japanese electrical machinery and equipment manufacturing industry. Konica Minolta has been maintaining a rate below this industry average.
The Konica Minolta Group conducts risk assessments when making changes to facilities, chemical substances, personnel, or procedures and through these assessments it has identified priority risks with a high risk of serious consequences such as fires or explosions caused by flammable substances, dust, or electrical accidents, and being caught or entangled in the moving parts of machinery or equipment. Konica Minolta takes measures to prevent workplace accidents based on an action plan, and as a result, of the six accidents causing absence from work in fiscal 2023, none fell under the category of priority risk, and there were three accidents caused by movement-related injuries that resulted in back pain.

*1 Serious accidents:
1. Death, disease requiring a long recovery period (or the possibility thereof), an injury resulting in a disability (or the possibility of a disability thereof), or specific contagious diseases
2. Accidents that cause three or more employees at one time to suffer on-the-job death, injuries or diseases (including accidents that do not cause absence from work)

*2 Frequency rate of lost-worktime injuries: The number of persons absent from work per one million total actual working hours for current employees

*3 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

See also Social Data in ESG Data for information on previous years.

Providing Safety Training

The Konica Minolta Group conducts grade-specific employee education both in Japan and overseas. Safety training is provided for all employees at the time of recruitment or task modification, as well as safety training for newly appointed assistant managers and managers, respectively.

In each workplace concerned, the Company conducts training for chemical substance managers and protective equipment wear officers, as well as in hazardous materials safety based on the Fire Service Act, training in high-pressure gas safety, training in machinery and equipment safety, and so on. Safety training is also given for especially high-risk work, covering topics such as preventing fires, explosions and forklift accidents.

Safety Mindset Refresh Education

Beginning in fiscal 2017, Konica Minolta began offering a short (five minutes per session) “refresh” course to remind employees to be aware and take the initiative to protect their own body, and the Company will continue to provide this training. In fiscal 2023, this “refresh” course was given in a monthly e-learning format to around 9,800 employees of Konica Minolta, Inc. and Group companies in Japan as well as expatriate staff, with 97% of employees taking the course in the first half of the fiscal year and 96% in the second half.
At the production companies in China and Malaysia share information on accidents that have occurred in the Group using materials that have been translated into English and Chinese. Countermeasures are carried out for every issue to prevent accidents from occurring. In addition, companies also provide education based on video materials—case studies on accidents that have occurred in the Group created by the safety personnel—as part of the sites’ ongoing efforts to raise safety awareness.

Hazard Simulation Education

In Konica Minolta, hazard simulation education using simulation machine began in fiscal 2014, primarily at production sites outside Japan, with the purpose of preventing accidents by allowing employees to experience the fear of accidents through simulated experience of mock accidents involving being dragged into rotators, pulled into V belts, or caught in cylinders. The program was rolled out throughout Japan in fiscal 2017, and it was implemented at all production sites in Japan in fiscal 2018. This initiative was continued in fiscal 2019, and a new realistic training program using virtual reality technology that provides a virtual experience of danger was launched. Following its launch in Japan, it was expanded to manufacturing plants in China starting in fiscal 2021. In fiscal 2023, the Group is expanding it to manufacturing companies in Malaysia.

Initiatives to Share Near Misses (Voluntary Activity)

In fiscal 2017, each site in Japan made and shared maps of dangerous spots near the site, as indicated by employees, with the aim of eliminating commuting accidents. Having done so, some sites were able to reduce the number of commuting accidents to one-tenth that of the number in fiscal 2016. The results of this activity were announced at the 76th Japan National Industrial Safety and Health Convention in fiscal 2017.
In fiscal 2018, an online questionnaire database into which employees can enter information was used to share dangerous spots on worksite premises (stairs, corner blind spots, etc.), and the information was then used in countermeasures.
This initiative continued in fiscal 2019 in order to help reduce accidents while walking onsite (tumbling over or falling down stairs, etc.) and commuting. Since fiscal 2020, remote work continued due to COVID-19, and e-learning was implemented to provide education on safety when working from home.

Strengthening Safety Management

Strengthening Safety Management through the Konica Minolta Group’s Globalization and by Responding to Business Changes

Accidents Involving Explosions at Konica Minolta Supplies, Inc.

On July 6 and August 12, 2021, dust explosions occurred at the Tatsuno Plant of a Group company, Konica Minolta Supplies. Although no employees were injured nor any other casualties reported, the accidents caused inconvenience to the many people concerned, including impacts on local community safety and on product supply. As a result of an investigation that included objective advice from a third-party organization, it was determined that the dust explosion was most likely caused by static electricity generated in the secondary drying process in the toner production process. A risk assessment was conducted by experts, including at the company's Kofu Plant, which uses a similar process, and production was resumed after switching to a new production process.

Strengthening Risk Assessment (Reviewing System and Structure)

Since fiscal 2016, the Group has developed and continued a company-wide system to conduct risk assessments when new equipment, chemical substances, personnel or procedures are introduced or when 4M changes are made. These are conducted from a comprehensive perspective, including employee safety and health, fire and explosion accidents, and environmental impact.
However, since the two explosions mentioned above occurred, the Group analyzed the situations, down to the root causes. As a result, the Group concluded that it was necessary to eliminate omissions in the identification of risks and their variables, and that strengthening risk assessment was the key to achieving this. In order to prevent major fires and explosions from ever occurring again within the Group, as a specific action, we substantially revised the Occupational Safety and Health Management Regulations in fiscal 2022 based on the opinions of experts inside and outside the Group. In the revision, we set for the system, responsibility, and authority for risk assessment such as that it be conducted by the relevant business division or affiliate. In addition, we established detailed risk assessment regulations to define the rules and procedures for conducting risk assessments. In fiscal 2023, business divisions and affiliates played a leading role in promoting risk assessments in line with the rules and procedures.
Furthermore, we conduct ongoing systematic risk assessments not only when new equipment has been installed or when 4M changes are made, but also for existing equipment and operations.

Safety Management Using Unsafety Marks

In fiscal 2017, the Konica Minolta Group adopted “Unsafety Marks” as a new safety management indicator tailored to Konica Minolta's business operations. It was created with reference to the best practices of leading manufacturers in terms of safety. Each accident including not only those causing absence from work but also those not causing absence from work, commuting accidents and even fires and explosions, is assigned a numerical value based on the type and severity. The values for all the accidents are then totaled to obtain a score for the safety level of a site. Low Unsafety Marks indicates a high level of safety. The purpose is to use this indicator to identify and analyze the causes of accidents, in order to help prevent accidents from occurring or reoccurring.
In fiscal 2023, the Group as a whole has managed itself based on targets set in accordance with the new three-year plan achieving a score of 178 points, 9% lower than the previous year’s score of 195 points.

Council of Personnel Responsible for Safety in Asia

Top management from production and development companies in China and Malaysia are members of the Council of Personnel Responsible for Safety in Asia, which meets twice a year to address employee safety. The Council discusses issues and decides upon policies and measures for improvement in order to promote occupational safety.

Creating a Culture of Safety

For employees to feel fulfillment in their work and demonstrate creativity and originality, it is important that we create a workplace environment that is free of accidents and is healthy and safe. To achieve such an environment, the Konica Minolta Group believes that it must build a culture where “safety takes priority over everything else” and it will pursue the following three initiatives to build a culture of safety during the medium-term business plan starting in fiscal 2023.

1. Strengthen professional safety: Steadily reduce accident risk in business through stronger risk assessment
2. Promote common safety: Provide a multifaceted education to prevent accidents that could occur anywhere in life, such as falls.
3. Promote group safety activities: Support and audit the safety of domestic and overseas subsidiaries and affiliates.

Since fiscal 2023, we have designated July 6, the date of the first accident, as Safety Day in order to keep the memory of the explosion that occurred at the Tatsuno Plant of Konica Minolta Supplies Manufacturing Co., Ltd. alive and to promote accident prevention efforts. On Safety Day, members of senior management visit production sites in Japan to check the workplace environment, accident risks, and safety initiatives with those who work onsite, and think together about how to create a safe workplace. Through these efforts, together with employees, we will build a culture where safety takes priority over everything else under the slogan of “Safety First,” create a workplace where employees can work safety without accidents and strive to be a company that prides itself on safety.

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources | Human Resources Systems and Operations | Building Organization, Culture and DNA | **Managing Occupational Safety and Health** | Health & Productivity Management

Human Capital

Health & Productivity Management

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources
Human Resources Systems and Operations | Building Organization, Culture and DNA
Managing Occupational Safety and Health | Health & Productivity Management

Click to jump to the corresponding section in this page

- Konica Minolta's Approach
- Promoting Sound Management through the Fostering of a Culture Committed to “Health-First”
- Minimizing the Number of Persons with Health Risks
- Measures to Address Overwork
- Promoting Health through Visualization of the Level of Employees’ Health
- Supporting Women’s Health
- Evaluation by External Parties

Konica Minolta's Approach

Background and Issues

Employee motivation, engagement, and leadership are based on the physical and mental health of employees. Konica Minolta believes that improving the “quality of health” improves the "quality of work" and the "quality of products and services" and increases the added value of the Company.
Konica Minolta recognizes that promoting the physical and mental health of employees and improving organizational health score to improve productivity and performance is an important management issue.

Vision

Konica Minolta promotes health & Productivity management by fostering a “health-first” corporate culture based on the recognition that employee health is the foundation of everything it does. We view our employees as an important management asset, and seek to increase corporate productivity and dynamism and achieve sustainable growth as a company by improving the physical and mental health of individual employees.In addition, we measured the ratio of positive responses about the Company, management, and superiors based on the theory that “the amount of perceived organizational support for health (=POS-H: Received Organizational Support-Health) by employees positively correlates with performance.” We are making improvements toward the goals we have set.

Employees’ Perceived Organizational Support-Health (=POS-H: Perceived Organizational Support-Health)

Issue	Percentage of Positive Responses		
	Results		Targets
	FY2022	FY2023	FY2025
Provides sufficient opportunities and programs for healthy living	81.8%	84.5%	83.6%
Views employee health as an important management goal	84.2%	86.3%	87.5%
Supports a healthy lifestyle	75.8%	79.4%	82.8%

Note: In the disclosure for fiscal 2023, there was an error in the results for fiscal 2022, so they have been corrected.

Key Measures and KPIs

Initiatives During the Medium-Term Business Plan (FY2023-FY2025)

We seek to achieve our vision by quantifying and promoting improvements in organizational health and reducing presenteeism and absenteeism (*) to improve corporate productivity and dynamism.

KPI
Organizational Health Score

	Results		Targets		
	FY2022	FY2023	FY2023	FY2024	FY2025
Percentage of workplaces where stress levels exceed the appropriate range*	13.3%	5.3%	12.5%	11.3%	9.3%
Average score of the organizational health survey results (10-point scale)	6.1	6.3	6.4	6.9	7.7

* Workplaces with stress levels that exceed the appropriate range: Workplaces with a total health risk of 120 or higher in stress check (A total health risk of 100 is the national average)

Presenteeism*

	Results		Targets		
	FY2022	FY2023	FY2023	FY2024	FY2025
Percentage of employees with moderate or greater impaired work function due to health problems	18.2%	18.2%	17.1%	16.1%	15.1%

* Presenteeism: A condition in which an employee is present at work, but their performance is declining due to some physical disorder. It is evaluated using the Work Functioning Impairment Scale (WFun), a survey developed at the University of Occupational and Environmental Health, Japan to measure the degree of impaired work function due to health problems. In Japan, a score of 21 or higher on this survey is said to indicate moderate or greater impaired work function.

Absenteeism*1

	Results		Targets		
	FY2022	FY2023	FY2023	FY2024	FY2025
Average reduction*2 in the number of days of leave for the person on leave*3	-	2% increase	3% decrease	9% decrease	17% decrease

*1 Absenteeism: Condition of not being able to come to work due to illness or poor health.

*2 Percentage of reduction from FY2022 results

*3 Person on leave: Employee on leave of absence (unscheduled absence or leave of absence). The average number of days of leave of absence does not include fixed days off, paid vacations, and absence due to work-related injury.

Promoting Effective Management by Cultivating a Health-First Culture

Striving to create workplaces where employees can work with enthusiasm

Konica Minolta has issued a statement on health, the Konica Minolta Group Health Declaration, which sets out the principles for promoting health & Productivity management. Based on this declaration, it plans and implements policies under a single management structure (collaborative health) so that the best use can be made of Company resources and its Health Insurance Association. The Company is enthusiastically implementing health-promotion measures while practicing swift decision-making on important issues in cooperation with the health promotion group leader in the Human Resources Department, the executive director of the Health Insurance Association, and other management personnel, with the Corporate Human Resources General Manager acting as managing director of the Health Insurance Association.
Furthermore, the Company is promoting health management based on productivity-related indicators in collaboration with outside consortiums and research institutions such as Collabo-Health.

Konica Minolta Group Health Declaration (PDF) (311KB)



Konica Minolta Group Health Declaration

"Creating a work environment filled with vigor and enthusiasm"

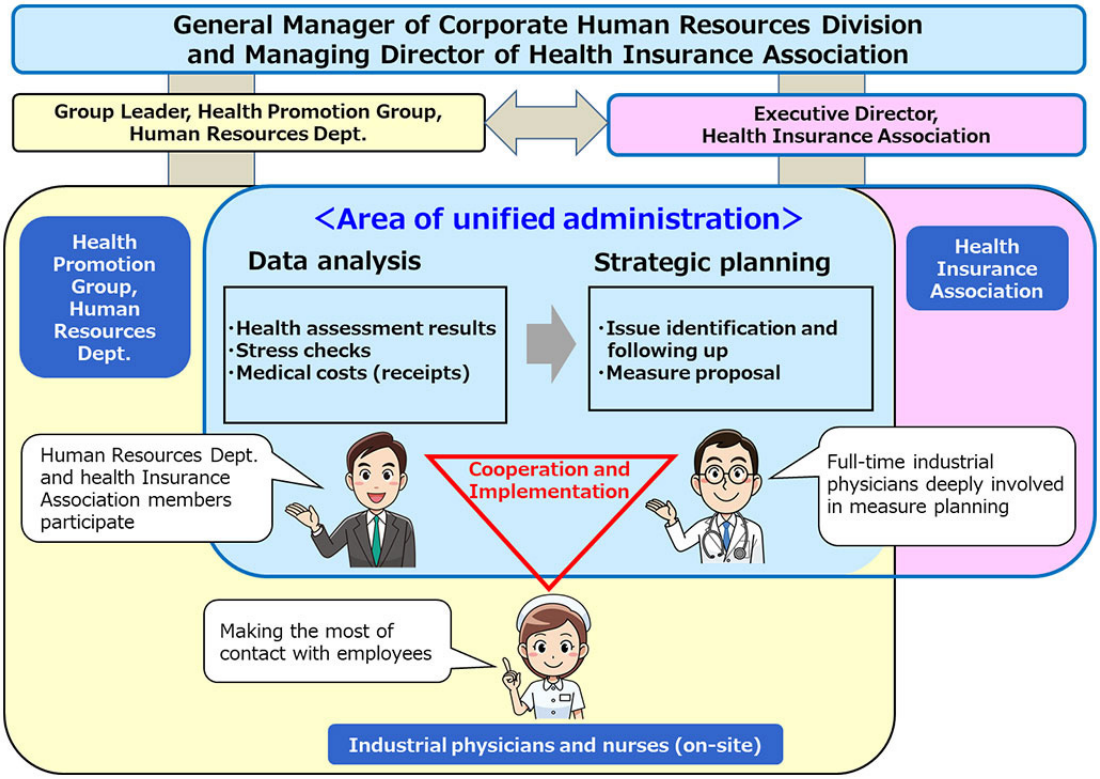
Konica Minolta Group declares that we will contribute to the development of a healthy society by promoting healthy management practices through our corporate culture, which is characterized by the statement "health is first priority". We understand that our employees' health is the key to everything.

Acknowledging that each employee's health is a valuable resource, we will create the ideal secure and comfortable environment (company).

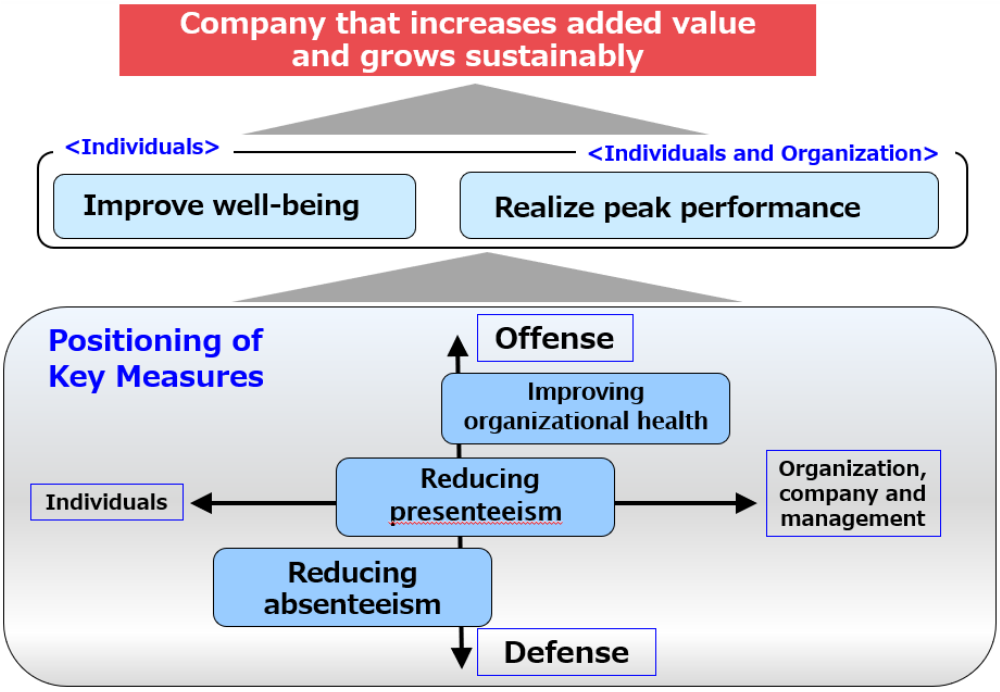
We hope that our employees realize that health is the key component for each individual and family, and for our company; and we expect them to take independent action to improve the maintenance of their health and to proactively engage in our "health is first priority" culture.

April 2022
Toshimitsu Taiko
Director, President & CEO, Representative Executive Officer
Konica Minolta, Inc.

Organizational (Collaborative Health) Structure for Promoting Health & Productivity Management



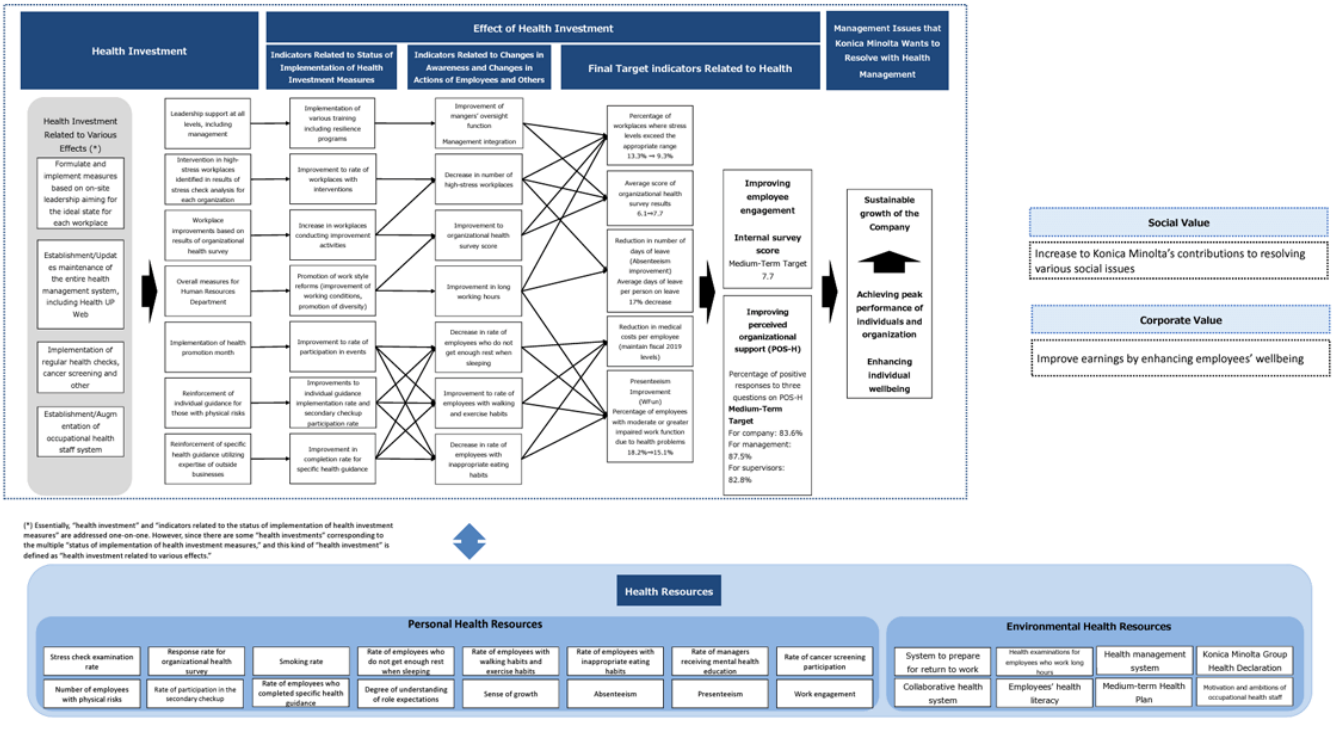
In order to achieve the principles of the Health Declaration, Konica Minolta has formulated and implemented a medium-term health plan since 2014 linked to the Company's medium-term business plan.
Since fiscal 2023, we have adopted "Well-Being 2025" with the aim of raising individual and organizational productivity and achieving sustainable corporate growth by improving organizational health and reducing presenteeism and absenteeism.



Based on the innovative approach of health investment management accounting, Konica Minolta created a strategy map that systematically organizes how the measures implemented to enhance health (health investment) have affected improvements to employees' health and productivity, and how they led to resolutions to management issues. Konica Minolta is addressing health & Productivity management while linking it to corporate strategies.

Strategy Map for Health Investment Management Accounting

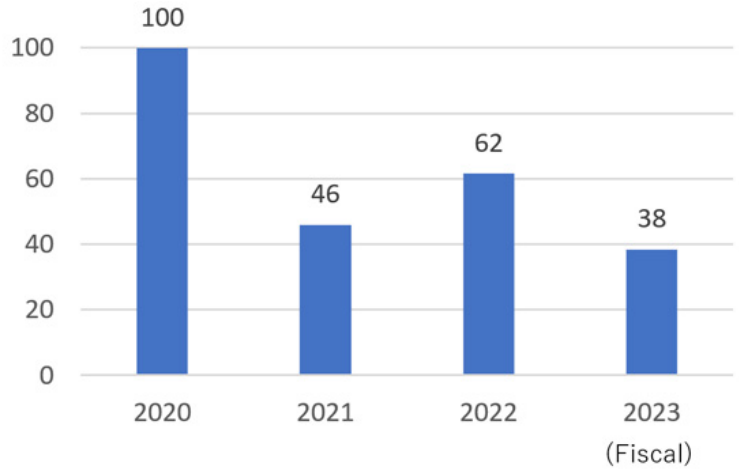
Strategy Map for Health Investment Management Accounting



Minimizing the Number of Persons with Health Risks

Konica Minolta is committed to improving the health of its employees in order to strengthen its talent pool, which is vital to achieving its management strategy. The Group companies in Japan and the Health Insurance Association work together to plan and implement various measures. They categorize those with health risks according to physical and mental health risks and set numerical targets with the aim of reducing the number of people in each category through employee-centered measures.
For physical health management, Konica Minolta is focusing on preventing the development of serious illness for all Group employees in Japan. In particular, as Konica Minolta bolstered efforts by occupational health staff to respond to employees with the highest health risks (health guidance and checkup recommendations), the number of such employees in fiscal 2023 was down by about 40% compared to fiscal 2020, the first year of the previous medium-term plan. Hospitalization costs per employee in fiscal 2022 increased by only 15% for Konica Minolta compared to fiscal 2013, suggesting that the measures taken to prevent serious illness have been effective, while the average in Japan (National Federation of Health Insurance Societies' average) increased by 34%.

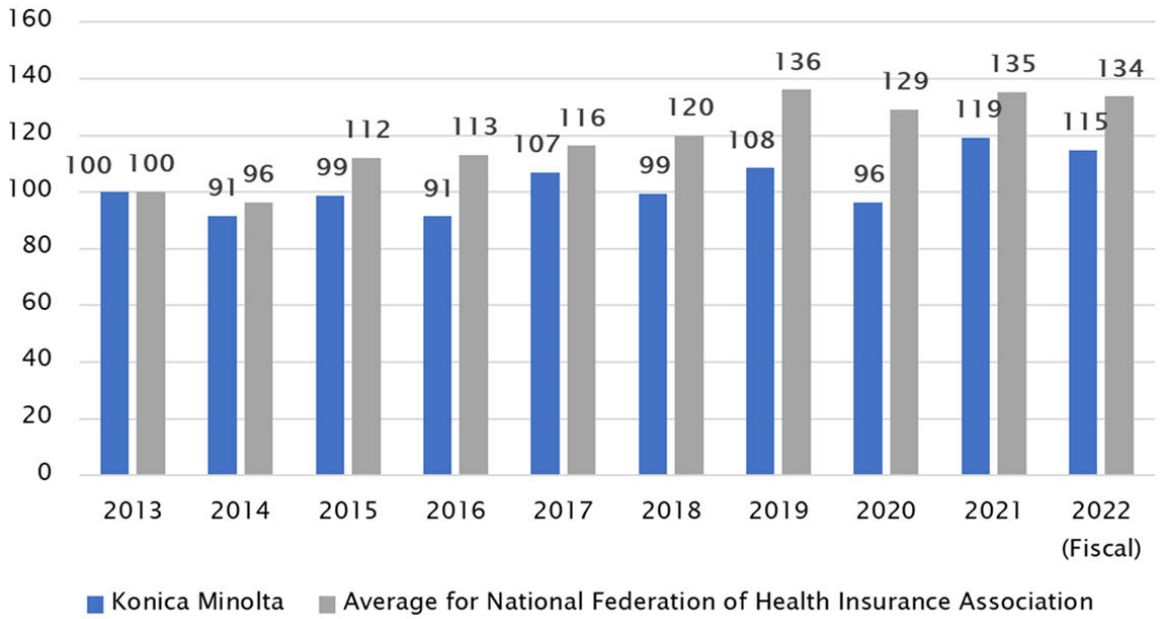
Employees with the Highest Health Risks
(Indexed with FY2020 as 100)



Status of Response to Employees with the Highest Health Risks

	FY2020	FY2021	FY2022	FY2023
Rate of response by occupational health staff	100%	100%	100%	100%
Rate of checkups at medical facilities	92%	95%	93%	100%

Trends in Hospitalization Expenses per Employee
(Indexed with FY2013 as 100)



The regular health checkup attendance rate continued to be maintained at 100% in fiscal 2023. The attendance rate of secondary checkups after health checkups for the employees with the highest health risks is always over 90%. Konica Minolta is working to improve the health checkup rate through education and events to improve health literacy, as well as strengthening its system and encouraging consultation by occupational health staff in coordination with workplace managers.
The rate of cancer screening aimed at early detection and prompt treatment of cancer are given below.

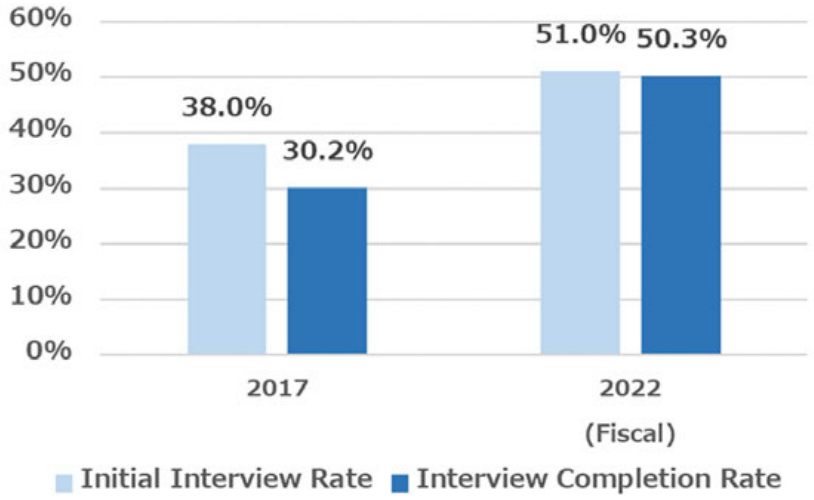
Cancer Screening Uptake Rate in the Past Four Years

Area examined	FY2020	FY2021	FY2022	FY2023
Lungs	99.3%	99.0%	99.3%	99.1%
Stomach*	87.9%	90.5%	93.3%	30.7%
Large intestine	94.4%	94.9%	94.8%	94.8%
Prostate	99.0%	99.1%	99.2%	99.0%
Breasts	60.5%	67.8%	69.8%	70.9%
Uterine cervix	36.4%	43.8%	47.4%	49.4%

Note: Figures are for all employees of the Konica Minolta Group in Japan
* Stomach cancer screening: The method of examination has changed since fiscal 2023. (Until fiscal 2022, the ABC exam was performed as part of the health checkup. Since fiscal 2023, the data has been compiled based on an optional endoscopic exam at an outside medical institution with the cost covered by the National Federation of Health Insurance Societies.)

Konica Minolta works with the Health Insurance Association to conduct specified health checkups, and health recommendations are provided based on the results, for the prevention of lifestyle-related diseases. In fiscal 2022, the initial interview rate and interview completion rate both improved substantially compared to fiscal 2017.

The Initial Interview Rate and Interview Completion Rate in Specific Health Guidance

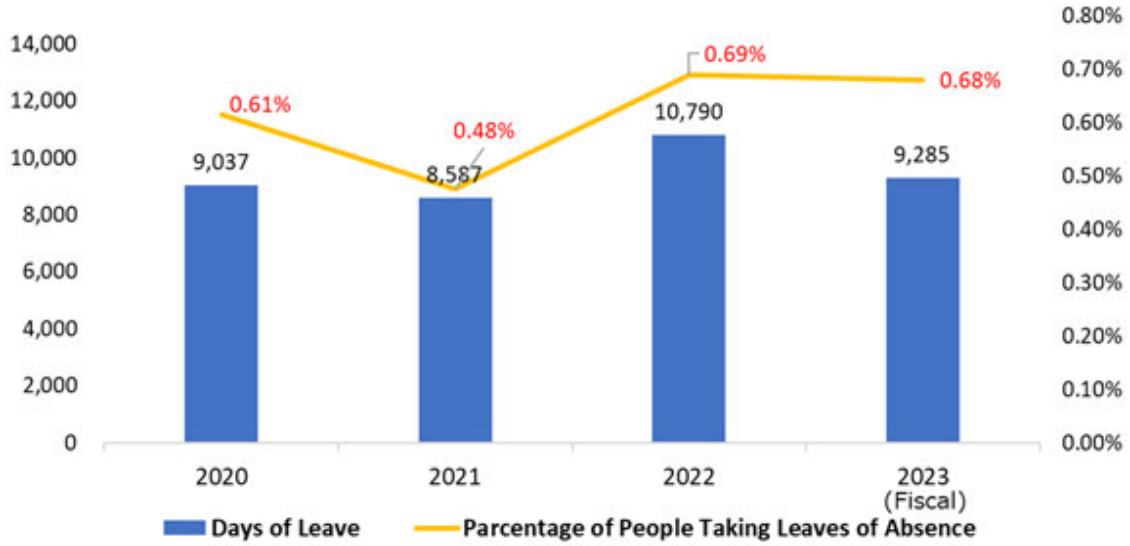


As part of mental health management, stress checks are conducted twice a year for all employees of the Konica Minolta Group in Japan, and more than 90% of employees participate every time (in fiscal 2023, 91% received stress checks). While allowing employees to utilize their results for self-care, Konica Minolta also classifies workplaces into four levels of stress based on the results of the stress checks and shares this status with organizational heads. Improvement measures are then devised and implemented for workplaces at Level 4, the highest level of stress. As a result, the number of Level 4 workplaces decreased in fiscal 2023 compared to the previous year, and the percentage of workers with the highest level of stress reached a record low of 8.4%. In conjunction with this, all Group managers participated regularly in an e-learning program to promote early detection and prompt response for those suffering from mental health issues through a reinforcement of managers' employee oversight function. The participation rate was maintained at around 92%.

Survey results showed that 90% of managers responded that e-learning was beneficial. In addition, Konica Minolta plans to further strengthen its offensive approach to mental health education that is aimed at improving the workplace culture. Moreover, the Company is also engaged in workplace improvement utilizing the analysis results of the organization health survey, whose scores have a strong correlation with productivity. In fiscal 2022, the average score was 6.1, but improved to 6.3 in fiscal 2023. There was an overall trend of improvement in each question, with particularly favorable results for questions related to growth, recognition, and progress.

Konica Minolta has also established a reinstatement preparation program for employees returning to work from leaves of absence taken due to mental health problems. People in the program are provided with careful support to facilitate a smooth return to work, including at least three interviews with an industrial physician, workplace head, and the HR department during the rehabilitation period, which lasts up to three months.
As a result of these measures, the number of leave-of-absence days taken due to mental health problems among Konica Minolta, Inc. employees in fiscal 2023 declined by around 14% year on year. Furthermore, the number of new employees on leave of absence declined by 16% year on year. However, the average number of days of absence per employee, including both new and continuing absence—the KPI for absenteeism—Increased slightly. In fiscal 2024, we will take steps to reduce the number of leave-of-absence days taken due to mental health problems by further reinforcing managers' oversight and implementing oversight in close cooperation with line personnel.

Percentage of People Taking Leaves of Absence at the Beginning of the Fiscal Year Due to Mental Health Problems (as of April 1) and Total Number of Days of Leave During Each Fiscal Year



Note: In the fiscal 2021 disclosure, there was an error in the "number of days of leave of absence," for fiscal 2020, which has been corrected.

Measures to Address Overwork

To prevent health problems caused by overwork, Konica Minolta is taking measures to curb long working hours.
The Konica Minolta Group provides health checkups by industrial physicians to employees who have logged more than 80 hours of overtime work in a single month, or who have logged 60 or more hours of monthly overtime work three months in a row, or who have logged 45 or more hours of overtime work. These checkups prevent health problems caused by overwork and maximize performance.
As a result of these countermeasures curbing employee overwork and creating a healthy and comfortable workplace that allows for good work-life balance. In fiscal 2024, the Company aims to further reduce the number of employees working long hours, while revising the medical checkup appointment system to facilitate medical checkups for those who work long hours.
Employees' work conditions, such as the average number of years of continuous employment, total actual working hours and percentage of employees taking paid vacations, are shown below.

Employees' Work Conditions

	FY2019	FY2020	FY2021	FY2022	FY2023
Average number of years of continuous employment	21.1 years	20.9 years	21.5 years	21.1 years	20.7 years
Total actual working hours (monthly average)*1	157 hours	161 hours	169 hours	169 hours	167 hours
Overtime working hours (monthly average)*1	13 hours	20 hours	26 hours	26 hours	25 hours
Percentage of paid leave taken*2	75.0%	51.7%	56.4%	67.3%	70.1%
Voluntary employee turnover rate	3.1%	2.7%	3.1%	3.6%	3.6%

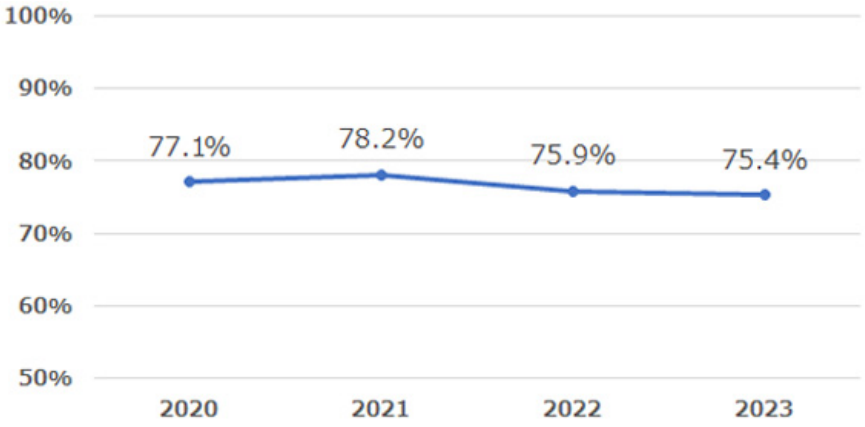
Note: Figures are for employees of Konica Minolta, Inc.
*1. In the case of discretionary workers, excess hours for actual working hours rather than deemed working hours were calculated.
*2. In the fiscal 2023 disclosure, there was an error in the "Percentage of paid leave taken" for fiscal 2022, which has been corrected.

Promoting Health through Visualization of the Level of Employees' Health

Konica Minolta has established indicators that show the level of employees' health visualizing the daily lifestyle increases in health awareness. The Group companies in Japan also implemented assistance programs aimed at promoting health to raise the level of employees' health.
In Japan, the Group holds walking events in which teams compete against each other in order to instill exercise and walking habits among employees, as well as exercise workshops with outside instructors. It has also introduced Asken, an application and website to improve eating habits and raise awareness. Our walking event that we hold every year always has more than 50% participation by our employees. In fiscal 2023, we conducted a program titled "Brain Activity Secrets You Should Know" focusing on the three topics of diet, exercise, and sleep for regulating brain health. In collaboration with Asken, we developed seminars providing basic knowledge and practical programs to instill this knowledge.

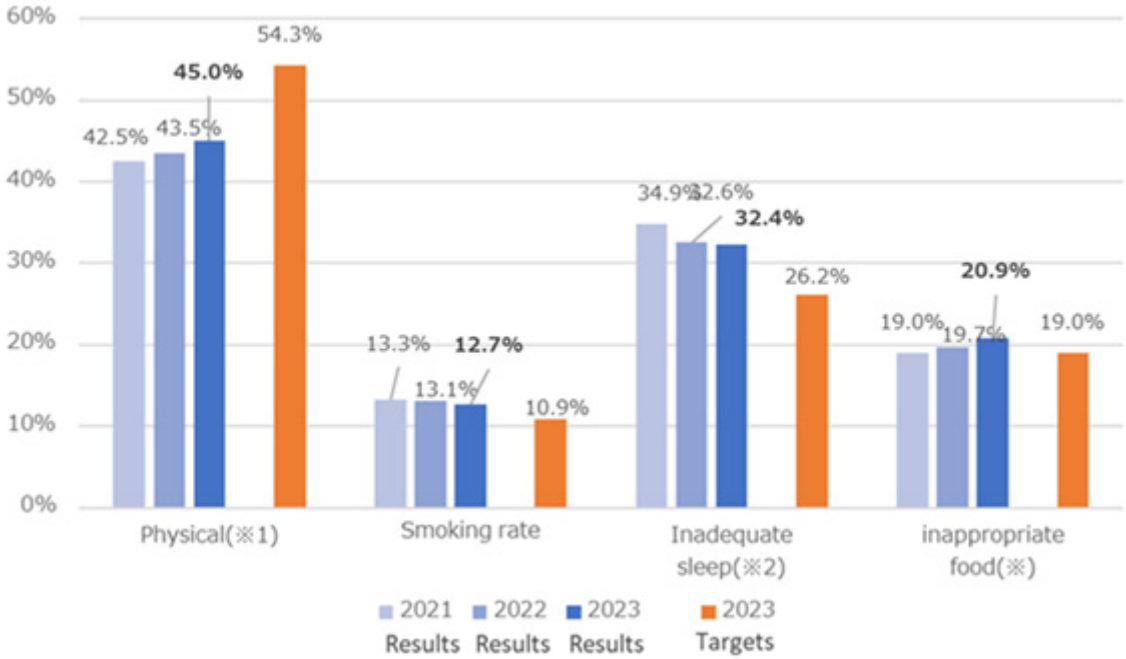
The implementation of a wide range of health promoting events (a total of over 10 times a year) has caused the "percentage of employees already working to improve lifestyle habits (or who want to begin working on this in the future)" remain high in fiscal 2023. In addition to improvements in health literacy, there have been many improvements in lifestyle habits such as exercise, sleep, diet and smoking, which are the basics of health.

Percentage of Employees with a High Awareness of Lifestyle Improvement



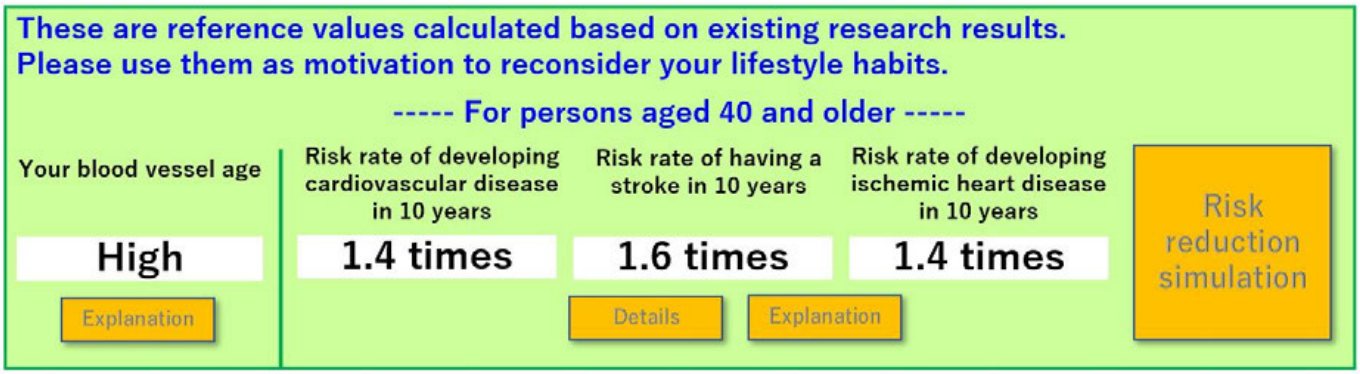
Note: Figures are for employees of Konica Minolta, Inc.

Lifestyle Habits of Employees



Note: Figures are for employees of Konica Minolta, Inc.
*1. Percentage of employees who have a habit of "exercising for 30 minutes or more two or more times per week" or "walking for one hour or more every day" (the higher the better)
*2. Percentage of employees who feel they are not getting enough sleep
*3. The percentage of employees for which three or more of the following apply (the lower the better): "I do not consider nutritional balance," "I eat fast," "I eat dinner two hours before I go to sleep," "I snack," and "I skip breakfast."

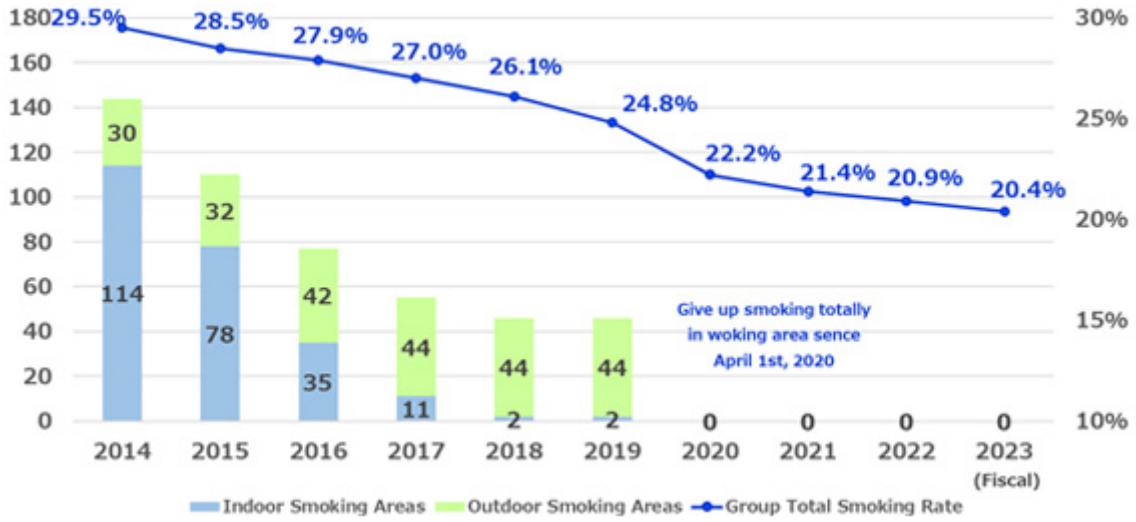
On a website designed to encourage employees to stay healthy, Konica Minolta shows employees a comparison of the average incidence of cardiovascular disease, stroke, and ischemic heart disease within 10 years for their specific age group based on their latest medical examination results. In this way, the Company encourages employees to improve their lifestyle habits. This system can also be accessed and utilized by employee spouses who are health insurance dependents.



Example presentation of future disease risk on the website

Moreover, as a measure against secondhand smoke, in the past, Konica Minolta has gradually cut back on indoor smoking areas, moved them outdoors, and held no-smoking days on the premises. In addition, the Company recommends that smokers participate in smoking cessation support programs. In light of strengthened legislation related to smoking, in April 2020, Konica Minolta prohibited all smoking on its premises and during designated work hours across all group companies in Japan, collaborating closely with labor unions to prevent secondhand smoke and further reduce the smoking rate.
These measures have been successful, and the smoking rate has been decreasing year by year.

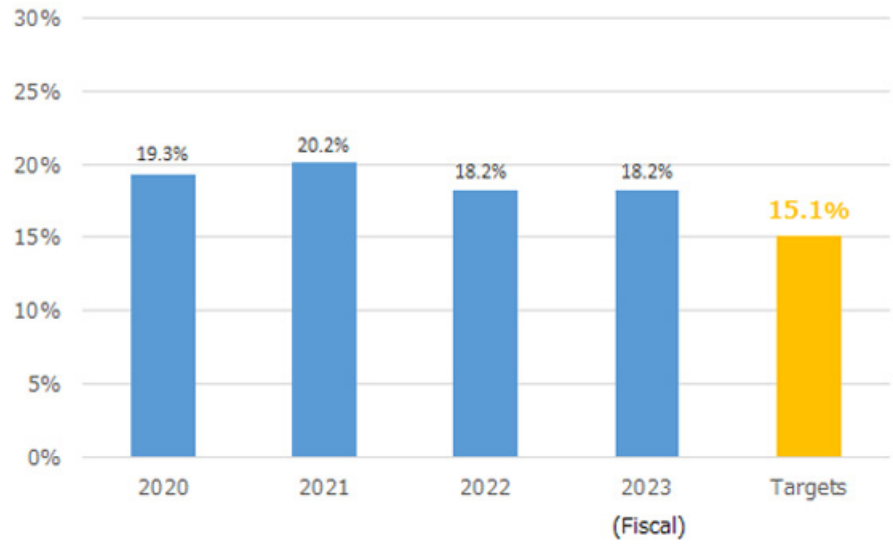
Reduction in the Number of Smoking Areas and the Smoking Rate



Note: Results for Konica Minolta Group companies in Japan

Based on an analysis of survey results to determine the main causes behind presenteeism, we have taken measures to improve neck and shoulder pain, lower back pain, eyestrain, and other physical impairments.
To verify its business effect, we intensively implemented an improvement program leveraging ICT (investment: 9.975 million yen) for a three-month period. As a result, the program alleviated symptoms, improved exercise habits, and reduced mental risks, which was equivalent, in monetary terms, to a 17.5 million yen contribution to profits, justifying the continuation of the program (annual investment: 6 million yen). A survey conducted using WFun, a method that measures impaired work functioning caused by health problems, revealed that the percentage of those with moderate or higher impaired work functioning was 18.2% in fiscal 2023.
The survey was conducted on male employees at Konica Minolta, Inc., who make up a high percentage of our employees, and found an improvement trend among those in their 20s to 40s, and a deterioration trend among those in their 50s, the largest segment. Although various presenteeism measures have shown some degree of effectiveness, we believe that deteriorating conditions due to aging continue, and we believe that more targeted interventions are necessary in the future.

Percentage of Employees with Moderate or Higher Impaired Work Functioning

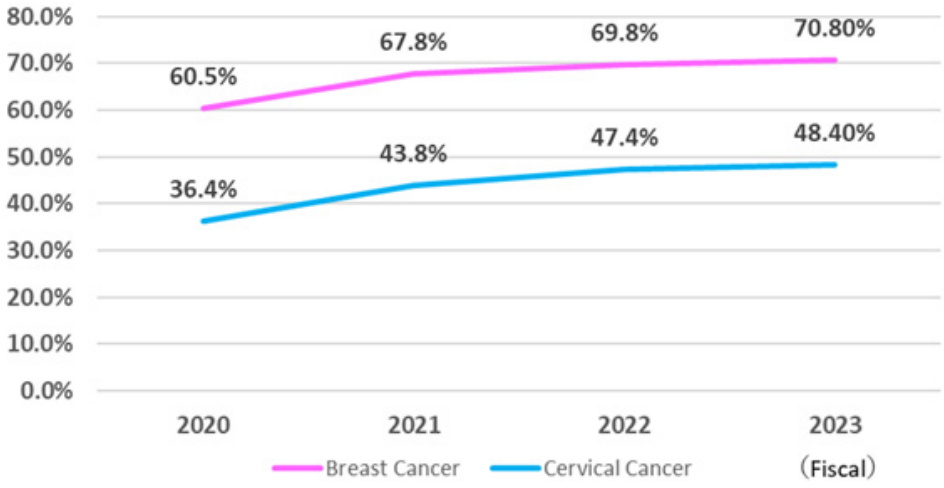


Supporting Women's Health

In terms of promoting women's advancement and enhancing health support, Konica Minolta is striving to improve the cancer screening rate with the aim of early detection and response to gynecological cancer. In addition to subsidies from the health insurance association for medical exams, the Konica Minolta Group in Japan has been improving the screening environment and preventing infection by introducing screening vehicles on its premises and increasing the number of its affiliated medical institutions. As a result, the breast and cervical cancer screening uptake rate in the Group has increased over the medium-term.

In fiscal 2023, for the convenience of our employees, we successfully increased the number of locations where they can receive their medical exam at the same time as their regular health check, and thereby achieved a record high screening rate. We will continue these efforts to fully support the promotion of women's health.

Screening Rates for Breast Cancer and Cervical Cancer



Note: Percentage of all employees of Konica Minolta Group companies in Japan receiving screening

In fiscal 2021, Konica Minolta began the trial introduction of FEMTECH[*1] as a program to address women's health issues. Female employees face health issues specific to women at each stage of their lives that could lead to declining performance and hinder their career development. Recognizing the health issues of women employees as organizational and company issues, we held a lecture providing knowledge of women's bodies given by an expert prior to introducing the program to "properly learn correct knowledge" to ensure physical and mental health and create a comfortable work environment. We took this as an opportunity to deepen understanding in the workplace by encouraging male employees to participate as well.
When we verified the "change in work performance" of female employees before and after the introduction of the measures at the end of 6 months, we found a 23.5-point improvement in the menstrual program and a 6.2-point improvement in the menopausal program. In addition, the "change in the number of days in a month affected by menstrual and menopausal problems" showed an improvement of 2.1 days in the menstrual program and 3.6 days in the menopausal program. This has led to a decrease in the percentage of those with moderate to severe symptoms among program users (73.3% to 50.0% in the menstrual program and 33.3% to 5.9% in the menopausal program). The verified data, suggests a positive impact on work productivity as well.

Outcomes of the menstrual program

Improved Menstrual Presenteeism

Performance score when performance in absence of menstrual disorders is set at 100%

Improved 23.5 pt

Before program participation (n=15) Average 54.0%

6 months after program participation (n=4) Average 77.5%

Reduced Number of Days Affected by Menstruation

Reduced 2.1 days

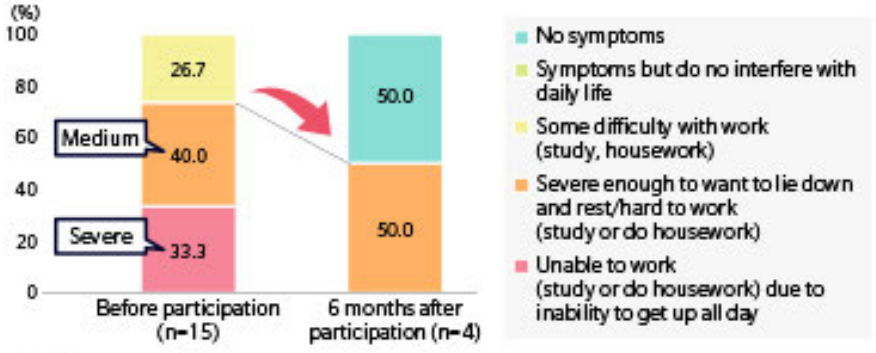
Before program participation (n=15) Average 3.1 days

6 months after program participation (n=4) Average 1.0 days

Impact of Menstruation on Daily Life

Percentage who say impact is so severe they need to rest or cannot get up all day

Before participation 73.3% ▶ 6 months after participation 50.0%



* Total of the following
・Unable to work (study or do housework) due to inability to get up all day
・Severe enough to want to lie down and rest/hard to work (study or do housework)

Outcomes of the menopausal program

Improved Menopausal Presenteeism

Performance score when performance in absence of menopausal disorders is set at 100%

Improved 6.2 pt

Before program participation (n=30) Average 70.3%

6 months after program participation (n=17) Average 76.5%

Reduced Number of Days Affected by Menopause

Reduced 3.6 days

Before program participation (n=30) Average 9.6 days

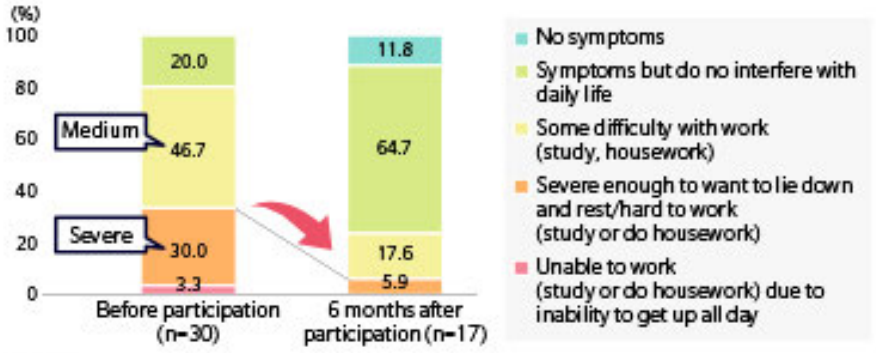
6 months after program participation (n=17) Average 6.0 days

Impact of Menopausal Symptoms on Daily Life

Percentage who say impact is so severe they need to rest or cannot get up all day

Before participation 33.3%

6 months after participation 5.9%



* Total of the following
・Unable to work (study or do housework) due to inability to get up all day
・Severe enough to want to lie down and rest/hard to work (study or do housework)

*1 FEMTECH: A neologism formed by combining the words "female" and "technology" that refers to services and products that use technology to solve health issues faced by women.

Evaluation by External Parties

Selected as a Certified Health & Productivity Management Outstanding Organization (White 500 Company)

Based on the Konica Minolta Group Health Declaration, a philosophy that promotes health & productivity management by fostering a culture committed to "health-first," Konica Minolta recognizes that "employee health is the foundation of everything we do," and promotes collaborative health to maximize the resources of the company and health insurance association. Konica Minolta has been recognized for its “health & productivity management” initiatives that consider and strategically implement employee health & productivity management from a managerial perspective. Konica Minolta has been continuously chosen as a certified Health & Productivity Management Outstanding Organization (White 500 Company) by Japan’s Ministry of Economy, Trade and Industry (METI) from 2017 to 2024. In addition, Konica Minolta has been chosen seven times since 2015 as a “Health & Productivity Stock Selection," a joint initiative of the Ministry of Economy, Trade and Industry (METI) and the Tokyo Stock Exchange.
Five Group companies have been again selected as Certified Health & Productivity Management Outstanding Organizations (White 500 Companies) in fiscal year 2024.
In the area of human resource recruitment, Konica Minolta has been actively hiring mid-career professionals to secure industry-ready talent, rather than relying solely on the traditional mass hiring of new graduates. By effectively publicizing that Konica Minolta is a company that prioritizes health and productivity management, through various media outlets and third-party evaluations such as the "Smart Work Awards," and by strengthening recruitment activities overall, the Company was able to secure the necessary mid-career hires in fiscal 2023. This success was achieved despite fierce competition for skilled professionals, particularly in IT, and without significant impact from economic trends or recruiting conditions. In new graduate recruitment, the number of new hires for April 2024 grew by 119.0% compared to April 2023 and by 158.7% compared to April 2022.
Furthermore, managers in Konica Minolta’s Health Promotion Division listened to the issues of many client companies and are giving advice based on the measures that the Company is implementing and the results of an examination of their effectiveness. Helping companies resolve issues at their request in a support role as they address health & productivity management is expanding interaction with client companies.

2024 健康経営優良法人 Health and productivity ホワイト500

Note: Health and Productivity Management is a registered trademark of Nonprofit Organization Kenkokeiei.

Basic Concept | Attracting, Developing and Promoting the Active Participation of Human Resources | Human Resources Systems and Operations | Building Organization, Culture and DNA | Managing Occupational Safety and Health | **Health & Productivity Management**

Human Capital: Diversity

Basic Concept and Vision of DEI

Basic Concept and Vision of DEI | Promoting Women's Workplace Participation
Employment of People with Disabilities | Fostering a DEI-Based Organizational Culture

Click to jump to the corresponding section in this page

Background and Issues | Basic Concept | Vision | Key Measures and KPIs | Promotion System

Background and Issues

We believe that the diversity of our talent is the source of new and innovative ideas and that we can create solutions that balance our support people to achieve their own purpose with the realization of a sustainable society as stated in our management vision.

We have been working for years to improve equity and inclusiveness for social minorities and to foster an organizational culture that enables each and every member to maximize their different strengths and to live up to their potential. Since the management integration of Konica and Minolta in 2003, we have accelerated these efforts.

In order to realize our vision and achieve sustainable growth recognized by society, Konica Minolta needs to strengthen the promotion of Diversity, Equity, and Inclusion (DEI) as One Global Konica Minolta Group.

Basic Concept

We welcome, appreciate, and value what makes each employee unique and seek to nurture individual capabilities and aspirations to solve new challenges together.
Konica Minolta fosters a culture that enables individuals to thrive, stimulates creativity, problem-solving, and innovation, which in turn facilitates our collective intelligence.

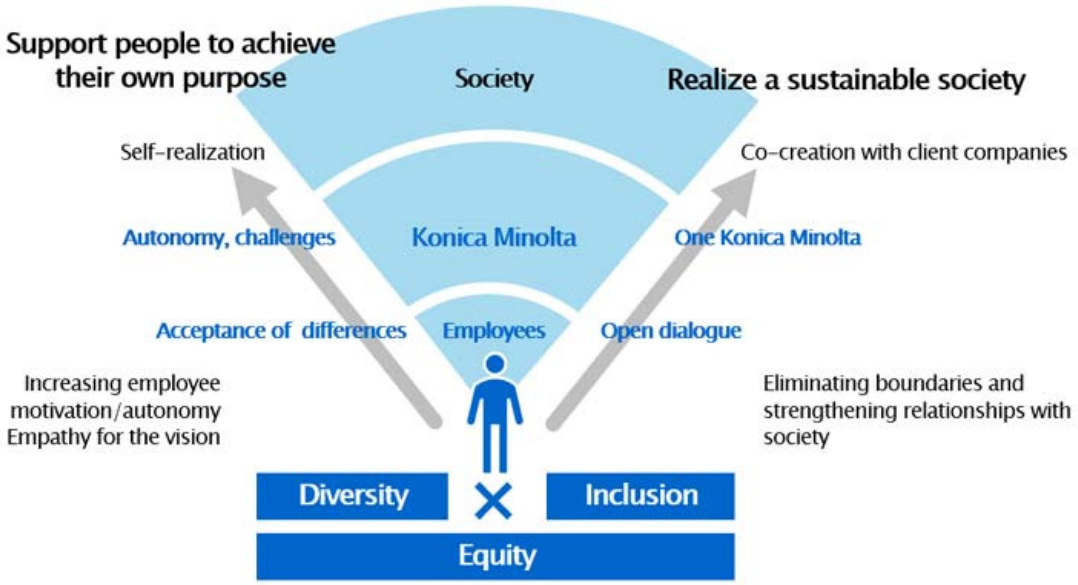
Konica Minolta Group Diversity Management Commitment

Responding to the dramatic changes in the business climate surrounding us, we expect "The Creation of New Value" to draw out and incorporate perspectives and ideas that go beyond the scope of past approaches. To put into practice "7. Talent Development and Fostering of an Organizational Culture" in 2023, as part of our commitment to fostering an organizational culture outlined in the Konica Minolta Group Charter of Corporate Behavior, we disseminated the Konica Minolta Group Diversity Management Commitment, which is our basic approach for promoting DEI within the Company, both internally and externally.

Konica Minolta promotes the principle of diversity, equity, and inclusion to drive co-creation efforts based on recognizing and understanding the diversity of all stakeholders, thereby continuously creating and offering new value that contributes to the growth of our customers' businesses. Together with our corporate clients, we strive to help build a prosperous, sustainable society where everyone can pursue their own purpose and happiness.

Based on the Diversity Management Commitment, Konica Minolta will clearly define its vision in terms of DEI, establish a promotion system, and systematically implement measures.

Diversity, Equity and Inclusion Goals for achieving our long-term vision



Vision

Diversity -	Vision for 2030: Ensure diversity in all decision-making. Concept: • Diversity of talent, differences in experience, knowledge, skills, thoughts, and values bring varied perspectives and innovative ideas to the organization • Diversity in gender, age, nationality, race and ethnicity, sexual orientation and gender identity, and disability generates more experiences and different thoughts and values
Equity	Vision for 2030: Minimize barriers that impede performance. Concept: • Providing fair opportunities to perform will maximize each employee's potential. • Provide tools and resources tailored to each individual's situation and remove organizational barriers so that everyone has the opportunity to succeed
Inclusion	Vision for 2030: A company where everyone speaks out, shares their ideas, and creates innovative ideas. Concept: • An organizational culture that welcomes individual differences, provides psychological safety, and permits full participation in the decision-making process will generate positive challenges and healthy conflict

Key Measures and KPIs

In December 2022, we formulated priority measures to be implemented from fiscal 2023 to 2025 and set KPIs based on the Konica Minolta Group Diversity Management Commitment.

Key Measures

	Diversity: Individual Thrive	Equity: Fair Opportunity	Inclusion: Facilitating Collective Intelligence
Konica Minolta Group	• Formulate and implement independent DEI promotion plans at major companies to meet societal demands and achieve our desired organizational culture. • Provide opportunities to learn in order to promote DEI throughout the Group and strengthen awareness-raising activities		
Konica Minolta, Inc.	• Formulate and implement an independent DEI promotion plan for each organization to achieve the desired organizational culture. • Implement empowerment leader training		
	• Proactively recruit women. • Formulate and implement individual development plans and training for women leader candidates	• Support the building of optimal career visions for diverse human resources	• Provide opportunities to learn in order to promote DEI in accordance with Japanese culture and characteristics

KPI

Diversity: Individual Thrive

Percentage of Women in Management

	Results			Targets			
	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025	FY2030
Konica Minolta Group	19.8%	20.3%	21.1%	21% or more	22% or more	23% or more	26% or more
Konica Minolta, Inc.	9.1%	9.9%	10.7%	11% or more	12% or more	13% or more	18% or more

The scope of the data includes regular employees at Konica Minolta, Inc. and approximately 50 major affiliated companies in Japan and abroad (excluding non-regular employees such as non-executive directors, staff contracted from other companies, employees dispatched from agencies, and temporary or part-time employees). The data covers over 89% of the consolidated group by number of employees in 2015, over 93% in FY2016 and FY2017, 92% in FY2018 and 2019, 89% in FY2020, 87% in FY2021, over 88% in FY2022, and over 86% in FY2023.

*Konica Minolta, Inc.: Regular employees as of April 1 following each fiscal year
*Note that fiscal 2030 is as of April 1, 2030.

Equity: Fair Opportunity

Global Employee Survey Item “Equity”

	Results			Targets		
	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Konica Minolta Group	7.1	7.4	7.6	7.6	7.8	8.0 or more
Konica Minolta, Inc.	6.1	6.1	6.6	6.4	6.7	7.0 or more

*Average score of answers to the following question on a scale of 0 to 10 Equity: “People from all backgrounds are treated fairly at my company.”
*As FY2023 to FY2025 policy, target values are set based on the same industry benchmarks as the FY2021 survey

Inclusion: Facilitating Collective Intelligence

Global Employee Survey Item “Freedom of Opinion”

	Results			Targets		
	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Konica Minolta Group	6.9	7.2	7.3	7.5	7.7	8.0 or more
Konica Minolta, Inc.	6.5	6.6	6.8	6.9	7.2	7.5 or more

*Average score of answers to the following question on a scale of 0 to 10 Freedom of Opinion: “At work, my opinions are valued.”
*As FY2023 to FY2025 policy, target values are set based on the same industry benchmarks as the FY2021 survey

Initiatives for FY2023

The following are measures we are continuously taking to proactively achieve our KPI targets.

Diversity	● Promoting Women’s Workplace Participation ● Employing people with disabilities
Equity Inclusion	● Fostering a DEI-Based Organizational Culture ・Formulate and implement a DEI promotion plan that leads to business growth. ・Provide learning opportunities for each employee ・Activities that Welcome Differences (strengthen awareness-raising activities)

Promotion System

This system is overseen by the executive officer responsible for diversity enhancement, who is appointed by Konica Minolta’s global group president and CEO. Executive officers and corporate vice presidents responsible for their respective businesses and functions implement measures (vertical axis) to achieve the targets, and the DEI Offices at local companies support each geographical Group company (horizontal axis). Through these efforts, the Konica Minolta Group will work together to accelerate the progress of DEI.

Implement measures to achieve targets under the responsibility of Executive Officers and Corporate Vice Presidents

Executive Officers and Corporate Vice Presidents are responsible for realizing the vision for 2030, and will set targets and formulate measures through till the end of FY2025 by respective businesses and functions. These actions will then be promoted as one of the management strategies of each business and function.

DEI Office of Konica Minolta, Inc. and key geographical companies will support local Group companies

The DEI Offices established at the main companies of the Konica Minolta Group will support the promotion of DEI at Group companies based on their specialized knowledge and experience in order to realize our DEI goals.

Basic Concept and Vision of DEI | Promoting Women’s Workplace Participation
Employment of People with Disabilities | Fostering a DEI-Based Organizational Culture

Human Capital: Diversity

Promoting Women's Workplace Participation

Basic Concept and Vision of DEI | Promoting Women's Workplace Participation | Employment of People with Disabilities | Fostering a DEI-Based Organizational Culture

Click to jump to the corresponding section in this page

Konica Minolta's Approach | Supporting Career Development for Women | Promoting Work-Life Management | Networking and Educational Activities | Group Company Initiatives

Konica Minolta's Approach

Background and Issues

Gender equality and women's empowerment are key issues for the global community, and they are also vital to achieving the SDGs. In Japan, however, despite the fact that both men and women are generally highly educated, the reality is that women still face barriers when it comes to leadership and participation across the board. Konica Minolta recognizes the urgent need to develop an environment that facilitates women's success in its industry.

Vision

Konica Minolta views the diversity of its human resources as a source of novel and innovative ideas and solutions. In this sense, diversity is the key to achieving a balance between 'supporting people to achieve their own purpose' and 'realizing a sustainable society,' as stated in its management vision. We believe that promoting the advancement of women will also foster the advancement of all social minorities, and we seek to further expand the arenas in which women can actively participate in the workforce.

Key Measures and KPIs

- Proactively recruit women
- Formulate and implement individual development plans and training for women leader candidates

Konica Minolta Group

KPI	Results				Targets			
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025	FY2030
Percentage of management positions held by women	19.8%	19.5%	20.3%	21.1%	21% or more	22% or more	23% or more	26% or more

* Konica Minolta Group: As of each fiscal year-end. Konica Minolta, Inc. and its consolidated subsidiaries in Japan, and approximately 50 major overseas consolidated subsidiaries with 200 or more employees.

Konica Minolta, Inc.

KPI	Results				Targets			
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025	FY2030
Percentage of management positions held by women*1	7.2%	9.1%	9.9%	10.7%	11% or more	12% or more	13% or more	18% or more
Percentage of women among new graduate recruits*2	23%	35%	37%	39%	Maintain 30% or more			—
(Reference) Percentage of women among new technical graduate recruits	-	33%	36%	32%	—			

*1 Percentage of management positions held by women: Regular employees as of April 1 following the end of each fiscal year. FY2030 is as of April 1, 2030.
*2 Percentage of women among new graduate recruits: Regular employees of Konica Minolta, Inc. who are hired within each fiscal year and join the company as new graduates in April of the following year or later.

Supporting Career Development for Women

Konica Minolta, Inc. has worked proactively to create an organizational culture in which women can thrive, provide education and training, and augment its systems, using the percentage of management positions held by women since fiscal 2010 as one of its indicators. Since fiscal 2017, we have positioned DEI as a management strategy and the head of each business division have been directly involved in individual development plans and focused on enhancing the pipeline of women leaders based on a strong desire to foster women in leadership positions. In addition to these initiatives, Konica Minolta identifies women with high potential and systematically nurture them so that they can exercise influence in the upper levels of management.

Strengthen Training of Manager Candidates

To reinforce the pipeline of women leaders, since fiscal 2021, we have provided training to women who are close to being appointed to management positions. The training seeks to systematically develop their skills and leadership abilities to facilitate their promotion to this level.
By taking inventory of past experiences and identifying any shortcomings in experience and skill, we systematically assign duties and develop the competencies needed for career growth, including promotions to this level and above. We also conduct training for women employees to address their need for additional experience and skills and equip them to better shape their own careers.
In fiscal 2023, we trained 18 women employees. Training for supervisors, which was conducted until fiscal 2022, was merged with the Empowerment Strengthening Program. As a result of these efforts, the percentage of management positions held by women has steadily increased each year, reaching 10.7% in fiscal 2023. On the other hand, the numerical target of 11% was not achieved. In the second half of fiscal 2023, the Company began strengthening the pipeline of woman employees, including young potential talent, to meet the fiscal 2030 target.
In fiscal 2018, Konica Minolta welcomed its first woman executive officer, and as of June 2024, one outside director, two executive officers, and two corporate vice presidents were women, bringing the percentage of director (director, executive officer, corporate vice president, and technical fellow) positions held by women to 14%.

Number and Percentage of Women Managers at Konica Minolta, Inc. (as of April of each year)



Promoting Work-Life Management

The development of Konica Minolta's work-life balance support program began in the 1990s to prevent woman employees from leaving their jobs due to childbirth or childcare. We are now also promoting male employees' participation in childcare and improving support for balancing work and nursing care, as well as changing systems and creating an environment that can flexibly adapt to the differing circumstances of each employee. As a result, the gap in the average number of years of continuous service between men and women at Konica Minolta, Inc. has been eliminated, and we have created an environment where everyone can balance work and life.
Furthermore, we provide a wide range of opportunities for women and their colleagues and supervisors to gain accurate knowledge and learn coping strategies for diseases such as premenstrual and menopausal symptonms, which are particular to the life stages of women, so that women can work safely and with peace of mind.

Click here for further details. Women's Health Support

Support for Man and Woman Employees Balancing Childcare and Career Goals

Since its introduction in 1992, the childcare leave system at Konica Minolta, Inc. has steadily taken root, achieving a 100% take-up rate among women employees, with the rate of employees returning to work also maintaining high level of over 95%.
In response to the concern about daycare waiting lists, employees with infants are able to take childcare leave until the child reaches the age of 2 years and 3 months, ensuring that even babies born in February or March have two opportunities to get into daycare in the usual registration month of April. Moreover, the company provides salary assistance during a childcare leave period that exceeds the term of childcare leave benefit payment.
Some Group companies have installed lactation rooms to support women employees in returning to work and continuing their careers with peace of mind after giving birth, and this measure is gradually being expanded.
In addition to the childcare leave system, which allows parents to take leave until the child reaches the age of two years and three months, male employees can also take paid paternal leave for up to five days within one month before or after their spouse's expected delivery date.
As a result of strengthening awareness-raising activities for eligible employees and their supervisors and creating and distributing childcare leave handbooks that explain the system and procedures, the paternal leave utilization rate by eligible men reached 75.2% in fiscal 2023.

Childcare Leave Utilization Rate and Average Number of Days Taken by Male Employees

	FY2021	FY2022	FY2023
Rate of taking childcare leave	43.4%	64.8%	75.2%
Average number of days taken	47.4	70.9	72.7

* The target is regular employees of Konica Minolta, Inc.
* Method of calculating rate of taking childcare leave: The number of employees taking childcare leave (including those continuing from the previous year) divided by the number of employees whose spouses gave birth.

Please refer to the 'Social Data' section of the ESG Data for detailed information.

In addition to these, after returning to work from childcare leave and until the child graduates from elementary school, employees of any gender can choose from a variety of work options including part-time working hours, working from home, and remote work regardless of gender. This allows them to continue building their careers according to their family circumstances and their own approach. Furthermore, regardless of whether employees are in the child-rearing period or not, the Company introduced systems such as flexible working hours and hourly leave, enabling them to choose a flexible work style.

Payment of a “Next-Generation Fostering Allowance”

Konica Minolta, Inc. established a “next-generation fostering allowance” in fiscal 2012, replacing its family allowance and housing allowance. This provides monetary benefits to employees raising children under the age of 18 to support employees in the child-rearing generation. Employees are eligible to receive subsidies for some of the fees for nursery school and daycare center use through the "Cafeteria Plan System." Furthermore, in fiscal 2008, the Company expanded the eligibility for using accumulated paid leave to include reasons such as infant care, or staying home with a child when school is canceled.

* Accumulated paid leave: A leave system that enables employees to accumulate unused annual paid leave, which can be used with pay under certain conditions. (A maximum of 40 days of leave can be accumulated.)

Konica Minolta’s Work-Life Balance Support Systems for Childbirth and Childcare (Excerpt)
*Various conditions of use apply.

Purpose/ Timing	System Name	Overview/Target
Pre-Pregnancy (Infertility Treatment)	Accumulated Paid Leave (Infertility Treatment)	Available for inpatient treatment, therapy, or outpatient care related to infertility for the employee and their spouse.
	Infertility Treatment Expense Subsidy (Cafeteria Plan)	Subsidizes costs related to infertility treatment, such as consultation fees and medication.
Pregnancy Period	Childcare Training Subsidy (Cafeteria Plan)	Subsidizes the cost of seminars and schools related to childbirth and childcare.
Childbirth Period	Maternity Leave	Available up to 6 weeks before childbirth (14 weeks for multiple pregnancies) and up to 8 weeks after childbirth. In addition to the maternity allowance (from the health insurance union), a company-provided maternity leave allowance is given to ensure that the total compensation during maternity leave is equivalent to 80% of the standard wage.
	Paternal Leave	Male employees can take up to 5 days within a month for their spouse’s childbirth.
	Next-Generation Fostering Allowance	Provided until March 31 after the child turns 18, regardless of the number of children. Fixed allowance provided until March 31 after the child turns 6.
	Childcare Leave	Available until 3 months after the child’s second birthday. Employment insurance benefits provided until the child turns 2. After the child turns 2, mutual aid benefits equivalent to childcare leave benefits are provided. Additionally, up to 40 days of accumulated paid leave can be used.
Childcare Period (After Return to Work)	Shorter Working Hours for Childcare	Available until the end of March after the child finishes sixth grade.
	Accumulated Paid Leave (Family Care)	For care related to family members' illness, including inpatient treatment, therapy, or outpatient care.
	Accumulated Paid Leave (Class Closure)	For school class closures, grade closures, or temporary school closures until the child finishes sixth grade.
	Childcare Fee Subsidy (Cafeteria Plan)	Subsidizes fees for daycare centers, nursery schools, certified children’s centers, and after-school care.
	Home Help Subsidy (Cafeteria Plan)	Subsidizes home help services and babysitters.
	Work-at-home during Child-rearing	Available for employees with children until the start of middle school, as recognized by the Company.
	Remote Work	Available for employees recognized by the company for improved productivity, results, and creativity through remote work.

Support for Balancing Work and Caregiving

Konica Minolta conducted an employee survey on caregiving in 2017 and found that 9% of employees 40 years old and over provided some kind of caregiving at the time of the survey, and that 30% of employees could provide caregiving within five years. Based on this employee survey and interviews with employees who actually provide caregiving, the Company revised its system and worked to raise employee awareness. The system was revised to enable employees to take annual paid leave in hourly units. Furthermore, to eliminate employees' concerns about caregiving, the Company provides employees with clear information on what they should know in advance to avoid having to leave work to care for a family member, as well as details on various caregiving-related systems.

Konica Minolta's Work-Life Balance Support Systems for Elder Care (Excerpt)
*Various conditions of use apply.

Category	System Name	Overview/Target
Leave and Absence Systems	Temporal Nursing Care Leave	Available for 5 days per year (calendar year) per family member requiring care.
	Nursing Care Leave	For family members requiring constant care or care system development, generally up to 1 year. Nursing care leave benefits are provided by employment insurance with a maximum of 93 days and up to 3 times.
	Regular Nursing Care Leave	Combined with caregiving leave, up to 5 years for each case, with 1 day (or half-day) per specified day of the week.
Work Systems	Shorter Working Hours for Nursing Care	Combined with caregiving leave, up to 5 years per case, with up to 2 hours per day, adjustable in minute increments from start and end times.
	Home-based Work for Nursing Care	Available for those with caregiving reasons recognized by the Company.
	Remote Work	Available for employees recognized by the company for improved productivity, results, and creativity through remote work.
Expense Support	Nursing Care Supplies Purchase Subsidy (Cafeteria Plan)	Subsidizes the purchase and rental costs of caregiving supplies.
	Nursing Care Assistance System (Mutual Aid)	Assists with costs for the care of dependent or cohabitating parents aged 65 and over who are bedridden or have dementia.

Please refer to the 'Social Data' section of the ESG Data for details on the use of childcare and caregiving programs.

Achieving Gender Equality: Promoting Fulfillment in Work and Creating a Comfortable Workplace

Because Konica Minolta, Inc. attaches importance to demonstrated capabilities and results, personal allowances other than the "next generation fostering allowance" have been combined in the base salary, and the disparity between men and women employees has been systematically eliminated. However, the disadvantages between men and women caused by the division of labor by gender roles has not been fully eliminated. The Company considers the wage disparity between men and women, which is caused by multiple factors, as one indicator, and seeks for true gender equality through support for women's career development, promotion of work-life management for men and women, and other means, as described above.

Wage Disparity Between Men and Women Employees

	FY2022	FY2023
Regular employees of Konica Minolta, Inc.	73.9%	76.5%

* Calculated based on the provisions of Japan's Act on Promotion of Women's Participation and Advancement in the Workplace

Networking and Awareness-Raising Activities

Creating a Network for Mutual Assistance

Konica Minolta promotes networking beyond organizational boundaries. Voluntary initiatives, such as company childcare communities and career workshops, help promote the active participation of women.

Employees' Resource Group "himawari"

At Konica Minolta, Inc., more women are being hired as engineers, and women are being assigned to workplaces in which there used to be only men. As the environment changes, there are still workplaces in which there are very few women serving as engineers. For this reason, in 2020, Konica Minolta established the Network for Women in STEM. This network allows women to connect with a wide group of colleagues, including those with similar concerns, and thosee who have overcome these concerns, and those who can provide different perspectives. Male employees also participate as supporting members. In addition to online workshops on themes such as balancing home life, child-rearing and career, Konica Minolta has created an environment in which members can talk to others on the team at any time using chat and other systems.
Nowadays, it is becoming common to change one's job, such as from a technical job to a planning or marketing job, or from a planning or management job to a systems-related job. Therefore, in fiscal 2023, we changed the name of our activities to "Himawari" (meaning "sunflower" in Japanese), as our activities are not limited to women engineers. The new name reflects our aim to create a dignified image of a sunflower standing alone and facing the sun. Leveraging past experience, we also initiated activities outside the company, such as supporting career education for junior high and high school students.

Programs linked to International Women's Day

Since March 2018,every year Konica Minolta has held programs linked to International Women's Day, March 8.

List of Initiatives through Fiscal 2023

Date Held	Theme	No. of Participants
2018	Connect	Approx. 300 (held in Japan)
2019	Respect–Understand and acknowledge each other's differences	Approx. 1,000 (held in Japan)
2021	RETHINK EMPOWERMENT	Approx. 650 (held in global)
2022	BREAK THE BIAS	Approx. 350 (held in each region)
2023	EMBRACE EQUITY Overseas title: "Women's Power to Change the Global Economy" Japanese title: "How to Turn Differences into Strengths"	Approx. 480 (held globally) Approx. 200 (held in Japan)

March 2024 - INSPIRE INCLUSION

A global program was held for Konica Minolta Group employees under the theme of INSPIRE INCLUSION. At the program, a panel discussion was held on "How to create a workplace where everyone can thrive, regardless of gender." The discussion was led by a woman executive officer of Konica Minolta, and two women leaders and one man leader who play active roles in overseas regions, with approximately 450 participants from 27 countries in attendance.
In Japan, a guest speaker talked about "Job Satisfaction and Challenges," and a panel discussion entitled "What can you do today to prepare yourself was held with the participation of two women leaders and one man leader from Konica Minolta, "What can you do today to take full control of your own career and take action today?" About 300 people attended the program.



Group Company Initiatives

Developing Global Women Leaders

Konica Minolta, Inc. rolled out the “Women 2 Lead Program” in fiscal 2023 to select and develop the next generation women leaders who are playing active roles in the region or the country, with a view to "ensuring diversity and further strengthening equity in decision-making.” In the first year of the program, 12 candidates for next-generation women leaders from various backgrounds were selected from Group companies as the inaugural class. The participants were assessed in collaboration with top class executive development institutions in Europe and were obtained the mental attitude and knowledge of a leader. The program will continue beyond fiscal 2024, and we are forming an alumni network that will sustain mutual learning.

Initiatives at Konica Minolta Business Solutions U.S.A., Inc.

We have maintained the “Step Forward” activities of the Women's Business Resource Group (BRG) for many years to promote higher retention and opportunities for women. The program consists of monthly lectures on topics such as the growth mindset, personal branding, and navigating career success, with approximately 4,100 employees participating in 2021.

Initiatives at Konica Minolta Japan, Inc.

Konica Minolta Japan, Inc. established the Diversity Promotion Office in fiscal 2018 and launched full-scale initiatives. Every year since fiscal 2018, we have sent women to outside training programs to support their career development. In fiscal 2022, the Diversity Promotion Office held discussions with division heads about DEI promotion, and first promoted the understanding of human resources with the aim of developing young employees and women employees in the workforce. In fiscal 2023, we will assess the current situation and organize issues to accelerate the growth of young employees and women, and plan a growth support program, which will be launched in fiscal 2024. Additional measures will be considered and implemented to achieve KPIs.

KPI	Results			Targets		
	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Percentage of management positions held by women	5.8%	6.4%	6.7%	8%	10%	11%

* Regular employees of Konica Minolta Japan, Inc. as of the April 1 following the end of each fiscal year

Formulate and Implement Action Plan based on Japan’s Act on Promotion of Women's Participation and Advancement in the Workplace

In Japan, we have formulated an action plan based on the Act on Promotion of Women’s Participation and Advancement in the Workplace to encourage more women to take on leadership positions and broaden their participation, and we are pursuing initiatives to achieve this goal.

Group companies that have formulated action plans and disclosed information:
Konica Minolta, Inc.
Konica Minolta Japan, Inc.
Konica Minolta Mechatronics Co., Ltd.
Kinko’s Japan Co., Ltd.
Konica Minolta Supplies Manufacturing Co., Ltd.
Konica Minolta Planetarium Co., Ltd.
Konica Minolta With You, Inc.
Konica Minolta Information System Co., Ltd.
Konica Minolta Business Associates Co., Ltd.
Konica Minolta Techno Products Co., Ltd.
Konica Minolta IJ Product Co., Ltd.

Konica Minolta, Inc. - 5th Phase of Action Plan for Fiscal 2024-2025

(a) Plan duration	April 1, 2024 to March 31, 2026
(b) Numerical targets	13% or more women managers (section manager or above) Percentage taking annual paid leave: 75%
(c) Description of Initiative	1. Selective training of manager candidates 2. Early promotion through enhanced training of young employees 3. Promote systematic use of paid leave
(d) Timing of initiatives	Implemented as needed

Percentage of Management Positions Held by Women at Konica Minolta and Its Consolidated Subsidiaries in Japan (End of Fiscal Year)

	FY2019	FY2020	FY2021	FY2022	FY2023
Percentage of management positions held by women	5.5%	6.2%	7.6%	8.0%	8.8%

External Evaluation

Konica Minolta and its Group companies in Japan have been recognized by Japan's Minister of Health, Labour and Welfare with Kurumin Mark Certification as companies that provide support to employees rearing children, and with "Eruboshi" Mark Certification as companies with outstanding records of promoting the advancement of women in the workplace.

Konica Minolta, Inc.



Konica Minolta Japan, Inc.



Konica Minolta Information System Co., Ltd.



Human Capital: Diversity

Employment of People with Disabilities

Basic Concept and Vision of DEI | Promoting Women's Workplace Participation
Employment of People with Disabilities | Fostering a DEI-Based Organizational Culture

Special Subsidiary "Konica Minolta With You, Inc." Promotes Employment of People with Disabilities

In September 2013, Konica Minolta established the special subsidiary Konica Minolta With You, Inc. to support the independence of people with disabilities through employment.
The "With You" in the company name expresses the intention that the company is not just doing something for people with disabilities but rather that it works with them and grows with them. Through this subsidiary, Konica Minolta is pursuing independence and growth as business people and mainstreaming for people with disabilities.
In order for employees to feel pride and satisfaction through their work, Konica Minolta With You, Inc. enables its new employees to experience a variety of jobs during the first three years after joining the company, and helps them to create a long-term career vision with goals to achieve within five years. In this way, the company supports career development for people with disabilities, with the aim of maximizing their professional skills.
Employees with disabilities engage in work including printing business cards and Konica Minolta product manuals, digitizing documents, and data entry, serving customers at a cafe and shop on site, collecting and distributing mail within the company, and cleaning meeting rooms and reception rooms. They also engage in operations in collaboration with Group sales companies and other companies, such as cleaning and maintenance of the MFPs used by customers and outsourcing of accounting work for other companies.
Konica Minolta With You, Inc. has evolved from a company that provides support services to Group employees to a company that makes a significant contribution to Konica Minolta's main business, and it is advancing DEI for the entire Group by providing value to customers and accelerating employee satisfaction and growth.

In addition, Konica Minolta With You, Inc. was recognized as a Monisu Certified Company in March 2023. The Monisu Certification (a certification system for small- and medium-sized enterprises (SMEs) with excellent records of employment of people with disabilities) is a system under which the Minister of Health, Labor and Welfare certifies SMEs that have excellent records of promoting and stabilizing the employment of people with disabilities.

See Social Data in ESG Data page for the percentage of employees with disabilities

Certification Mark for SMEs with Excellent Records of Employment of People with Disabilities
Nickname: Monisu





Printing business cards and product manuals



Customer service at a cafe on site



Cleaning and servicing Konica Minolta multi-function printers

Basic Concept and Vision of DEI | Promoting Women's Workplace Participation
Employment of People with Disabilities | Fostering a DEI-Based Organizational Culture

Human Capital: Diversity

Fostering a DEI-Based Organizational Culture

Basic Concept and Vision of DEI | Promoting Women's Workplace Participation
Employment of People with Disabilities | Fostering a DEI-Based Organizational Culture

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Konica Minolta's Approach | Formulate and Implement DEI Promotion Plans That Drive Business Growth
Providing Learning Opportunities for Employees | Activities that Welcome Differences (strengthen awareness-raising activities)

Konica Minolta's Approach

Background and Issues

To make diversity of talent a source for innovation, it is vital that we embrace diverse talent in terms of nationality, race, gender, age, expertise, and other factors, and that we also transmute each employee's differences into strengths and work effectively as a team. To that end, we need to eliminate biases that interfere with employees exercising their abilities and create a psychologically safe corporate culture where everyone can speak frankly.

Vision

To continue to create solutions to social issues, we respect differences and embrace diverse values to improve employee job satisfaction. We seek to foster a corporate culture that enables employees to share their differing ideas in a wholesome way and to take on challenges while helping each other out.

Key Measures and KPIs

- Formulate and implement independent DEI promotion plans at Konica Minolta, Inc., and major Group companies in response to societal demands and to build the desired organizational culture
- Provide learning opportunities and strengthen awareness-raising activities to promote DEI throughout the Group

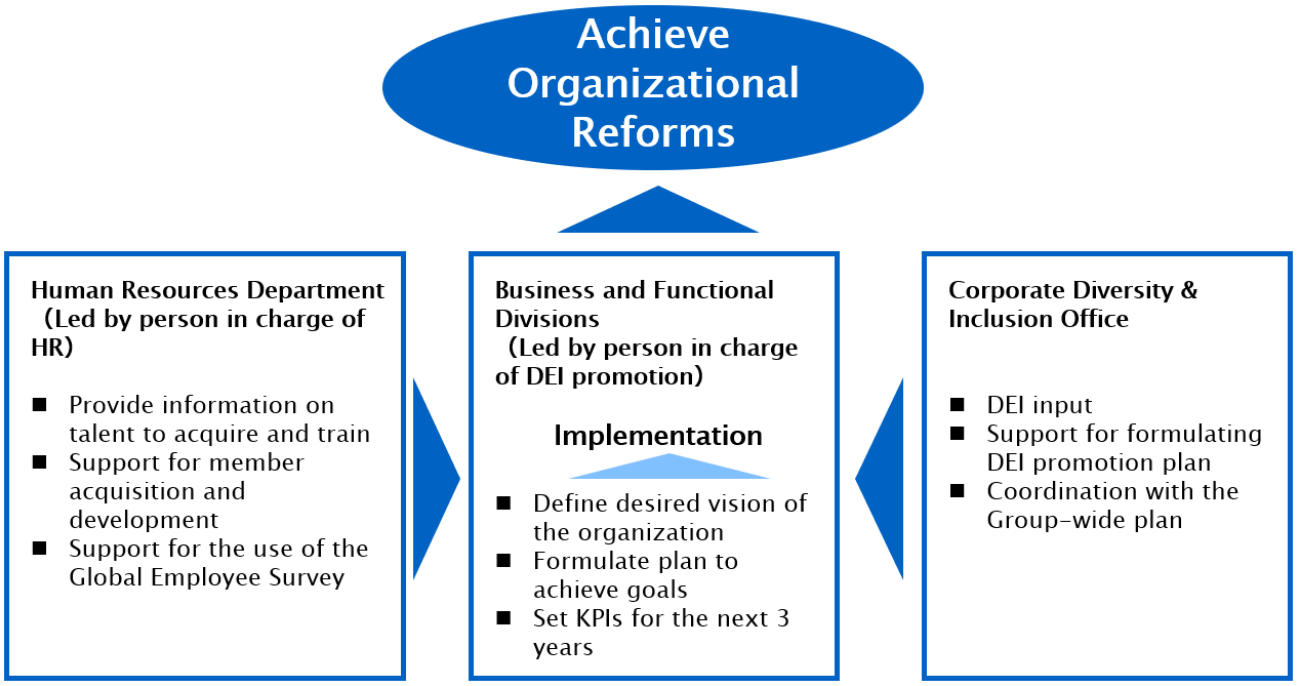
Global Employee Survey

		Results			Targets		
		FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Equity	Konica Minolta Group	7.1	7.4	7.6	7.6	7.8	8.0 or more
	Konica Minolta, Inc.	6.1	6.1	6.6	6.4	6.7	7.0 or more
Freedom of opinion	Konica Minolta Group	6.9	7.2	7.3	7.5	7.7	8.0 or more
	Konica Minolta, Inc.	6.5	6.6	6.8	6.9	7.2	7.5 or more

*Average score of answers to the following questions on a scale of 0 to 10
Equity: "People of all backgrounds treated fairly in my department/team?"
Freedom of opinion: "Is your opinion respected in your department/team?"
As FY2023 to FY2025 policy, targets were set based on the same industry benchmarks as the FY2021 survey.

Formulate and Implement DEI Promotion Plans That Drive Business Growth

To achieve organizational reforms that will help drive the growth of the business and enable all employees to thrive, Konica Minolta has begun to promote DEI in a manner suited to the unique characteristics of each business and organization.
Konica Minolta, Inc. has appointed a person in each business and functional division to take charge of promoting DEI and formulating and implementing a three-year promotion plan.
In drafting the overall 3-Year Plan, we addressed the steps of defining our desired vision, understanding our current status, formulating measures, setting KPIs, and clarifying issues from a DEI perspective by leveraging the DEI Office, a specialized office for the promotion, and the Human Resources Department. We have focused on improving the effectiveness and viability of our plan.
In fiscal 2023, each department aggressively conducted their own activities under the DEI promotion plan. Steps were taken to improve employee engagement and promote free speech beyond the barriers of position and organization through support for employee career development, improvement of the organization's psychological safety, and the holding team-building workshops that leverage employees' strengths. These efforts will help create an organization capable of producing results, such as improving quality and creating innovation.



In addition, the expertise gained through efforts taken at Konica Minolta, Inc. is being deployed in Group companies and each of our major companies has begun drawing up promotion plans. Konica Minolta Japan, Inc. has formulated its own promotion policy in collaboration with Konica Minolta, Inc. and is formulating promotion plans for each division.
The Company has formulated DEI promotion policies at overseas Group companies, especially at its major companies, and 25 companies in 23 countries had completed the formulation of DEI promotion policies in fiscal 2023.

Providing Learning Opportunities for Employees

Initiatives at Konica Minolta, Inc.

Konica Minolta, Inc. has been working in parallel to promote understanding among management and employees about the nature of DEI promotion since fiscal year 2016. We are also working to foster a corporate culture that encourages each employee to accept each other's differences and positively take on challenges.

2017-2019	Lectures for Management
2017-2018	Diversity Workshops for Department Managers and above
2019-2021	Workshops for leaders on improving the psychological safety of organizations
2021	E-learning for all employees on Unconscious Bias

Create an Environment Where Diversity in Sexual Orientation and Gender Identity is Accepted

Konica Minolta, Inc. is working to create an environment where diversity in sexual orientation and gender identity is accepted. In fiscal 2018, the Company set up a consultation service for those experiencing sexual orientation- and gender identity-related distress, as well as an e-learning program for all employees posted on the Company's portal site. Furthermore, it is upgrading its facilities and equipment to ensure they are readily available for everyone's use.

Unified Efforts of the Konica Minolta Group

In fiscal 2022, we launched a new DEI learning program that makes DEI more accessible to each employee and enables them to continue learning. We developed the learning program with DEI promotion managers from Group companies, who brought their knowledge and experience to help organize and systematize the topics needed to create an action-oriented learning. We designed the learning to help employees efficiently gain DEI-related skills essential for working at the Konica Minolta Group and for self-improvement.
We distributed an English version of the basic program throughout the Konica Minolta Group and are also translating it for China, Vietnam, and other countries. In Japan, we created original content with videos to help improve psychological safety and eliminate unconscious bias. Both the videos and the Japanese version of the basic DEI learning program are mandatory courses, and more than 10,000 employees across all Group companies in Japan have already completed them. Currently, we are promoting this course to those who have not yet taken it, especially new employees.



Activities that Welcome Differences (strengthen awareness-raising activities)

Unified Awareness-Raising Activities at the Konica Minolta Group

Since fiscal 2017, Konica Minolta has worked to promote an understanding of DEI among Group company employees in Japan by regularly sharing interviews with executives and role models, and examples of the positive in-house promotion of DEI via its internal portal site, and by implementing Company-wide programs. Since 2021, staff responsible for DEI promotion in Europe, the United States, and Japan have gathered to plan global programs, including initiatives linked to International Women's Day and Pride Month* in order to promote unified activities across the Konica Minolta Group, including overseas. In addition, we hold programs at the same time in Japan that align with the theme of our global program to involve more employees in DEI promotion.
*June is recognized around the world as "Pride Month" to promote awareness of LGBTQ+ rights, and numerous events are held in various locations.

Click here for programs linked to International Women's Day

Previous DEI Global Programs

Month Held	Theme	No. of Participants
June 2021	RETHINK EMPOWERMENT Unlock the Power of Diversity with Authenticity and Allyship	Approx. 550 (held globally) Approx. 100 (held in Japan)
November 2021	RETHINK OUR WORKPLACE WITH YOUR VOICE	Approx. 800 (held globally) Approx. 180 (held in Japan)
June 2022	RETHINK EMPOWERMENT PROMOTING AWARENESS, INCLUSION, AND ALLYSHIP	Approx. 340 (held globally) Approx. 150 (held in Japan)
November 2022	TALKING ABOUT RACE: WHY IT STILL MATTERS IN THE WORKPLACE	Approx. 250 (held globally)

June 2023 – PROUD VOICES: Fostering Belonging in the Workplace

In fiscal 2023, the Company held LGBTQ+ programs to coincide with International Pride Month. An international panel discussion was held with six employees from Group companies in the U.S., U.K., Czech Republic, and Brazil, with about 320 people from 22 countries in attendance.
In Japan, we screened an LGBTQ+-themed film and held a discussion with guest speakers that about 170 people attended.



November 2023 – DISABILITY INCLUSION: Opening the World of Work for Everyone

Based on the theme of "Opening the World of Work for Everyone," guest speakers with disabilities spoke about their experiences of creating an environment where everyone can contribute to society through their work by eliminating barriers to work and making use of their strengths. In Japan, a guest speaker talked at an event about inclusive design under the theme of "The Key to Disability-Generated Innovation is Inclusion!" This hybrid event, held both online and in person, had about 340 participants and included a discussion with the Corporate Vice President who heads the Innovation Promotion Office.



Networking Activities in Each Region

Konica Minolta welcomes differences, including those of race, gender, nationality, age, disability, sexual orientation/gender identity, religion, and ethnicity, among each and every employee. Therefore, the Company actively pursues activities that foster mutual understanding of these differences. For example, Konica Minolta supports individual employees in taking action through regional "supporter" activities to promote diversity that more closely reflects actual workplace conditions and through cross-cultural exchanges organized by Muslim employees.

LGBTQ+ Network "Vibrant"

“Vibrant” is an employee resource group started in the U.K. in October 2020 that operates under the three basic principles of “wellbeing,” “education,” and “networking.” At its Christmas Social, an online event held at the end of 2021, participants deepened their understanding of LGBTQ+ issues and gained an awareness of the importance of mutual understanding, eliciting feedback from a participant who said, “It has created a safe work environment." The global DEI program of June 2021 resulted in the launch of "Vibrant" in the U.S., which is active in promoting exchanges with Europe.

Various Barrier Removal Activities

An employee resource group focusing on neurodiversity has been launched in the U.K., policies have been formulated in Canada, and an employee resource group has also been launched in the U.S. With outside support, Konica Minolta is opening the world of work to many people. Prism, an employee resource group focused on neurodiversity and launched in the U.K. in 2023, seeks to foster an inclusive corporate culture, promote innovation through diverse viewpoints, improve employee well-being and engagement, and help acquire and retain talent. When Prism was launched, a “Let's Talk” session was held to raise awareness of the network among employees and promote dialogue. Prism will continue its activities that contribute to inclusive hiring, raise awareness, and further develop partnerships.

Click here for Employing People with Disabilities in Japan

Responsible Supply Chain

Basic Concept

Basic Concept | Konica Minolta's Approach | Konica Minolta's Supply Chain Management
Implementing CSR Procurement | Practicing Responsible Minerals Procurement | Procurement Initiatives

Konica Minolta is committed to fulfilling its social responsibility not only in terms of its own products but also throughout the supply chain,* based on relationships of trust with suppliers.

Konica Minolta creates innovative products and services that contribute to society and pursues customer satisfaction under its management philosophy of "The Creation of New Value."

Konica Minolta views the suppliers that provide and produce raw materials and parts, carry out distribution, and offer services as essential partners in its business activities. The Group strives to build strong partnerships with these business partners, based on fair and transparent transactions, with a commitment to the shared goal of providing innovative products and services in a timely manner to customers all over the world.

As a global company striving to get a trust from worldwide society, Konica Minolta pursues its CSR procurement with consideration for labor issues (human rights), ethics, the environment, safety and health throughout the supply chain, including at its suppliers.

Additionally, the Group is committed to responsible mineral procurement, seeking to prevent violations of human rights in conflict areas from which mineral resources used in products are sourced.

* Supply chain: The series of activities involved in delivering a product or service to a customer, ranging from procurement and production to distribution and sales.

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Implementing CSR Procurement | Practicing Responsible Minerals Procurement | Procurement Initiatives

Responsible Supply Chain

Konica Minolta's Approach

Basic Concept | Konica Minolta's Approach | Konica Minolta's Supply Chain Management
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Konica Minolta's Approach

Background and Issues

The Konica Minolta Group recognizes that, around the world, many people are forced to work with no respect for their rights or in deplorable conditions. Child and migrant workers*1 are particularly susceptible to these negatives. The Group also understands that companies must fulfill their social responsibilities, including making improvements in the areas of labor issues (human rights), employee health and safety, the environment, and ethics, not only for their own products, but also throughout the entire supply chain*2 involved in delivering these products to customers.

*1 A migrant worker is a person who either migrates within their country of origin (internal migration) or outside it (crossing an international border) to pursue employment.

*2 Supply chain: The series of activities involved in delivering a product or service to a customer, ranging from procurement and production to distribution and sales.

Vision

Konica Minolta aims to contribute to building a sustainable society that takes social issues such as human rights into consideration. To achieve this goal, we are working together with our clients along the entire supply chain to help solve these social issues. Through such initiatives, the business value of both Konica Minolta and our clients is improved, and by providing products that our customers can feel comfortable purchasing, we can 'create shared value'.

Key Measures and KPIs

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Percentage of suppliers requested to take CSR measures	-	100%	-	-	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2023-2025) (100% implementation planned for FY2024)		
Number of CSR assessments	4 Group manufacturing sites, 40 suppliers	13 Group manufacturing sites, 30 suppliers	4 Group manufacturing sites, 28 suppliers	9 Group manufacturing sites, 30 major suppliers	CSR assessments carried out at Group manufacturing sites and major supplier during the medium-term plan's period (FY2023-2025)		
CSR assessment implementation rate (cumulative)*2	-	-	-	31%	30%	60%	100%
Number of major suppliers*3	-	-	-	103	-	-	-
Number of CSR third-party audits (RBA-VAP)	One supplier	Two Group manufacturing sites, one supplier	3 Group manufacturing sites, 4 suppliers	3 Group manufacturing sites, two suppliers	3 Group manufacturing sites, two suppliers	3 Group manufacturing sites, 4 suppliers	3 Group manufacturing sites, 3 suppliers
Rate of CSR third-party audit implementation	-	-	-	100%	100%	100%	100%
Final product manufacturing sites with RBA certification (SILVER or higher)*4	0	0	7	8	8	8	8

*1 Requests submitted to suppliers for each medium-term plan's period from FY2022 to FY2022 and FY2023 to FY2025

*2 Figures are cumulative for the medium-term plan (FY2023 - FY2025) and are calculated as the number of CSR third-party audits implemented divided by the number of sites planned for implementation (Group production sites + major suppliers)

*3 Number of major supplier: Reviewed annually

*4 Total number of product manufacturing sites that have received third-party audits for new or continued RBA certification and hold RBA certification of SILVER or higher

Response to Responsible Mineral Procurement

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Percentage of suppliers returning conflict mineral surveys	98%	96%	96%	95%	95% or more	95% or more	95% or more
Percentage responding to requests for surveys from customers	100% response	100% response	100% response	100% response	100% response	100% response	100% response

Responsible Supply Chain

Konica Minolta's Supply Chain Management

Basic Concept | Konica Minolta's Approach | Konica Minolta's Supply Chain Management
Implementing CSR Procurement | Practicing Responsible Minerals Procurement | Procurement Initiatives

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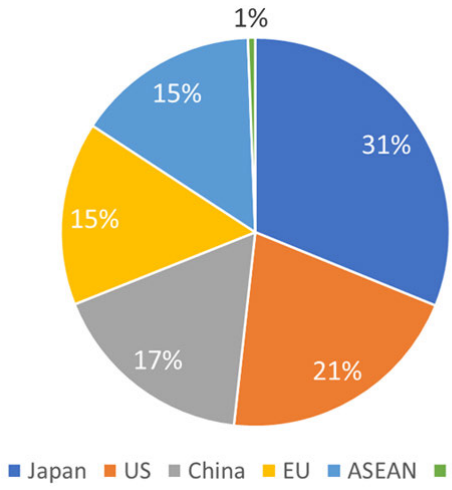
Supply Chain Management | Policies on Procurement | Structure for Promoting CSR Procurement

Supply Chain Management

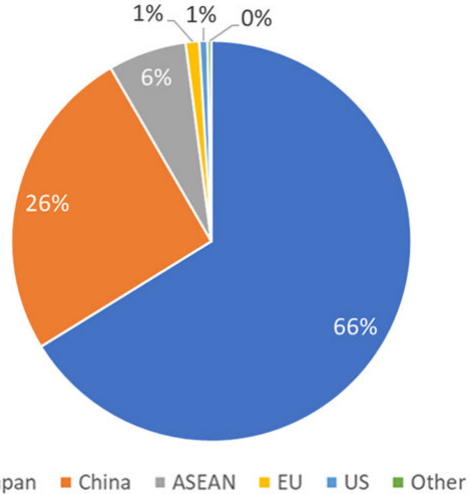
Working to establish a sustainable society in which human rights are respected

As a global company, Konica Minolta operates in about 50 countries around the world. The total value of the Group's procurement is approximately 546 billion yen, and it has 1,991 suppliers. By region, Japan accounts for 31% of this, the United States for 21%, China for 17%, Europe for 15%, ASEAN for 15% and other regions for 1%.
Konica Minolta carries out production activities utilizing its high-quality manufacturing skills as a manufacturer, with production sites primarily in Japan, China and the ASEAN region. Konica Minolta divides procurement into the goods used directly in production and the goods and services needed indirectly for production, company operation, business activities, and development. It treats these as direct materials procurement and indirect materials procurement, respectively.
In direct materials procurement, distribution costs and environmental impact can be reduced by procuring parts and raw materials needed in production from regions close to the production site. Accordingly, the Group's basic policy is to practice regional procurement, procuring close to the production site those materials that can be acquired locally. At the same time, it strategically employs global procurement, selecting optimal procurement sources worldwide, such as for materials that have cost savings when purchased in bulk and high-value added parts that require a high level of technical competence.
In such cases, procurement departments in Japan conduct centralized procurement. On the other hand, considering the recent tightening of environmental regulations in various countries, requests to take human rights risks into account, and the risk of supply chain disruptions caused by natural disasters and infectious diseases, we are working to avoid risks by tracing supply routes of irreplaceable critical parts and raw materials back to the raw materials, securing multiple suppliers, and considering alternative materials.
Regarding indirect materials procurement, efficient procurement is pursued through a combination of items to procure at sites in each country and procurement optimized worldwide through global contracts. The management department is strategically reducing costs for goods and services other than production materials.
In Konica Minolta's primary field, the Business Technologies Business, service-related costs accounts for a large proportion of the total cost due to work required for equipment maintenance after the sale.

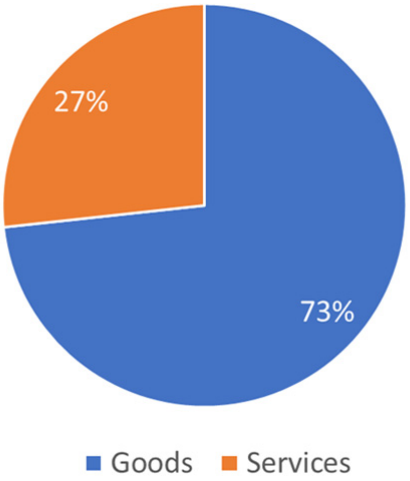
Fiscal 2023 Regional Procurement Analysis (Based on monetary amount)



Fiscal 2023 Regional Procurement Analysis (Based on number of suppliers procuring materials directly)



Fiscal 2023 Procurement Classification Analysis
(Based on monetary amount)



Konica Minolta views all of the suppliers that supply and produce materials such as raw materials and parts or provide logistics and other services as indispensable partners in its business activities.
Konica Minolta is working with suppliers to build a trusting relationship through transparent and equitable transactions in order to achieve the shared goal of providing innovative products and services in a timely manner to customers all over the world.
Konica Minolta recognizes that there are workers all over the world who are forced to work with no consideration of their rights or who have to work in deplorable circumstances. There are also child and migrant workers[*1] from various countries, who are particularly susceptible to these negative circumstances.
Konica Minolta promotes CSR procurement throughout its supply chain,[*2] helping to create sustainable societies. The company believes that enterprises are not only responsible for their products, but also socially responsible to improve conditions of labor (human rights), safety and health, the environment, and ethics, throughout the supply chain that delivers products to customers. Konica Minolta practices CSR procurement in order to realize these improvements at its manufacturing bases, and works closely with the suppliers who supply raw materials and parts for its products.
In order to fulfill social expectations such as respect for human rights, Konica Minolta not only addresses this issue at Group production sites but also cooperates with manufacturing and logistics suppliers. It also believes this improves the corporate value of both Konica Minolta and its suppliers. Further, this cooperation enables the customers to purchase the company's products with peace of mind and to know that, by doing so, they are contributing to the development of a sustainable society.
Konica Minolta recognizes that CSR procurement is more than just the social responsibility of a global company; it is also convinced that improving working conditions make employee satisfaction higher and attrition rates lower. This in turn reduces business risk and raises quality throughout the supply chain. There are plenteous reasons for the proactive approach.

*1 A migrant worker is a person who either migrates within their country of origin (internal migration) or outside it (crossing an international border) to pursue employment.

*2 Supply chain: The series of activities involved in delivering a product or service to a customer, ranging from procurement and production to distribution and sales.



Konica Minolta's CSR Activities in the Supply Chain

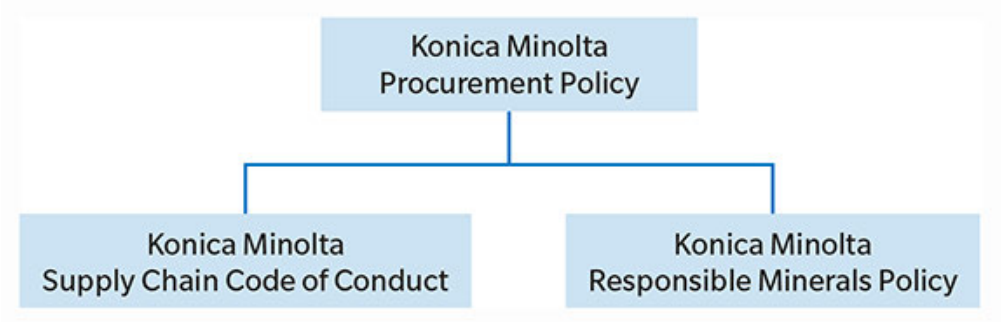
Policies on Procurement

Establishing supply chain policies and continuously pursuing improvements

In fiscal 2008, the Konica Minolta Group established the Konica Minolta Procurement Policy as a policy covering procurement activities overall in order to promote initiatives related to fair procurement. The basic stance of the policy is based on the key words, “open,” “fair,” “global,” “compliance,” and “ecology.” The policy also clarifies requests to suppliers.

Building on this policy, the Group established the Konica Minolta Supply Chain Code of Conduct based on the RBA* Code of Conduct when Konica Minolta joined the RBA in fiscal 2013. With this code, Konica Minolta requires compliance from suppliers in its supply chain to help create a sustainable society by ensuring continuous improvement in various areas. These areas include labor rights (such as forced labor, child labor, and freedom of association), health and safety (including emergency preparedness, occupational accidents, and occupational health), the environment (covering energy use, impacts of climate change such as CO_2 and greenhouse gas emissions, water use, pollution, waste, and resource use), and ethics (such as intellectual property, privacy, and anti-corruption). The basic contract with suppliers includes “compliance with the Konica Minolta Supply Chain Code of Conduct,” and the Group requests that suppliers comply with this Code.

* RBA: Responsible Business Alliance



Konica Minolta Procurement Policy

The Konica Minolta Group pursues customer satisfaction by creating innovative products and services that contribute to the development of society, according to our management philosophy, “The Creation of New Value.” In procurement activities, we establish firm partnerships with our suppliers based on fairness and transparency, and aim to build a sustainable society by fulfilling social responsibilities with our suppliers.

1. **OPEN**

   We will build transparent and reliable relationships with our suppliers and manage procurement in an open manner, while sharing objectives from a long-term and global perspective.

2. **FAIR**

   We will carry out transactions under the principle of free competition with rational evaluation criteria, and seek mutual benefit with suppliers.

3. **GLOBAL**

   We will have a global outlook and carry out procurement in the regions that best suit our operational needs.

4. **COMPLIANCE**

   We will comply with all relevant laws and regulations, corporate ethics, and internal policies and regulations.

5. **ECOLOGY**

   We will contribute to the international society and local communities by striving to take the lead in environmental protection, while reducing the impact of our operations on ecosystems.

Request to Suppliers

Based on strong partnerships with our suppliers, we ask our suppliers to focus on the following areas in order to increase customer satisfaction and fulfill social responsibilities.

1. **Excellent quality**

   Ensuring the safety of products and services, including compliance with the safety standards of each country and region, and improving quality to meet the demands of customers

2. **Reasonable prices**

   Pursuing prices with market competitiveness

3. **Response to changes in demand**

   Developing a stable supply system that can respond flexibly to changes in demand

4. **Compliance with laws, regulations, and corporate ethics**

   Complying with all laws and regulations of each country and region, and with corporate ethics

5. **Environmental protection**

   Undertaking environmentally conscious business activities and material procurement

6. **Respect for the human rights of workers**

   Respecting basic human rights, including the prohibition of child labor, forced labor, and discrimination based on ethnicity, gender, and any other grounds

7. **Health and safety**

   Providing safe and clean work environments

8. **Information security**

   Continuously improving information security

9. **Firm management foundation**

   Building a firm management foundation to ensure a continuous and stable supply of materials

April 1, 2022



Toshimitsu Taiko
Konica Minolta, Inc.
President and CEO

- Konica Minolta Procurement Policy
- Konica Minolta Supply Chain Code of Conduct
- Konica Minolta Responsible minerals policy

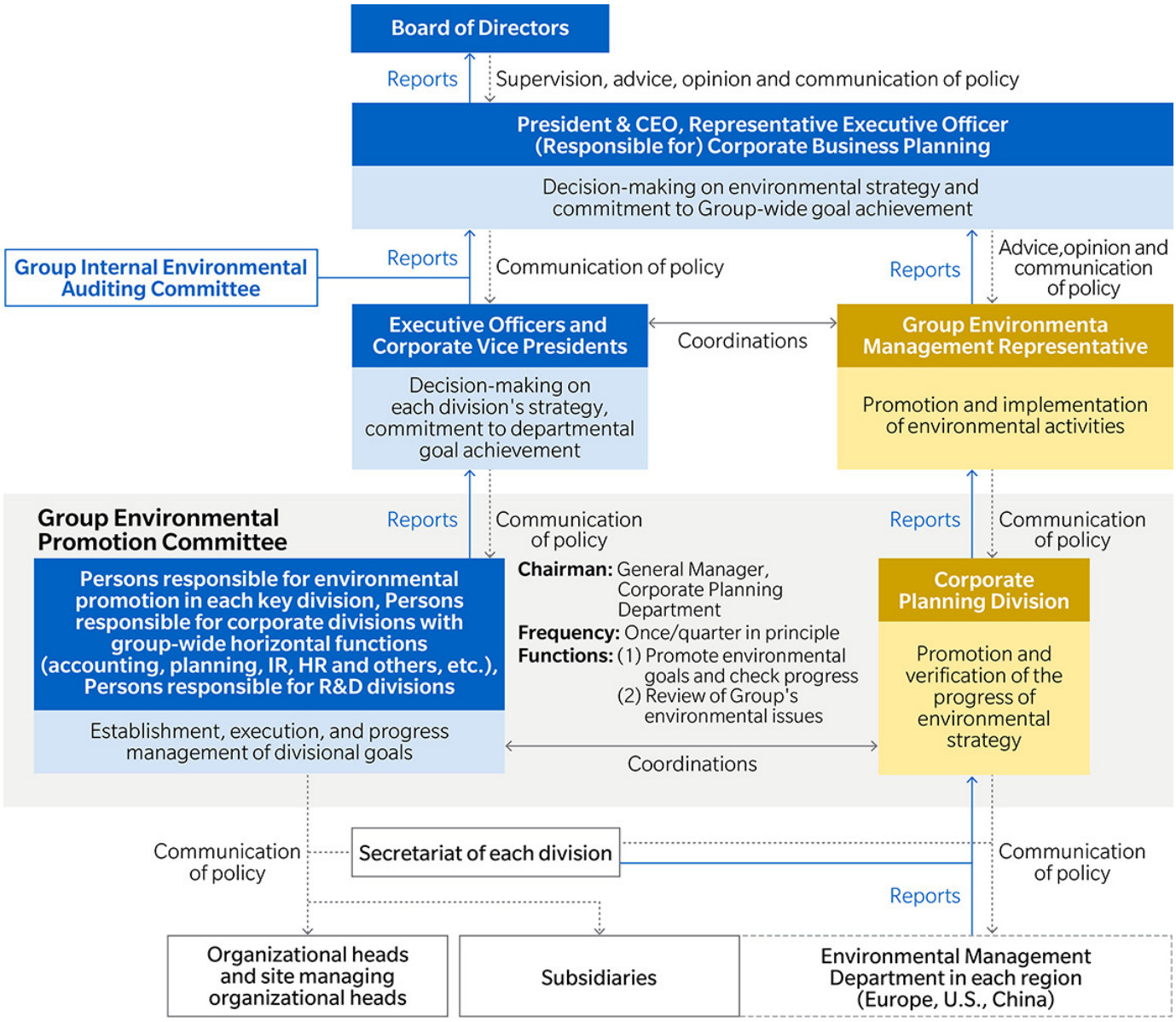
Structure for Promoting CSR Procurement

Establishing a structure for promoting CSR procurement throughout the supply chain

Konica Minolta has established a group-wide structure for promoting CSR procurement and practicing responsible mineral procurement in order to fulfill its social responsibility across the entire supply chain.

Konica Minolta's CSR procurement promotion structure is incorporated into its environmental management system, and they are both run by an executive officer. Under this structure, Konica Minolta reviews group-wide progress related to CSR procurement and responsible mineral procurement and agrees on targets and action plans.

Konica Minolta's Structure for Promoting CSR Procurement



Responsible Supply Chain

Implementing CSR Procurement

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Cooperating with External Organizations Konica Minolta's CSR Procurement Initiatives

Cooperating with External Organizations

UN Global Compact

In 2009, Konica Minolta signed the Global Compact, which consists of 10 principles, related to human rights, labor, the environment, and anti-corruption, advocated by the United Nations.

The Global Compact is a set of voluntary action principles for businesses proposed in 1999 by then UN Secretary-General Kofi Annan and officially established at the United Nations Headquarters in 2000. It is an initiative to achieve sustainable growth on a global scale by encouraging businesses to act as upstanding members of the international community by demonstrating responsible, creative leadership in solving various worldwide problems, including global warming, environmental problems, and economical stratification in society.

Konica Minolta participates in various working groups of the Global Compact Network Japan, and it makes use of these experiences in its CSR procurement initiatives.

- News release on Konica Minolta Participates in UN Global Compact
- The United Nations Global Compact Website

Responsible Business Alliance (RBA)

Konica Minolta joined the RBA in October 2013 and has been acting as a member to strengthen its CSR procurement in the supply chain.
The RBA, which is made up of more than 200 companies, including the world's leading electronics manufacturers and their major suppliers, works to improve worker rights (human rights and working conditions), ethics, health, and safety in the supply chain.

- Konica Minolta Joins "Electronic Industry Citizenship Coalition"
- RBA

RBA Code of Conduct (Source: RBA materials)

Labor

1. Prohibition of Forced Labor
2. Young Workers
3. Working Hours
4. Wages and Benefits
5. Humane Treatment
6. Non-Discrimination/Non-Harassment/Humane Treatment
7. Freedom of Association and Collective Bargaining

Environment

1. Environmental Permits and Reporting
2. Pollution Prevention and Resource Conservation
3. Hazardous Substances
4. Solid Waste
5. Air Emissions
6. Materials Restrictions
7. Water Management
8. Energy Consumption and Greenhouse Gas Emissions



Management Systems

1. Company Commitment
2. Management Accountability and Responsibility
3. Legal and Customer Requirements
4. Risk Assessment and Risk Management
5. Improvement Objectives
6. Training
7. Communication
8. Worker/Stakeholder Engagement and Access To Remedy
9. Audits and Assessments
10. Corrective Action Process
11. Documentation and Records
12. Supplier responsibility

Health & Safety

1. Occupational Health and Safety
2. Emergency Preparedness
3. Occupational Injury and Illness
4. Industrial Hygiene
5. Physically Demanding Work
6. Machine Safeguarding
7. Sanitation, Food, and Housing
8. Health and Safety Communication

Ethics

1. Business Integrity
2. No Improper Advantage
3. Disclosure of Information
4. Intellectual Property
5. Fair Business, Advertising and Competition
6. Protection of Identity and Non-Retaliation
7. Responsible Sourcing of Minerals
8. Privacy

Konica Minolta's CSR Procurement Initiatives

Commitment to Improving Labor Conditions (human rights), Safety & Health, Environment, and Ethics in the Supply Chain

Companies have to take social responsibility not only for their own products but also for improving labor conditions (human rights), health and safety, the environment, and ethics in the supply chain*1 used to deliver products to customers. In line with this recognition, Konica Minolta promotes CSR procurement that pursues these kinds of improvements together with its business partners who supply and produce materials such as raw materials, parts and components, as well as Group production sites, with the aim of establishing a sustainable society in which human rights are respected.
In recent years, several laws related to human rights protection, such as the Uyghur Forced Labor Prevention Act (USA) and the Act on Corporate Due Diligence Obligations in Supply Chains (Germany), have been enacted. These laws demand that companies strengthen their human rights efforts. In response to these social demands, the RBA*2 has updated its code of conduct and various systems. As an RBA member, Konica Minolta will utilize the RBA's framework to address these social issues.

*1 Supply chain: The series of activities involved in delivering a product or service to a customer, ranging from procurement and production to distribution and sales.

*2 Responsible Business Alliance (RBA): Organization that promotes CSR in the supply chain.

Konica Minolta's CSR Procurement Promotion Program

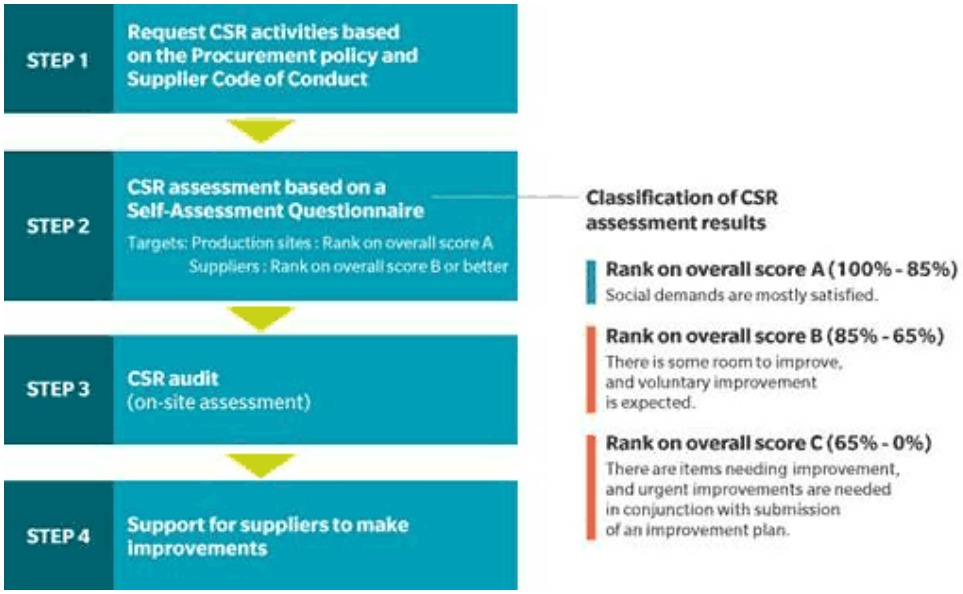
Konica Minolta is engaged in a program to promote CSR procurement by calling for CSR activities, CSR assessments, and audits, as well as improvement support.

Konica Minolta is rolling out a four-step CSR procurement promotion program to solve labor (human rights), safety and health, environment, and ethics related issues in the supply chain.
First, we request that suppliers comply with our procurement policy and Supply Chain Code of Conduct. In the case of upstream suppliers, we ask that their direct suppliers make this request.
Next, major suppliers that are important to Konica Minolta's business, which are identified by their transaction volume (top 80% of Group procurement value), handling of critical parts, and substitutability, and other aspects of Group continuity, and in terms of ESG, such as geopolitical risk, human rights risk, and environmental risk, are asked to complete the RBA Self-Assessment Questionnaire (SAQ) to conduct a CSR assessment to confirm the extent of their implementation of the Konica Minolta Supply Chain Code of Conduct. If the assessment results are off target, we ask them to make improvements.
In addition, we conduct CSR audits on suppliers that are critically important to our business, or on suppliers that failed to achieve their targets even after making improvements. Konica Minolta then supports making improvements to issues identified through CSR assessments and audits. Konica Minolta is committed to this program to promote CSR procurement so as to ultimately empower its suppliers to implement CSR activities voluntarily. Please note that Konica Minolta sometimes ends business with suppliers who show no prospects for improvement despite the support provided.

› Konica Minolta Supply Chain Code of Conduct

Konica Minolta has adopted the RBA Code of Conduct as its Supply Chain Code of Conduct and provides it in Japanese, English, and Chinese. For other languages, please refer to the RBA Code of Conduct.

› RBA Code of Conduct (RBA website [English])



Konica Minolta's CSR Procurement Promotion Program

Ranking of CSR Assessment Results

Assessment rank	Assessment result	Explanation
Rank A Low risk	100% - 85%	Almost completely satisfies social demands
Rank B Medium risk	85% - 65%	Some issues need to be improved, but can be improved voluntarily
Rank C High risk	Less than 65%	Issues need to be improved, and immediate improvement is required along with an improvement plan. If improvement is not expected even after providing support, a CSR audit is requested.

Targets and Results

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Percentage of suppliers requested to take CSR measures	-	100%	-	-	100% of suppliers asked to take CSR measures during the medium-term plan's period (FY2023-2025) (100% implementation planned for FY2024)		
Number of CSR assessments	4 Group manufacturing sites, 40 suppliers	13 Group manufacturing sites, 30 suppliers	4 Group manufacturing sites, 28 suppliers	9 Group manufacturing sites, 30 major suppliers	CSR assessments implemented at Group manufacturing sites and major suppliers during the medium-term plan's period (FY2023–2025)		
CSR assessment implementation rate (cumulative)*2	-	-	-	31%	30%	60%	100%
Number of major suppliers*3	-	-	-	103	-	-	-
Number of CSR third-party audits (RBA-VAP)	One supplier	Two Group manufacturing sites, one supplier	3 Group manufacturing sites, 4 suppliers	3 Group manufacturing sites, two suppliers	3 Group manufacturing sites, two suppliers	3 Group manufacturing sites, 4 suppliers	3 Group manufacturing sites, 3 suppliers
Rate of CSR third-party audit implementation	-	-	-	100%	100%	100%	100%
Final product manufacturing sites with RBA certification (SILVER or higher)*4	0	0	7	8	8	8	8

*1 Requests to suppliers were made for each of the two medium-term plan's periods: FY2020-FY2022 and FY2023-FY2025.

*2 Figures are cumulative for the medium-term plan (FY2023 - FY2025) and are calculated as the number of CSR third-party audits implemented divided by the number of sites planned for implementation (Group production sites + major suppliers)

*3 The number of major suppliers is reviewed annually.

*4 The figures represent the total number of product manufacturing sites that have undergone third-party audits to obtain new RBA certification or to continue certification, achieving RBA certification at the SILVER level or higher.

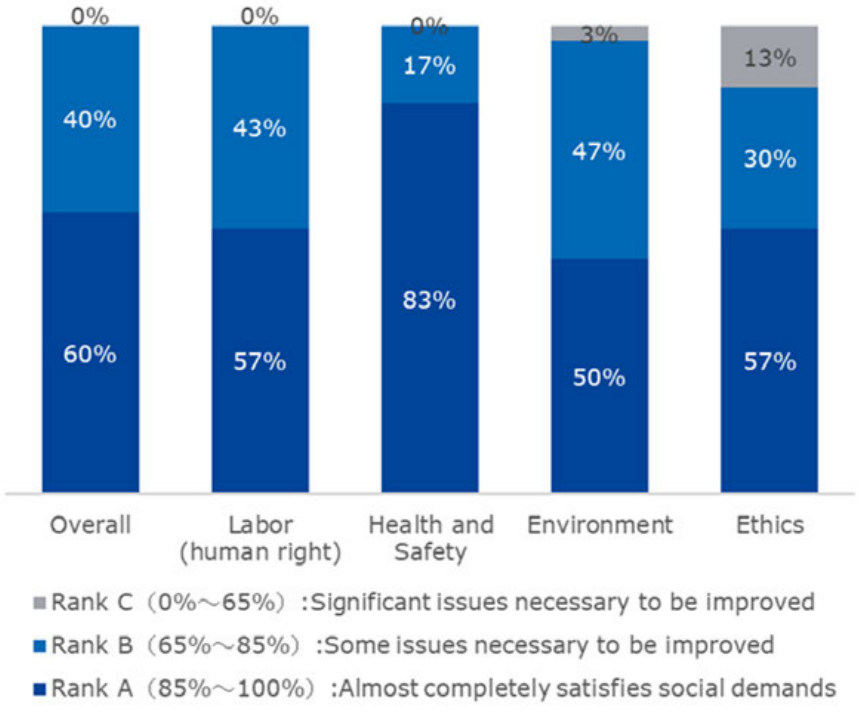
STEP 1 - CSR Activity Request

The Company has drawn up the Konica Minolta procurement policy, the Konica Minolta Supply Chain Code of Conduct, and the Konica Minolta Responsible Minerals Policy Statement to ensure that its suppliers understand and promote the CSR procurement policies and standards that Konica Minolta requires, and all suppliers are requested to comply with them and confirm so in writing. The Company also requests that its upstream suppliers submit requests through their direct suppliers.
The frequency of requests starts at the commencement of business for new suppliers and once every three years for existing suppliers, and the response rate for the most recent request made in fiscal 2021 was 100%. The next request is scheduled for fiscal 2024.
In fiscal 2024, we plan to expand the scope to include indirect material suppliers, identify industries with high human rights risks, and request compliance.

STEP 2 - CSR Assessments Using a Self-Assessment Questionnaire

Since fiscal 2009, Konica Minolta has been conducting CSR assessments using the RBA self-assessment questionnaire since at all Group production sites and major suppliers to assess the level of implementation of the Konica Minolta Supply Chain Code of Conduct.
The CSR assessment evaluates site initiatives to address social issues such as labor (human rights) protection, health and safety, ethics, as well as environmental issues such as minimizing environmental impact. Konica Minolta classifies the results of the self-assessment questionnaire from rank A to C. The targets for overall scores are rank A for all Group production sites and rank B or higher for all suppliers. Rank C suppliers are considered to be high-risk, and CSR audits are conducted for those suppliers that have not achieved their targets even after implementing improvements. Suppliers who received the rank of C and did not achieve their target rank even after receiving improvement support are considered to be high-risk suppliers and are subject to the CSR audit in STEP 3.
In fiscal 2023, nine production sites within the Konica Minolta Group, and 30 of the 103 companies (84 primary suppliers and 19 secondary suppliers) identified as major suppliers conducted the CSR assessment, with all production sites achieving rank A and all suppliers achieving rank B or higher on their overall score. There were no high-risk suppliers. These assessment results met the target, but scores tended to be low in the areas of labor, the environment, and ethics. Specifically, the declining score in the areas of labor and ethics was due to the establishment of management systems, and in the area of the environment, the decline was due to items related to resource usage, waste, and GHG reduction programs. We have asked suppliers whose assessments have declined to make voluntary improvements.

Results of CSR Assessment for Suppliers
(percentages for rank on overall and specific components)



Konica Minolta is also working to ensure that indirect material suppliers, critical partners essential to its business operations, understand the RBA's requirements. In fiscal 2023, we identified on-site contractors and temporary staffing agencies at major manufacturing sites as important indirect material suppliers and conducted self-assessment questionnaires. The risk assessment results showed a 100% response rate, and none of the indirect material suppliers were rated “high risk.”

Type of indirect material supplier		No. of companies assessed for risk	Result
On-site contractors	Cafeteria	3	All low risk
	Security	2	All low risk
	Maintenance	1	All low risk
	Cleaning	2	All low risk
	Other (logistics, waste disposal, etc.)	4	All low risk
Temporary staffing/Contracting		8	All low risk
Logistics/Warehouse operators		3	All low risk
Other		5	All low risk

STEP 3 - CSR Audits

Suppliers that are identified as high risk in STEP 2 are subject to CSR audits. CSR audits consist of the Konica Minolta CSR Audit*1 conducted by Konica Minolta employees and the VAP Audit*2 conducted by third-party auditing organizations certified by the RBA.

*1 Konica Minolta CSR Audits are performed by Konica Minolta auditors using RBA auditing standards.

*2 RBA third-party audits (VAP audits): A third-party RBA-accredited auditing organization that verifies compliance with the RBA Code of Conduct based on auditing standards, identifies areas in need of improvement, and encourages corrective action. RBA is one of the most trusted third-party CSR audits in the world.

As mentioned above, no suppliers that were identified as “high risk” in fiscal 2023, so no audits were conducted. Therefore, there were no suppliers with whom transactions were terminated.

Step 4 - Support for Improvement (Capacity Building)

To build internal stakeholder and supplier capacity, Konica, Minolta provides training and support for corrective action based on the results of the CSR assessments and audits. The training is designed to enable participants to understand the respect for human rights required by customers and society, societal demand for CSR procurement, legal and regulatory trends, the RBA Code of Conduct, and their relationship to business, so that they can make CSR procurement activities their own and actively take part. In fiscal 2023, we will continue to provide education to internal stakeholders such as the human resources, procurement, and environment departments of our manufacturing companies, as well as to factories contracted to produce MFP units. In its support of corrective action, Konica Minolta explains the objective and assessment content of RBA to suppliers who do not properly understand the questionnaire’s content at the time of the CSR assessment and provide advice on the required documents and initiatives.
Konica Minolta also assisted the Dong Guan Konka Mould Plastic Co., Ltd. in China, which conducts CSR audits, by training its internal auditors to help it build a system that enables it to voluntarily conduct internal audits make continuous improvements. In addition, we share examples of improvements made at Konica Minolta with the plants of MFP contract manufacturers that have undergone VAP audits and we support their corrective actions.



Internal education at Konica Minolta Business Technologies (DONGGUAN) Co., Ltd.

CSR Audits (Societal/Customer Requests)

While there were no suppliers that were required to undergo CSR audits under the CSR procurement promotion program, we have conducted CSR audits at our own production sites in the Business Technologies Business and at some of our suppliers in response to societal and customer requests.
In fiscal 2023, RBA VAP audits were conducted at three of our own production sites and two of our suppliers.

CSR audit sites in 2023

- Konica Minolta Business Technologies (Wuxi) Co., Ltd.
- Konica Minolta Business Technologies (Dongguan) Co., Ltd.
- Konica Minolta Business Technologies (Malaysia) Sdn. Bhd.
- Two contract manufactures of MFPs/printing equipment.

In particular, Konica Minolta Business Technologies (Dongguan) and Konica Minolta Business Technologies (Malaysia) identified issues including management of working hours and social insurance, but all corrective actions have been completed and the highest Platinum certification was achieved. Other sites have taken corrective action to address the audit findings and have obtained Silver certification or confirmed the absence of priority non-compliances.



RBA VAP audit at Konica Minolta Business Technologies (Malaysia) Sdn. Bhd.



RBA VAP audit at Konica Minolta Business Technologies (Wuxi) Co., Ltd.



RBA VAP audit at Konica Minolta Business Technologies (Dongguan) Co., Ltd.

Responsible Supply Chain

Practicing Responsible Minerals Procurement

Basic Concept | Konica Minolta's Approach | Konica Minolta's Supply Chain Management
Implementing CSR Procurement | Practicing Responsible Minerals Procurement | Procurement Initiatives

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- Konica Minolta's Initiatives for Responsible Minerals Procurement
- Framework for Initiatives
- Cooperating with External Organizations
- Targets and Results

Konica Minolta's Initiatives for Responsible Minerals Procurement

Konica Minolta is addressing Responsible Minerals procurement to prevent human rights violations associated with conflict.

It has been pointed out that the mining of the mineral resources for tungsten, columbite-tantalite, gold, and cassiterite in the Democratic Republic of the Congo or adjoining countries can end up fueling conflict.

Seeking to prevent conflict-related violations of human rights such as child and forced labor, the Organization for Economic Co-operation and Development (OECD) established Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas and requires that companies take responsible initiatives in the supply chain. Additionally, Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, which was passed in 2010 in the United States, requires companies listed on a U.S. stock exchange to disclose information about conflict minerals*1 derived from regions of conflict. In addition, the EU Conflict Minerals Regulation went into effect in 2021, and the EU also released a list of Conflict-Affected and High-Risk Areas under Regulation. Corporate organizations also pursue initiatives for Responsible Minerals procurement, including the Responsible Minerals Initiative (RMI)*2, which has a global reach, and in Japan the Responsible Minerals Trade Working Group, established as part of the Japan Electronics and Information Technology Industries Association (JEITA)*3.

*1 Conflict minerals: Cassiterite (tin), coltan (columbite-tantalite), gold, wolframite (tungsten), or their derivatives; also known as 3TG.

*2 Responsible Minerals Initiative (RMI): An organization that spearheads initiatives addressing conflict minerals to which over 300 companies and organizations around the world belong.

*3 Japan Electronics and Information Technology Industries Association (JEITA): An organization to which about 400 companies and organizations belong, primarily in Japan's IT and electronics field.

Framework for Initiatives

Konica Minolta carries out initiatives addressing conflict minerals in line with the Five-Step Framework for Risk-Based Due Diligence in the Mineral Supply Chain in the OECD Guidance.

Step 1: Establish Strong Company Management Systems

Konica Minolta has established the Konica Minolta Responsible Minerals Policy Statement, which addresses the prevention of human rights violations caused by conflicts. This statement requires that suppliers are familiar with Konica Minolta responsible policies on minerals and that conflict mineral policies are incorporated into contracts with business partners.

Konica Minolta's Responsible Minerals programs are incorporated into its sustainability promotion system, which is led by an executive officer. In addition, a mechanism for implementing Responsible Minerals surveys, including production sites in Japan and overseas, has been prepared to identify the smelters or refiners in the supply chain. The management and staff in the procurement divisions in charge of procurement are given training to enhance their understanding of Responsible Minerals initiatives and motivate them. In addition, Grievance platform developed by RMI is used.

- Konica Minolta Responsible Minerals Policy Statement
- The Minerals Grievance Platform

Step 2: Identify and Assess Risk in the Supply Chain

Using the Conflict Minerals Reporting Template (CMRT), Extended Minerals Reporting Template (EMRT) issued by RMI, Konica Minolta implements surveys on minerals of necessity for the high functionality of Konica Minolta products (3TG, cobalt and mica). The survey confirms the content of 3TG, cobalt and mica surveys the country of origin, identifies the smelters or refiners in the company's supply chain, and confirms their due diligence. Based on the results of the survey and information about the identified smelters or refiners in the supply chain, Konica Minolta assesses the risk to the supply chain overall, by each business partner, and by each product. These results are reported to the officer in charge.

Step 3: Design and implement a strategy to respond to identified risks

Based on the results of the risk assessment, Konica Minolta requests all suppliers to take any needed steps to ensure that their business is not in any way complicit in the funding of conflict forces. Konica Minolta conveys any customer concerns to suppliers using smelters or refiners when customers have expressed concerns about, and asks that they respond appropriately, such as reassessing the smelters or refiners in question. Indirect efforts are also made to eliminate the risk of conflict complicity, such as activities building awareness about the issue of responsible minerals.

Step 4: Carry out independent third-party due diligence audits for smelters or refiners

Konica Minolta is a member of RMI, which operates an audit program (the Responsible Minerals Assurance Process [RMAP]) certifying that smelters or refiners are conflict-free.* In addition, through JEITA activities, smelters or refiners are encouraged to participate in RMAP.

* smelters or refiners that conform to the Responsible Minerals Assurance Process managed by RMI.

Step 5: Report annually on supply chain due diligence

Konica Minolta's Responsible Minerals initiatives are disclosed every year on this website.

Cooperating with External Organizations

Konica Minolta promotes programs on responsible minerals in cooperation with external organizations.

Konica Minolta is a member of RMI, which leads global initiatives on Responsible Minerals issues. RMI's Responsible Minerals Reporting Template is adopted worldwide. RMI also operates a program that certifies which smelters or refiners are conflict-free, and it operates other activities designed to promote a responsible supply chain for mineral procurement.

In Japan, Konica Minolta participates in JEITA's Responsible Minerals Trade Working Group. This working group promotes programs addressing conflict minerals issues among IT and electronics companies in Japan.

Targets and Results

Konica Minolta conducts conflict mineral surveys in its Digital Workplace Business and Professional Printing Business, which account for about 76% of its sales, and works to make risk assessments conflict-free. The Company also responds appropriately to all customer requests for responsible mineral sourcing.

Response to Responsible Minerals procurement

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Percentage of suppliers returning conflict mineral surveys	98%	96%	96%	95%	95% or more	95% or more	95% or more
Percentage responding to requests for surveys from customers	100% response	100% response	100% response	100% response	100% response	100% response	100% response

Response to Customers' Request for Survey

In fiscal 2023, many customers in the Digital Workplace Business, Professional Print Business, Healthcare Business, and Industry Business requested Responsible Minerals surveys. Konica Minolta responded to all customers by submitting completed Responsible Minerals survey reports. Inquiries about responsible minerals other than surveys were responded to appropriately, based on survey results and the company's own initiatives. Konica Minolta has been conducting surveys on cobalt since fiscal 2018, and on mica since fiscal 2021. It is appropriately responding to requests from customers for surveys.

Conflict Minerals Survey

The response rates to the Conflict Minerals Survey using CMRT, the Cobalt and Mica Survey using EMRT conducted in fiscal 2023 in the Digital Workplace and Professional Print businesses were 95% and 93%, respectively.
We also conduct Responsible Minerals surveys in our Industry and Healthcare businesses based on customer requests.
In conducting these surveys, we also ask our suppliers to conduct due diligence to ensure supply chain transparency and conflict-free operation by reducing the number of unknown responses about smelter information.
Due diligence conducted on Conflict Minerals, Cobalt and Mica survey responses identified 461 smelters, 276 RMAP[*1] purchased smelters, and 13 Active smelters[*2]. We also identified 139 countries or territories in the supply chain that are considered 3TG countries of origin (as of April 30, 2024).
As a result of these surveys, we confirmed that one of our main products, toner, and some of our other products such as optical lenses, and functional films, were conflict-free. No evidence of conflict involvement was found in any of the supply chains surveyed.

*1 Smelters that comply with the Responsible Minerals Assurance Process (RMAP) administered by RMI

*2 Active smelters: Smelters that are under RMAP audit or are scheduled for audit.

Smelter Due Diligence Results by Metal

	Identified Smelters or refiners	Smelters or refiners verified as conflict-free or in the audit process	Percentage
Gold	173	92	53%
Tantalum	42	38	90%
Tin	86	69	80%
Tungsten	54	35	65%
Total 3TG	355	234	66%
Cobalt	83	51	61%
Mica	23	4	17%

- List of smelters / refiners
- List of country of origin

Other Initiatives

Konica Minolta cooperates with external organizations, including participating in an initiative where members of JEITA's Responsible Minerals Trade Working Group encourage smelters or refiners to be involved in a conflict-free audit program. In addition, Konica Minolta provided an instructor for the JEITA Conflict Mineral Survey Briefing, held by JEITA on June 14, 2019, and supported activities providing education on Responsible Minerals regulations.

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Responsible Supply Chain

Procurement Initiatives

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Procurement Collaboration System
Environmental Collaboration Aimed at Strengthening the Management of Chemical Substances Included in the Supply Chain
Holding Suppliers' Meetings
Commendation of Suppliers

Procurement Collaboration System

Promoting procurement collaboration to increase customer satisfaction

Seeking to increase customer satisfaction, the Business Technologies Business promotes a Procurement Collaboration System in which suppliers and Konica Minolta work together in pursuit of improvements. In this initiative, the Group shares challenges through dialogue with and visits to suppliers, makes proposals needed for their resolution, and provides concrete support aimed at comprehensive improvements in terms of quality, delivery, productivity, the environment, and business management. Suppliers also point out issues to Konica Minolta, which serves to improve problems in business transactions.

Environmental Collaboration Aimed at Strengthening the Management of Chemical Substances Included in the Supply Chain

Konica Minolta has implemented environmental collaboration with suppliers to reduce environmental risk as a procurement collaboration system in the area of the environment. This initiative creates solid partnerships through on-site assessments and educational support for suppliers in order to strengthen management of chemical substances included in the supply chain.

In fiscal 2023, Konica Minolta went directly to the manufacturing sites of 66 suppliers in and outside Japan and conducted on-site assessments, working with suppliers to strengthen the chemical substances management system. In addition, the Company confirms activities in areas such as labor, health and safety, the environment, and ethics at its suppliers' manufacturing sites.

In addition, Konica Minolta has established an educational system focused on laws and regulations as well as on-site management that it uses to train suppliers' internal assessors in an effort to support the independent management of chemical substances on the part of suppliers. Education on changing trends and Konica Minolta's initiatives was added to CSR procurement initiatives starting in fiscal 2018. In fiscal 2023, Konica Minolta conducted approximately 139 internal assessments.

Holding Suppliers' Meetings

Konica Minolta holds annual suppliers' meetings as part of its procurement collaboration system. Previously, these meeting were held in person, but since fiscal 2019, we have changed over to an online format due to COVID-19's impact and they are now mainly held for suppliers in Japan, China, and ASEAN.
In fiscal 2023, a total of 284 suppliers (484 people) participated, representing a majority of our suppliers. At the meeting, the Konica Minolta's procurement policy was explained, requests were made for cooperation in CSR procurement, procurement results and plans were reported, and goals and challenges were shared.



Fiscal 2018 suppliers' meeting in China

Commendation of Suppliers

Konica Minolta takes the opportunity of the suppliers' meeting to commend suppliers. The purpose of commending suppliers with excellent records in terms of quality, delivery, productivity, and the environment is to encourage all suppliers to undertake further improvement initiatives.

Human Rights

Click to jump to the corresponding section in this page

Basic Concept | Management System for Human Rights | Human Rights Due Diligence
1. Identifying and Assessing Adverse Human Rights Impacts | 2. Integrating and Acting upon the Findings
3. Tracking Responses | 4. Information Disclosure | Remedy and Grievance Mechanism | Stakeholder Engagement

Basic Concept

Human rights are universally valued rights that all people are born with. In today's world, there is a growing awareness that businesses can have a great impact on human rights.
The Konica Minolta Group Charter of Corporate Behavior establishes the principles of corporate behavior for Konica Minolta's business activities, and one of these principles is respect for human rights.

Konica Minolta Group Charter of Corporate Behavior

Furthermore, the Konica Minolta Group Human Rights Policy establishes the Group's responsibilities and commitment to human rights based on the Konica Minolta Group's corporate philosophy and management vision.

Konica Minolta Group Human Rights Policy

In addition, in the face of growing societal demand for supply chain management, Konica Minolta joined the Responsible Business Alliance (RBA) in October 2013 in order to communicate its CSR procurement activities, so that stakeholders more clearly understand them and to further improve the quality and transparency of CSR procurement. The RBA Code of Conduct will be the standard for the entire Konica Minolta supply chain, including the Konica Minolta Group, suppliers, and partners.

Konica Minolta Supply Chain Code of Conduct

Moreover, Konica Minolta supports and respects the following internationally accepted standards:

- Universal Declaration of Human Rights
- International Conventions on Human Rights
- The International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- United Nations Global Compact
- ISO 26000
- RBA Code of Conduct

Management Process for Human Rights

Human Rights Due Diligence Process



In compliance with the United Nations Guiding Principles on Business and Human Rights, Konica Minolta has created a human rights policy, it conducts human rights due diligence, and established a remedy and grievance mechanism to promote its initiatives.

Policy

The Konica Minolta Group Human Rights Policy was established based on the United Nations Guiding Principles on Business and Human Rights. Based on this policy, the Konica Minolta Group asks its business partners and other parties connected to the Group's business not to violate human rights.

Human Rights Due Diligence

Konica Minolta has identified a human rights due diligence system to identify potential and actual human rights risks that its business activities may pose to stakeholders, to review and implement measures for the prevention and mitigation of adverse human rights impacts, and to disclose information on progress status. The Company's business activities include new and additional investments, expansion through mergers and acquisitions (M&A), and participation in new business relations such as joint ventures, etc.

Remedy and Grievance Mechanism

Using a system that enables employees to report human rights concerns, if there is a clear indication that Konica Minolta directly caused or was involved in any adverse impact on human rights, it will promptly investigate and take corrective action through appropriate internal and external procedures.

Stakeholder Engagement

Konica Minolta will also engage stakeholder dialogue to enhance its efforts to respect human rights.

Human Rights Due Diligence

1. Identifying and Assessing Adverse Human Rights Impacts (Impact Assessment)

Based on items listed by the Ministry of Justice of Japan from major international rules, frameworks, and guidelines on human rights, Konica Minolta has identified stakeholders who are potentially or evidently negatively affected by its business activities and transactions, along with the human rights issues.

Identification of Human Rights Issues and Stakeholder Relationship

Human rights-related risks Examples of potential risks	Stakeholders			
	Workers		Stakeholders other than workers	
	Group employees	Employees of suppliers & contractors (production, development, other)	Customers	Local communities/ Indigenous peoples
Wages and benefits Insufficient or unpaid wages, inability to secure a living wage, unequal pay for equal work and qualifications, etc.	✓	✓		
Excessive/Unfair labor Overtime work not legally mandated, continuous work, restriction on vacation taking, etc.	✓	✓		
Occupational health and safety Inadequate protection of damage to health due to workload, occurrence of occupational accidents, etc.	✓	✓		
Freedom of association Forced or non-participation in labor unions and collective bargaining	✓	✓		
Discrimination Discrimination based on gender, age, nationality, or employee status (regular/irregular)	✓	✓		
Bribery/Corruption Bribery of public officials, provision of money or goods during customs clearance procedures	✓	✓		
Consumer safety and right to know Provision of products and services harmful to the mind, body, or health of consumers, product mislabeling, and violation of consumers' right to know	✓		✓	
Gender-related human rights issues Unequal treatment of men and women such as wage disparity, disadvantages to sexual minorities, discriminatory language in advertising, etc.	✓	✓	✓	
Harassment Abuse of power, sexual harassment, maternity/paternity harassment, nursing care harassment, etc.	✓	✓	✓	
Freedom of speech Suppression of opinions about corporate activities, suppression of employees' opinions about the company and working conditions	✓	✓	✓	

Human rights-related risks Examples of potential risks	Stakeholders			
	Workers		Stakeholders other than workers	
	Group employees	Employees of suppliers & contractors (production, development, other)	Customers	Local communities/ Indigenous peoples
Intellectual property right Nonpayment of compensation for inventions, infringement of personal intellectual property rights, etc.	レ	レ	レ	
Forced labor Labor without worker consent, involvement in human trafficking, retention of identification documents	レ	レ		レ
Child/Youth labor Loss of children's opportunity to learn, lack of consideration for impact on growth and health and for young workers under 18, etc.	レ	レ		レ
Freedom to relocate residence Relocation of residence against one's will, eviction of residents due to business activities, forced job relocation, etc.	レ	レ		レ
Human rights issues related to ecosystem degradation, water stress, and climate change Environmental damage caused by business activities, ecosystem degradation and water stress, funding of projects that accelerate global warming, etc.	レ	レ		レ
Rights of foreign and migrant workers Discrimination against foreign and migrant workers, working conditions described in a specific language only, exploitation of recruitment commissions, etc.	レ	レ	レ	レ
Right of access to redress Insufficient recognition of the complaint process, limited access, etc.	レ	レ	レ	レ
Human rights issues related to technology and AI Discriminatory human rights issues arising from AI use, discriminatory use of own products	レ	レ	レ	レ
Right to privacy Inappropriate acquisition, storage, disclosure, or provision of personal or sensitive information to third parties	レ	レ	レ	レ

Next, the Group assessed the impact on negatively affected stakeholders and the human rights issues based on the results of the RBA audit within the Group and the RBA SAQ results from stakeholders, identifying human rights issues that appear to be of high priority. The assessment results are reviewed regularly, and the departments responsible for human resources, legal affairs, procurement, quality, and sustainability will work to prevent and mitigate negative impacts through setting goals and implementing measures.

Human Rights Risk Issues Identified as High Priority by Each Stakeholder

・Group employees:
Excessive/Unfair labor, occupational health and safety, discrimination (women's advancement), gender-related human rights issues, forced labor, child/youth labor, right to privacy

・Employees of our suppliers and contractors (* Production, development, and others):
Excessive/Unfair labor, occupational health and safety, discrimination, rights of foreign and migrant workers

・Customers:
Right to privacy

・Local Communities/Indigenous Peoples:
Forced labor, child/youth labor

2. Integrating and Acting upon the Findings

Group Employees

Konica Minolta believes that employee motivation, engagement, and leadership are based on the employees' mental and physical health, and that improving the quality of health leads to improved quality of labor、products, and services, which in turn increases the Company's added value. Konica Minolta recognizes that improving productivity and performance by promoting the improvement of employees' mental and physical health, as well as organizational health, is an important management issue. Recognizing that employee health is the foundation of everything that it does, Konica Minolta is fostering a "health-first" culture and promoting health management. As part of this initiative, the Company is working to prevent excessive work and health problems caused by workload.

For further information on these initiatives, please refer to: Promoting Effective Management by Cultivating a Health-First Culture

Furthermore, accidents at work sites not only threaten employee safety, but may also impact the local environment and business continuity. For this reason, Konica Minolta recognize that preventing workplace accidents and creating a safe working environment for employees are important management issues. Konica Minolta views workplace safety and the maintenance and promotion of each employee's health as the foundation of its corporate management, and seeks to create a healthy, safe, and comfortable working environment by conducting occupational health and safety initiatives that focus on daily prevention activities.

For further information on these initiatives, please refer to: Managing Occupational Safety and Health > Occupational Safety and Health Management System

Konica Minolta believes that maintaining and increasing the trust of stakeholders, including customers, local and international communities, business partners, shareholders, and investors, is the basis of its business activities, and the practice of compliance is its underlying foundation. Compliance at Konica Minolta naturally involves complying with laws and regulations, but is also based on corporate ethics and company rules that define what the Company believe to be right.
The Konica Minolta Group has established the Konica Minolta Group Charter of Corporate Behavior, which sets forth the behavior required of all Konica Minolta Group companies and its personnel. The Group implements measures under a global promotion system to ensure that each employee acts in accordance with this Charter.
Through these compliance practices, the Company fosters a business environment that respects human rights and is free from discrimination and harassment.

For further information on these initiatives, please refer to: Basic Concept of Compliance > Group Compliance Promotion System

In addition, we have been addressing gender-related human rights issues and women's advancement as part of diversity promotion. We believe that the diversity of our workforce is what brings about new innovative ideas and is a wellspring of solutions for achieving greater compatibility between our management vision of "supporting people to achieve their own purpose" and "realizing a sustainable society."
We have long been committed to improving fairness and inclusion for social minorities and to fostering an organizational culture that enables each employee to maximize their unique strengths and have been accelerating these efforts since the business integration of Konica and Minolta in 2003. To realize our management vision and achieve sustainable growth and societal recognition, we need to come together as one and further strengthen Diversity, Equity, and Inclusion (DEI) on a global level at Konica Minolta.

For further information on these initiatives, please refer to: Basic Concept and Vision of DEI > Basic Concept

Employees of Our Suppliers and Contractors, Partners, and Others: (* Production, Development, and Others) :

Companies have to take social responsibility not only for their own products but also for improving labor conditions (human rights), health and safety, the environment, and ethics in the supply chain*1 used to deliver products to customers. In line with this recognition, Konica Minolta promotes CSR procurement that pursues these kinds of improvements together with its business partners who supply and produce materials such as raw materials, parts and components, as well as Group production sites, with the aim of establishing a sustainable society in which human rights are respected.
In recent years, several laws related to human rights protection, such as the Uyghur Forced Labor Prevention Act (USA) and the Act on Corporate Due Diligence Obligations in Supply Chains (Germany), have been enacted. These laws demand that companies strengthen their human rights efforts. In response to these social demands, the RBA*2 has updated its code of conduct and various systems. As an RBA member, Konica Minolta will utilize the RBA's framework to address these social issues.

*1 Supply chain: The series of activities involved in delivering a product or service to a customer, ranging from procurement and production to distribution and sales.

*2 Responsible Business Alliance (RBA): Organization that promotes CSR in the supply chain.

For further information on these initiatives, please refer to: Implementing CSR Procurement > Konica Minolta's CSR Procurement Promotion Programs

Local Communities/Indigenous Peoples

Konica Minolta deals with conflict minerals as an initiative against forced labor, and child, and youth labor of local residents and indigenous peoples.
The mining of tungsten, tantalum, gold, and tin mineral resources in the Democratic Republic of Congo and surrounding areas has been identified as a potential source of funding for conflicts. Konica Minolta deals with conflict minerals according to the OECD's Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict and High-Risk Areas under "A Five-Step Framework for Risk-Based Due Diligence in the Minerals Supply Chain."

For further information on these initiatives, please see: Responsible Mineral Sourcing > Framework for Initiatives

Customers

With cyber-attacks targeting individuals and companies increasing, their methods are becoming more sophisticated and ingenious. Konica Minolta's products and services may also pose a risk of exposing customers to security threats. Therefore, the Company is required to provide secure products and services, prevent product security incidents in the market, and if an event should occur, minimize damage to customers and quickly take steps to recover and resolve the issue.
Konica Minolta has established a company-wide system to promote product security, led by the Chief Quality Officer and is working to prevent serious security incidents in all products and services through its business divisions under the supervision of the Quality Division. The Company has established "Product Security Guidelines" to achieve secure development and operation and is promoting secure development and operation processes for products and services Groupwide.
Development and operation in compliance with the Product Security Guidelines, in principle, apply to all products and services of the Konica Minolta Group, and is implemented throughout the entire product and service life cycle, from planning and proposal to disposal and termination of service, as well as activities in the supply chain, such as development and operation contractors and suppliers.
In addition, Konica Minolta regularly convenes the cross-sectional "Product Security Promotion Committee" to discuss product security issues and share information on best practices both inside and outside the Company to continuously improve product security.

For further information on these initiatives, please refer to: Enhancing the Security of Products and Services > Promoting Secure Development and Operation Processes

Konica Minolta has established "Imaging to the People" as its management vision with the aim of "supporting people to achieve their own purpose" and "realizing a sustainable society." To that end, the Company is promoting the use of AI in its products and services, and in its business activities including R&D, production, and sales.
However, misuse of AI could cause various problems, including privacy and human rights violations.
When using AI in new products or services, each department conducts risk assessment s at the product planning stage, and the "AI Ethics Review Committee" discusses the results in order to reduce the risk of problems arising from inappropriate AI use.

For further information on these initiatives, please refer to: Use of Artificial Intelligence > AI Governance Structure

3. Tracking Responses

Group Employees

To prevent health problems caused by overwork, Konica Minolta is taking measures to curb long working hours.
The Konica Minolta Group provides health checkups by industrial physicians to employees who have logged more than 80 hours of overtime work in a single month, or who have logged 60 or more hours of monthly overtime work three months in a row, or who have logged 45 or more hours of overtime work, if they wish. These checkups prevent health problems caused by overwork and maximize performance. As a result of these countermeasures curbing employee overwork and creating a healthy and comfortable workplace that allows for good work-life balance. In fiscal 2024, the Company aims to further reduce the number of employees working long hours, while revising the medical checkup appointment system to facilitate medical checkups for those who work long hours.

For further information on these initiatives, please refer to: Health & Productivity Management > Measures to Address Overwork

In the area of mental health, we conduct stress checks for all employees twice a year, with more than 90% of employees getting checked each time (91% were checked in fiscal 2023). While utilizing the stress check results for self-care, we classify the four stress levels by workplace and provide feedback to the heads of each organization, and for Level 4 workplaces, which have the highest stress levels, we plan and implement improvement measures. As a result, the number of Level 4 workplaces in fiscal 2023 has been on a downward trend from the previous year, and the percentage of high-stress employees in fiscal 2023 was 8.4%, our lowest level ever. In addition, we regularly provide e-learning for all Group managers so that we can quickly detect and respond to employees with mental health issues by enhancing the line care function. The attendance rate remained at around 92%. A survey revealed that 90% of managers considered this e-Learning beneficial. In addition, Konica Minolta plans to further strengthen its proactive approach to mental health education aimed at improving workplace culture. Moreover, the Company is also engaged in workplace improvement utilizing the analysis results of the organizational health survey, whose scores have a strong correlation with productivity. In fiscal 2022, the average score was 6.1, but improved to 6.3 in fiscal 2023. There was an overall trend of improvement in each question, with particularly favorable results for questions related to growth, recognition, and progress.
In addition, Konica Minolta has established “a return-to-work preparation system" for employees resuming work after taking leave due to mental health problems and is providing thorough follow-up support to eligible employees to facilitate their return to work by arranging at least three meetings with an industrial physician, workplace supervisor, and human resources during a rehabilitation work period of up to three months.
As a result of these measures, the number of leave-of-absence days taken due to mental health problems among Konica Minolta, Inc. employees in fiscal 2023 declined by around 14% year on year. Furthermore, the number of new employees on leave of absence declined by 16% year on year. However, the average number of days of absence per employee, including both new and continuing absence—the KPI for absenteeism—Increased slightly. In fiscal 2024, we will take steps to reduce the number of leave-of-absence days taken due to mental health problems by further reinforcing managers’ oversight and implementing oversight in close cooperation with line personnel. In fiscal 2024, we will work to reduce the total number of days of leave taken due to mental health problems by further enhancing line care and providing care in close cooperation with line personnel.

For further information on these initiatives, please refer to: Health & Productivity Management > Minimizing the Number of Persons with Health Risks

In fiscal 2023, there were no serious accidents[*1] within the Konica Minolta Group. Six incidents resulting in absence from work occurred, all of which were in Japan (4 male and 2 female victims), with no incidents reported overseas. The frequency rate of lost-worktime injuries[*2] was 0.22 in Japan, 0 overseas, and 0.12 combined for Japan and overseas. The severity rate of accidents causing absence from work[*3] was 0.0012 in Japan, 0 overseas, and 0.0007 combined for Japan and overseas.
According to the Ministry of Health, Labour and Welfare’s 2023 report on labor accident trends, the average frequency rate of lost-worktime injuries for the domestic manufacturing industry was 1.29, and for the electrical machinery and equipment manufacturing industry was 9.54, indicating that Konica Minolta’s rate remains below the industry averages.

*1:Serious accidents:
(1) Death, illness requiring (or likely to require) long-term medical care, injury resulting in (or likely to result in) disability, and specific infectious disease
(2) Accidents that result in the death, injury, or illness on the job of three or more workers at one time (including lost worktime).
*2 Number of workers absent from work per million of total hours worked by Konica Minolta employees
*3 Number of days of lost work per 1,000 hours of total hours worked by Konica Minolta employees

For further information on these initiatives, please refer to: Managing Occupational Safety and Health > Preventing Accidents During Working Hours

To maintain a work environment where employees feel “motivated and willing to take on challenges (engagement),” the Company conducts a Global Employee Survey (GES) of its employees worldwide on their attitudes toward work and the workplace. The current state of its corporate culture is measured by Engagement score*, and each organization takes action to improve its score, thereby raising the competitiveness of the entire Group.

* Engagement score: Average score of responses to the question “How likely is it you would recommend Konica Minolta as a place to work?” in the GES (Global Employee Survey) on a scale of 0 to 10.

In fiscal 2023, approximately 90% of the Group's employees participated in this survey, which elicited over 165,000 comments and enabled each organization to delve more deeply into issues and continuously plan and implement improvements.
In fiscal2023, the engagement score for the Group was 6.8, up 0.2 points from fiscal 2022. Although still below the industry average level target for fiscal 2025, it climbed to the lower 25% level in fiscal 2023, steadily approaching the target level.

For further information on these initiatives, please refer to: Building Organization, Culture and DNA > Implementation of Global Employee Survey and Continuous Improvement Activities in Each Region

Regarding compliance initiatives, in order to prevent all forms of discrimination, sexual harassment, and abuse of power, the Group prohibits discrimination and harassment in its "Guidance for the Charter of Corporate Behavior" and "Compliance Manual." In addition, Konica Minolta has established "Sexual Harassment Prevention Guidelines" and conduct harassment prevention training to educate its employees. The Group also educates its managers on sexual harassment and abuse of power. If an employee discriminates or harasses someone, the Company will take corrective or disciplinary action according to our work rules.
Thanks to measures such as rigorous age verification when hiring in each country, there have been no cases of child labor, nor of forced labor.

For further information on these initiatives, please refer to: Compliance Promotion Activities > Compliance Training

Since fiscal 2017, Konica Minolta’s diversity initiatives have promoted an understanding of DEI among Group company employees in Japan by regularly sharing interviews with executives and role models and present positive examples of in-house DEI promotion via its internal portal site, and by implementing a Company-wide program.
Since 2021, staff responsible for DEI promotion in Europe, the United States, and Japan have gathered to plan global programs, including programs linked to International Women’s Day and Pride Month* in order to promote unified activities across the Konica Minolta Group, including overseas. In addition, we hold programs simultaneously in Japan that are in line with the theme of our global program to get more employees involved in DEI promotion.

* June is recognized around the world as “Pride Month” for promoting awareness of LGBTQ+ rights, and numerous events are held at various locations.

For further information on these initiatives, please refer to: Fostering a DEI-Based Organizational Culture > Unified Awareness Activities of the Konica Minolta Group

Gender equality and women's empowerment are key themes globally emphasized and are crucial for achieving the SDGs. In Japan, despite women being highly educated, their leadership and participation in various fields remain limited. Konica Minolta recognizes the urgent need to create an environment where women can actively contribute across the entire industrial sector to which it belongs.

For further information on these initiatives, please refer to: Promoting Women’s Workplace Participation > Supporting Career Development of Women

Employees of Our Suppliers and Contractors, Partners, and Others: (* Production, Development, and Others) :

The CSR assessment evaluates site initiatives to address social issues such as labor (human rights) protection, health and safety, ethics, as well as environmental issues such as minimizing environmental impact. Konica Minolta classifies the results of the self-assessment questionnaire from rank A to C. The targets for overall scores are rank A for all Group production sites and rank B or higher for all suppliers. Rank C suppliers are considered to be high-risk, and CSR audits are conducted for those suppliers that have not achieved their targets even after implementing improvements. Suppliers who received the rank of C and did not achieve their target rank even after receiving improvement support are considered to be high-risk suppliers and are subject to the CSR audit in STEP 3.
In fiscal 2023, nine production sites within the Konica Minolta Group, and 30 of the 103 companies (84 primary suppliers and 19 secondary suppliers) identified as major suppliers conducted the CSR assessment, with all production sites achieving rank A and all suppliers achieving rank B or higher on their overall score. There were no high-risk suppliers. These assessment results met the target, but scores tended to be low in the areas of labor, the environment, and ethics. Specifically, the declining score in the areas of labor and ethics was due to the establishment of management systems, and in the area of the environment, the decline was due to items related to resource usage, waste, and GHG reduction programs. We have asked suppliers whose assessments have declined to make voluntary improvements.

The final production sites for Konica Minolta's mainstay digital workplace and professional print businesses, including those of outsourcing partners, are located in Japan, China, and ASEAN countries. Konica Minolta emphasizes audits at these sites to ensure the practice of high-quality manufacturing as a manufacturer and CSR-conscious production activities. The rate of RBA third-party audits (VAP audits) and Konica Minolta CSR audits at MFP and printing equipment production companies has reached 73%, covering 8 out of 11 target sites. In fiscal 2023, CSR audits were conducted at five sites, including both company-owned and outsourcing partner sites, uncovering issues such as the management of working hours, the implementation of education in labor and ethics, the establishment of an internal audit system, and preparedness for emergencies. A total of 38 non-conformances were identified, with a non-conformances rate (number of non-conformances/sites) of 760%. For all five sites, the necessary improvement plans were formulated and implemented. The completion rate for corrective actions on Priority findings reached 100%, while the completion rate for other non-conformances was 68%. Konica Minolta will continue to make improvements by advancing the PDCA cycle.

For further information on these initiatives, please refer to: Implementing CSR Procurement > CSR Assessments Using a Self-Assessment Questionnaire

To maintain a wage level that allows employees of the Konica Minolta Group and its suppliers and contractors to feel rewarded for their work, Konica Minolta not only complies with the minimum wage in each region, but it also conducted a study on living wages in fiscal 2021. A living wage consists of basic living expenses and taxes, with the basic living expenses estimated using the Market Basket Method, but the Basic Needs Budget standard is used in some countries. Since regional differences in the same country must be considered, living wages are calculated by referencing the Japanese Trade Union Confederation and the Wage Indicator Foundation. No special issues were found among employees, business partners, contractors, and others. As a result, no special issues were found among the Group, suppliers, and contractors.

Local Communities/Indigenous Peoples

The response rates to the Conflict Minerals Survey using CMRT, the Cobalt and Mica Survey using EMRT conducted in fiscal 2023 in the Digital Workplace and Professional Print businesses were 95% and 93%, respectively.
Due diligence conducted on Conflict Minerals, Cobalt and Mica survey responses identified 461 smelters, 276 RMAP purchased smelters, and 13 Active smelters. We also identified 139 countries or territories in the supply chain that are considered 3TG countries of origin (as of April 30, 2024).
As a result of these surveys, we confirmed that one of our main products, toner, and some of our other products such as optical lenses, and functional films, were conflict-free. No evidence of conflict involvement was found in any of the supply chains surveyed.

For further information on these initiatives, please refer to: Practicing Responsible Minerals Procurement ® Targets and Results ® Conflict Minerals Survey

Customers

The Group has been working to eliminate serious information security incidents by setting “the number of serious information security incidents” as KPIs. In fiscal 2022, as in the previous fiscal year, the Group again achieved the target. Konica Minolta will continue to pursue various initiatives to develop and operate secure products and services.

For further information on these initiatives, please refer to: Enhancing the Security of Products and Services > Konica Minolta Approach

To ensure the appropriate use of AI, we have established the Responsible AI Office, a cross-company organization consisting of all divisions involved in AI use. The Responsible AI Office, in cooperation with the persons responsible for promoting AI use appointed to each business division, supports developers to conduct appropriate risk assessment at the product planning stage, and conducts educational and awareness-raising activities for all employees. Since fiscal 2021, we have worked to improve employee literacy by proving in-house training for all employees of domestic Group companies to put our basic policy into action based on AI ethics-related issues occurring in society and our approach to them. To date, about 10,000 employees have taken the training.
In fiscal 2022, outside experts lectured employees with the aim of raising awareness of AI use. Further, the rules for using generative AI, represented by ChatGPT, were rolled out in Japan in May 2023 and internationally in June. With this initiative, we aim to ensure that employees gain a proper understanding of the potential and risks of generative AI, and use it in a safe, ethical, and responsible manner worldwide.
In addition to continuing our annual training for all employees, we will provide specialized training tailored to the audience, such as training for risk assessment personnel, in order to improve the overall training.

For further information on these initiatives, please refer to: Use of Artificial Intelligence> Our Vision

4.Information Disclosure

Konica Minolta will regularly disclose the details of its initiatives on a timely basis via its website.

Remedy and Grievance Mechanism

Group Employees

Konica Minolta has established a Whistle-blowing System (Help Line) not only within the Group in Japan but also overseas. The Help Line is an anonymous reporting system, and whistleblowers are not subject to adverse treatment.
In fiscal 2023, of the Help Line cases reported that related to human rights (abuse of power /sexual harassment/discrimination/ inappropriate treatment), 7 were domestic and 14 were overseas.

Employees of Our Suppliers and Contractors , Partners, and Others: (* Production, Development, and Others) , Local Communities and Indigenous Peoples:

In Japan, China, and Southeast Asia, “Help Lines” are now open to suppliers, and we have begun opening them to suppliers in Europe, too. In North America, Help Lines are open to all stakeholders, including suppliers.

For further information on these initiatives, please refer to: Basic Concept and Promotion System of Compliance > Whistle-blowing System (Help Line)

Customers

Konica Minolta has established KONICA MINOLTA PSIRT as a Companywide organization to manage information on the vulnerabilities of its products and services, and to pursue necessary measures. When KONICA MINOLTA PSIRT receives a vulnerability report from an outside stakeholder about Konica Minolta's products or services, it takes appropriate action in compliance with the international vulnerability handling process.

For further information on these initiatives, please refer to: Enhancing the Security of Products and Services > Gathering and Addressing Vulnerability Information

Stakeholder Engagement

Group Employees

Konica Minolta shows that it guarantees freedom of association and the right to collective bargaining through its participation in the United Nations Global Compact. Konica Minolta, Inc. has concluded a collective labor agreement, and regular meetings of the joint management council are held four times a year with the president’s attendance to provide an opportunity to explain the Company’s management situation to the labor union and give the labor union an opportunity to explain its policies to Company management. Many other Group companies also have their own labor unions and employee associations and have built good labor-management relations.

Employees of Our Suppliers and Contractors, Partners, and Others: (* Production, Development, and Others):

Through supplier’s meetings and the procurement collaboration system, the Konica Minolta Procurement Policy is explained, procurement results and plans for the next fiscal year are reported, and targets and issues are shared. At the same time, the Group encourages its suppliers to further improve their quality, delivery, productivity, and environmental performance by commending suppliers for their outstanding achievements.

For further information on these initiatives, please refer to: Procurement Initiatives > Holding Suppliers’ Meetings

Customers

Konica Minolta has established call centers and web-based consultation services around the world for each of its products and services. Not only does it swiftly respond to inquiries and information on product defects received at each contact point, but Konica Minolta is also consolidating this information to monitor quality status and customer requests. The Company has also established an AI Ethics Review Committee with outside experts to verify the appropriate use and application of AI technology.

For further information on these initiatives, please refer to: Use of Artificial Intelligence > AI Governance Structure

Customer Satisfaction and Product Safety

Basic Concept and Management System

Basic Concept and Management System | Konica Minolta Quality Policy
Achieving Top-Tier Quality and Reliability | Enhancing the Security of Products and Services
Creating New Quality Value | Providing Useful Products to Meet Social Needs

Click to jump to the corresponding section in this page

Basic Concept Quality Management System

Basic Concept

Aspiring to maximize customer satisfaction and trust

Konica Minolta aspires to maximize customer satisfaction and trust by providing products and services of superior value. The Group has articulated its basic approach to accomplishing this in the Konica Minolta Quality Policy, which governs Group companies worldwide. An issue of particular importance is ensuring safe, reliable products and services. Accordingly, Konica Minolta has established a unified quality assurance system across the Group, and addresses quality assurance in terms of the entire product lifecycle. Konica Minolta is determined to help create a better world by solving customers' challenges, and to do this it seeks to build deeper relationships with customers so that it can discover and satisfy both latent needs and apparent requests.

Quality Management Policy

Implementing thoroughly a policy that places top priority on customer satisfaction and quality

Konica Minolta has articulated its basic concept for earning customer satisfaction and trust in the Konica Minolta Quality Management Policy. By sharing this policy with Group companies around the world, Konica Minolta tries to ensure that top priority is placed on customer satisfaction and quality.

Based on this policy, the Group strives to improve not only the quality of products, but also quality across the board, including maintenance and service.

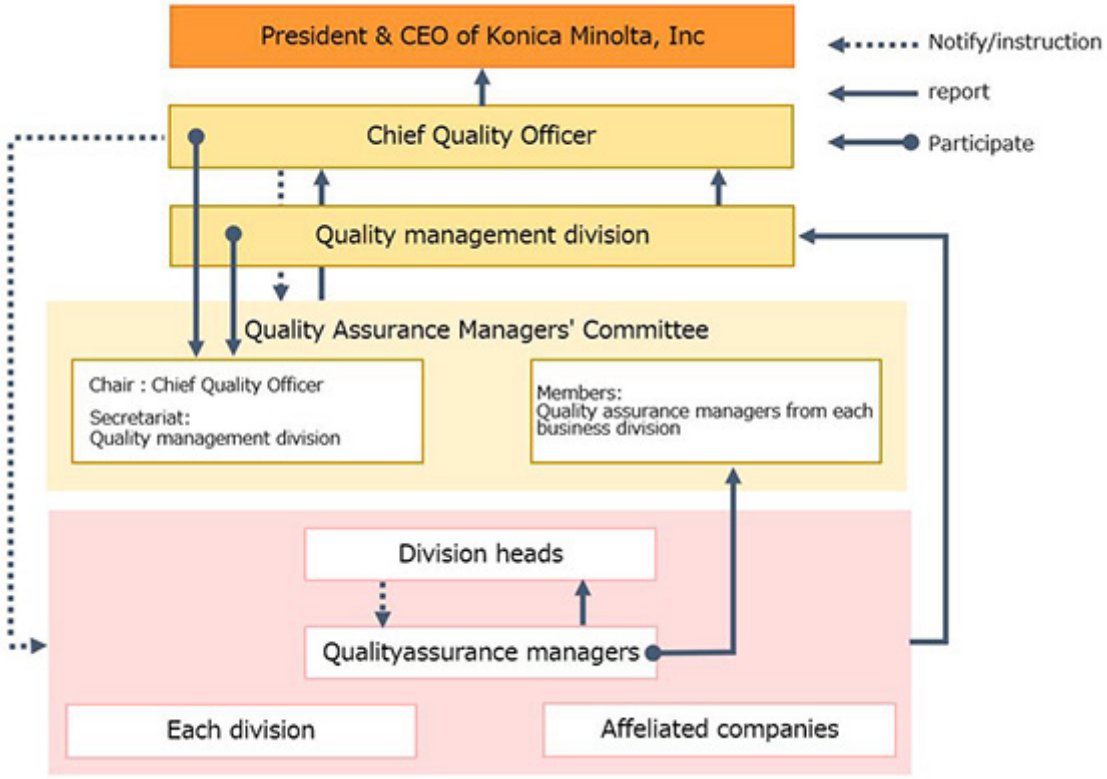
Konica Minolta Quality Policy (excerpts)
The Konica Minolta Group ensures maximum satisfaction and trust of its customers, paying the utmost attention to customers and giving top priority to the quality of products and services.
Our concept is to make steady progress in quality based on quantitative measurement and analysis of accurate data. This basic concept is demonstrated in the following affirmations:

1. Achieving the industry's top level of Customer Satisfaction
2. Providing advanced products that satisfy customers' potential needs
3. Establishment and development of a global Quality System.
4. Quality Management in the total life cycle of products and services
5. Continued enhancement of our Quality Assurance Process
6. Minimization of product quality risks
7. Disclosure of product safety information

Quality Management System

The Chief Quality Officer oversees all quality management operations.

Konica Minolta, Inc. has established a Quality Assurance Managers' Committee that supervises Group-wide quality management. This committee is chaired by the Chief Quality Officer, who has responsibility for and authority over all quality matters for the entire Group. The committee meets on a quarterly basis, in principle. In addition to promoting quality planning and monitoring progress, it shares and scrutinizes information concerning quality assurance. Furthermore, each business works to continuously improve quality by thoroughly implementing the PDCA cycle for quality issues.



Basic Concept and Management System | Konica Minolta Quality Policy | Achieving Top-Tier Quality and Reliability | Enhancing the Security of Products and Services | Creating New Quality Value | Providing Useful Products to Meet Social Needs

Customer Satisfaction and Product Safety

Konica Minolta Quality Policy

Basic Concept and Management System | Konica Minolta Quality Policy
Achieving Top-Tier Quality and Reliability | Enhancing the Security of Products and Services
Creating New Quality Value | Providing Useful Products to Meet Social Needs

The Konica Minolta Group ensures maximum satisfaction and trust by our customers, paying the utmost attention to our customers and giving our top priority to the quality of products and services.

Our concept is to make steady progress in quality based on quantitative measurement and analysis of accurate data. This basic concept is demonstrated in the following affirmation:

“ Management Based On Facts”

1. **Achieving the industry's top level Customer Satisfaction**
   We will provide products and services of high quality and high reliability to achieve the industry's top-level of Customer Satisfaction through continuous analysis of market trends and steady efforts for improvement.
2. **Providing advanced products that satisfy customers' potential needs**
   We will always pursue ease of use from our customers' viewpoint with products on the cutting-edge of trends.
3. **Establishment and development of a global Quality System**
   We will establish and develop a global integrated Quality System throughout the Konica Minolta Group, including worldwide affiliated companies.
4. **Quality Management in the total life cycle of products and services**
   We will implement Quality Management to achieve our target based on quantitative measurement of quality at each life-cycle stage of products and services -- starting from planning, developing, manufacturing, usage, and disposal.
5. **Continued enhancement of Quality Assurance Process**
   We will continue to improve job processes voluntarily and aggressively in order to enhance the Quality Assurance Process.
6. **Minimization of product quality risks**
   We will take proactive measures and promptly respond to our customers in order to eliminate risks to our customers and our company caused by quality problems.
7. **Disclosure of product safety information**
   We will actively disclose product safety information to ensure our customers will use our products without any anxiety and to fulfill our accountability to society.

April 1, 2022



Toshimitsu Taiko
President and CEO
Konica Minolta, Inc.

Customer Satisfaction and Product Safety

Achieving Top-Tier Quality and Reliability

Basic Concept and Management System | Konica Minolta Quality Policy
Achieving Top-Tier Quality and Reliability | Enhancing the Security of Products and Services
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Konica Minolta's Approach | Improving the Quality Assurance System | Taking Steps to Ensure Safety
Taking Steps to Improve Quality

Konica Minolta's Approach

Background and Issues

Ensuring product and service safety and security is essential for delivering consistently high quality. It goes without saying that Konica Minolta strives to improve the quality of and ensure the safety of the hardware it provides. With the advancement of IoT, Konica Minolta also recognizes that a more robust approach to IT threats is crucial to sustainable growth, as they can cause serious damage to customer operations.

Vision

To deliver value to customers, Konica Minolta continually seeks to enhance its products and services, incorporating cutting-edge technologies. Simultaneously, the Group is raising awareness among employees about addressing quality from the customer's perspective, while continuously enhancing quality management activities. The aim is to provide customers with products and services that offer even greater convenience, safety and peace of mind.

Key Measures and KPIs

● **Reinforcing efforts to ensure safety when using products and services**

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Number of serious product-related accidents*	0	0	0	0	0	0	0

* Serious product-related accidents refer to those accidents that cause serious harm to the product user's life and/or body and accidents that cause serious damage to assets other than the product.

* Scope of aggregation: All Konica Minolta products

See Social Datain ESG Data page for the results of previous years

Improving the Quality Assurance System

Taking various steps to improve the quality assurance system

Konica Minolta has established a quality assurance system. It is striving to improve its ability to resolve market quality problems that are related to the safety of products and services and is working to avoid serious accidents and reduce quality problems.

Investigating Quality Problems via Regular Meetings

Konica Minolta regularly holds quality meetings across the Group to discuss product safety and other quality-related issues and work to continuously improve quality by thoroughly implementing the PDCA cycle.

Addressing Market Quality Issues

Whenever a problem related to product and service quality occurs, sales sites around the world are required to register information in a Group-wide critical accident report database immediately. Registered information is instantly sent to the appropriate supervisor and shared with relevant departments. Using this system, the Group takes action to prevent a recurrence by thoroughly investigating all registered incidents, analyzing the causes, implementing countermeasures, and reflecting these in technical and assessment standards. In the unlikely event of a safety-related incident, a report will be immediately filed with the supervisor of the individual business and shared with the Chief Quality Officer, as well as with the departments in charge of quality assurance, corporate communications, and legal affairs, regardless of the cause of the problem. When a quality problem with a potentially serious risk arises, a Quality Problem Countermeasure Conference is convened based on the Group Market Quality Management Rules in order to promptly deal with the issue and ensure thorough information disclosure.

Strengthening Quality Fraud Prevention Activities

With the recent rash of quality fraud cases at other companies, one of Konica Minolta's top priorities is to strengthen and expand its prevention efforts. To minimize the risk of quality fraud cases, in addition to conducting periodic diagnoses and audits based on the Quality Fraud Prevention Guidelines, which cover the entire Konica Minolta Group, including all production sites and development divisions, as well as those overseas, we are also educating and raising awareness to foster a mindset that quality fraud must never occur. Recognizing that the potential risk of quality fraud occurring does exist, in fiscal 2023, Konica Minolta has created a system which it operates to prevent the occurrence of quality fraud by introducing quality fraud awareness assessment, continuous corporate culture reforms, and automation of inspection processes and records.

Enhancing Product Safety Standards

MFPs and printers used in offices must be designed so that misusage and break-downs do not cause electric shocks, smoking, or injuries to users. For this reason, Konica Minolta has established independent product safety standards that exceed the requirements of the legal standards and have rules requiring the detailed check of every aspect of its products. Past quality problems are thoroughly analyzed, the causes are identified, and measures to deal with the problems are investigated. The results of this process are reflected in updated product safety standards.
Continuous implementation of this process prevents the recurrence of quality-related problems and prevents new problems from arising.

Taking Steps to Ensure Safety

Expanding efforts to ensure product safety throughout the entire Group

Product Safety Training

Konica Minolta has developed a Group-wide product safety education system for technicians involved in design and development, manufacturing technology, procurement, and quality assurance. The courses are designed to increase technicians' knowledge of product safety issues and increase their awareness of potential problems. We have also created refresher courses for those who wish to continue to acquire knowledge and stay aware of the latest developments and they can be repeatedly taken. A questionnaire was given to trainees after the course was finished to verify that it is benefiting them in their actual work. The results have been fed back to the training planners to help improve the content of the program. Going forward, Konica Minolta will continue to improve employees’ product safety awareness and raise the level of their skills by providing continuing education.

Application of Risk Maps

Konica Minolta utilizes risk maps as a way to assess product safety. These maps describe the degree of risk by the severity and frequency of aftermarket accidents. Using these maps, the Group undertakes objective assessments of the risk of product quality problems in the market and evaluates the effect of countermeasures. The Group pursues high safety levels by using the risk maps as risk assessment tools in the development process as well.
Specifically, the Business Technologies Business and the Healthcare Business consolidate, scrutinize, and identify, in accordance with stated rules, information provided by customers worldwide. With respect to information involved in product safety, they apply risk management techniques. By clarifying its criteria, the Group can respond quickly to the market, determine essential causes, and improve procedures.

Safe Product Design Based on Combustion Test Data from a Laboratory

Konica Minolta designs its products to eliminate any chance of them catching fire or emitting smoke. However, in the event that such an incident or a building fire should occur, products must have a fire-resistant design to prevent the spread of fire. Therefore, fire-retardant plastics are selected when designing products. In order to get accurate data on fire safety, products need to be subjected to combustion testing.

Konica Minolta has set up a reliability testing laboratory at its Tokyo Site Hachioji. This is where tests can be conducted to obtain detailed information on product combustibility using cutting-edge analysis techniques. The laboratory is also equipped with advanced equipment to treat smoke exhaust, enabling combustion testing to be performed without any impact on the local environment.

Taking Steps to Improve Quality

Improving quality awareness in the workplace and promoting the horizontal rollout of effective approaches

Sharing Information about Quality Problems and Cross-deploying Countermeasures within the Group

Konica Minolta is accelerating its Group-wide effort to disclose information regarding quality problems and cross-deploy countermeasures as a policy “One Konica Minolta.” The goal is to increase sensitivity to quality issues, thereby resolving problems early on and ensuring better response.
As a specific measure of the cross-deploying efforts, the Group conducts Production Capability Assessments at production sites, including sites outside Japan. Members of each site serve as assessors in this effort to perform mutual cross-assessments of businesses. Assessments are designed to visualize issues at each site by quantifying different aspects, such as the 5S's (Sort, Straighten, Shine, Standardize, and Sustain), visualization, elimination of inefficiencies, and factory management. The 5S's and visualization are intended to encourage proactive improvements on the production floor by presenting ideals as guidelines. Additionally, good practices are cross-deployed by sharing assessment results and examples of initiatives from each site on the company intranet.

Initiative for the Development of Quiet Products

Konica Minolta is pursuing the development of quiet products that do not disturb the office environment by measuring and analyzing various sounds that are generated by MFPs and printers. As part of this effort, the company carried out joint development with a university to find a method for analyzing noise generated by products. After devising a method, the company could predict the noise level of planned products, thereby facilitating the development of quieter office products for more pleasant work environments.
Konica Minolta has obtained ISO/IEC 17025* accreditation for testing product noise levels. By utilizing its test laboratory with world-class acoustic characteristics, the company is able to carry out the in-house acoustic measurements needed to apply for Germany's "Blue Angel Mark" eco-label.


The inside of the acoustic test laboratory

* ISO/IEC 17025: General requirements for the competence of testing and calibration laboratories.

Verifying a Variety of Paper Types

In commercial printing, customers require the ability to print on various kinds of stock, including heavy-weight, light-weight, glossy, and rough-finish papers. Regarding MFPs in offices, the use of recycled paper or thin paper is increasing due to consideration for the environment.
In response to these needs and to make products compatible with more types of paper, Konica Minolta is conducting verification of image reproduction and paper feeding on a diverse array of paper types. The characteristics of several hundred types of paper from around the world are measured, and the optimal settings for each type are verified by conducting printing tests on actual MFPs.
Based on the measurement and verification results obtained, the optimum printing conditions for each paper type are "packaged," and profiles are created to enable high-quality printing on various papers. By equipping its digital printing presses with these paper profiles, Konica Minolta delivers highly reliable condition settings for various types of paper. This in turn enables even greater operating efficiency for customers. In addition, a sensor in the printer automatically detects the type and weight of the paper being fed and selects the optimal settings from the on-board paper profiles, making operation simpler and skill-free.


Media Evaluation Center

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Customer Satisfaction and Product Safety

Enhancing the Security of Products and Services

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Konica Minolta's Approach | Promoting Secure Development and Operation Processes
Gathering and Addressing Vulnerability Information | Responding in the Event of a Product Security Incident

Konica Minolta's Approach

Background and Issues

In line with its vision “Imaging to the People,” Konica Minolta is working to develop and provide products and services utilizing the latest digital technologies such as IoT and artificial intelligence (AI). Yet, simultaneously, cyber-attacks targeting individuals and companies continue to rise, their methods becoming subtler and more sophisticated. Products and services offered by Konica Minolta may also pose a risk of exposing customers to security threats. Therefore, efforts are required to ensure secure products and services, and to prevent product security incidents in the marketplace. In the event of a security breach, Konica Minolta is committed to pursuing a quick recovery and resolution to minimize customer damage.

Vision

Konica Minolta aims to raise each employee's quality assurance awareness from the customer's point of view, achieve quality of high-reliability in its products and services, and also provide products and services that, in terms of security, can be used safely and securely.

Key Measures and KPIs

Complete elimination of serious product security incidents

KPI	Results				Targets		
	FY2020	FY2021	FY2022	FY2023	FY2023	FY2024	FY2025
Number of serious product security incidents*1	0	0	0	0	0	0	0

*1 Serious security incidents refer to those product security incidents that cause serious and significant harm to the products and services user’s business

Promoting Secure Development and Operation Processes

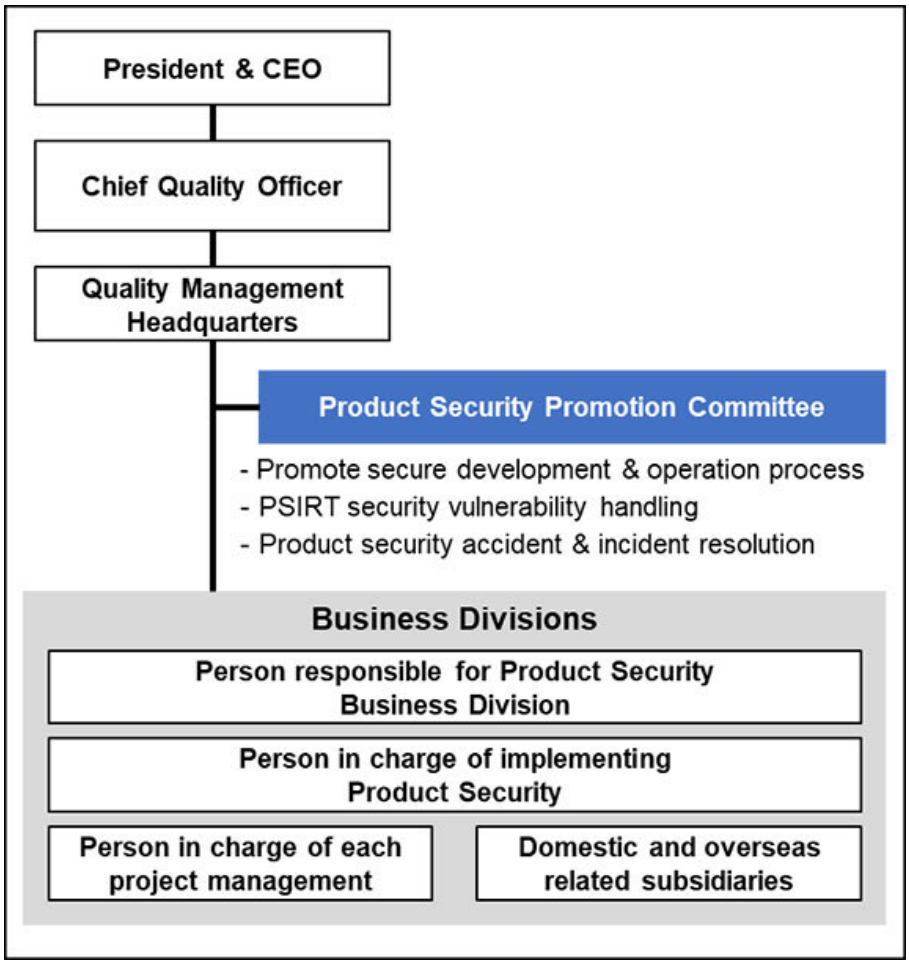
Konica Minolta is committed to developing and operating secure products and services.

Konica Minolta is globally committed to preventing serious product security incidents by developing and providing secure products and services and taking initiatives to operate and maintain them securely.

Product Security Guidelines

Konica Minolta has established product security guidelines as internal regulations and procedures for assuring secure development and operation, and it carries out secure development and operation processes for products and services across the Group. Development and operation in conformity with the product security guidelines apply to all products and services of the Konica Minolta Group. This commitment lasts the entire life cycle, from the planning and proposal of products and services to their disposal and end of service, and includes the supply chain, such as development and operation contractors and suppliers. In addition, Konica Minolta regularly holds company-wide product security promotion meetings to discuss product security issues, and strives to continuously enhance its security level by sharing information on the most effective practices from inside and outside the company.

Company-wide promotion system



Konica Minolta, Inc. established a company-wide system for implementing product security, giving the Chief Quality Officer responsibility for it. Under the supervision of the Quality Management Headquarters, the company is expanding the product security promotion activities to all of business divisions.

Threat Analysis and Security Measures

When developing products and services, Konica Minolta conducts threat analyses in the upstream stage of development in order to eliminate system design vulnerabilities and prevent security incidents from occurring down the line. Envisioned security threats to assets that need to be protected are comprehensively identified, and security measures to counter those threats are studied and reflected in the requirements definition.
Moreover, Konica Minolta set up a Secure Development CoE consisting of internal security experts to assist the improvement of professional skills related to product security in each department.

Vulnerability Assessment

Software developed by Konica Minolta, and the Open Source Software (OSS) modules and applications incorporated into it, may have security flaws called vulnerabilities. Since releasing vulnerabilities can lead to security incidents caused by cyberattacks, vulnerability assessments must be performed during the development phase and any problems must be fixed before the launch of the product or service. Konica Minolta centrally manages OSS usage across the company and has made available multiple static analysis tools (SAST) and dynamic analysis tools (DAST) as company-wide vulnerability diagnostic tools to detect and correct software and system vulnerabilities. In addition, regarding products and services for which security risks are of particular concern, Konica Minolta takes even stronger security measures, such as outsourcing penetration testing.

Secure Operation and Maintenance

Konica Minolta has established and deployed within the company guidelines for secure operation and maintenance so that following market launch customers can continue to use products and services with peace of mind. The guidelines are used in an effort to prevent security incidents caused by oversights or errors in market support.

Product Security Education

Konica Minolta has prepared several educational programs for employees to ensure the implementation of secure development and operation processes with the aim of improving employee awareness and skills in product and service security. The company held programs new employee education, product security general education, and threat analysis workshops, executes product security education for all employees involved in products and services which are to be security considered. The company will continue to expand and enhance its educational programs, aiming for a higher level of understanding.

Gathering and Addressing Vulnerability Information

Konica Minolta will continue to gather and address vulnerability information after shipment and/or operation commencement of products and services, to continue providing safe and secure products and services.

Gathering and Addressing Disclosed Vulnerability Information

New vulnerability information for software is discovered and reported daily. More than 30,000 new vulnerabilities (actual result in fiscal 2023) were reported by NIST's[*2] NVD[*3] in the United States in that one year alone. That is why it is necessary to gather vulnerability information and address the vulnerabilities even after the launch of products and services. Konica Minolta monitors this information on a daily basis, including open databases of vulnerability information other than NVD. This allows Konica Minolta to catch information that may affect its products and services at an early stage and spread it throughout the company while implementing countermeasures and mitigation steps as necessary to reduce risks for affected products and services.

*2 NIST: National Institute of Standards and Technology

*3 NVD: National Vulnerability Database, released by NIST

KONICA MINOLTA PSIRT

In December 2017, Konica Minolta established and began operating KONICA MINOLTA PSIRT*4 as a company-wide organization for cooperation with external public organizations. PSIRT manages information on product and service vulnerabilities throughout the company and takes necessary measures. It also works with the CSIRT team, which handles security incidents for internal IT assets, to establish a system to roll out necessary responses globally. Furthermore, in May 2019, it joined FIRST*5, an international forum of CSIRT and PSIRT teams from various countries, and put in place a system that enables intra-company information coordination and contribution to security.

If PSIRT discovers vulnerability information that could affect Konica Minolta's products and services, it follows internal rules governing how to handle vulnerability information to verify, triage, and address the vulnerabilities, and consider the disclosure of information as necessary. The internal rules are based on NIST's Cyber Security Framework*6, FIRST's PSIRT Services Framework*7, and other Japanese and international guidelines.

An important role of PSIRT is to receive and respond to vulnerability information from external stakeholders. If vulnerabilities in Konica Minolta's products or services are discovered by security researchers, security vendors, or others, PSIRT acts as a direct or indirect point of contact to report vulnerability information. In the event a vulnerability report is received, PSIRT will take appropriate action in accordance with international vulnerability handling processes*8*9*10.

*4 PSIRT: Product Security Incident Response Team

*5 FIRST: Forum of Incident Response and Security Teams: https://www.first.org/

*6 Cyber Security Framework: https://www.nist.gov/cyberframework

*7 PSIRT Services Framework: https://www.first.org/standards/frameworks/psirts/psirt_services_framework_v1.1

*8 ISO/IEC 29147: Information technology — Security techniques — Vulnerability disclosure: https://www.iso.org/standard/72311.html

*9 ISO/IEC 30111: Information technology — Security techniques — Vulnerability handling processes: https://www.iso.org/standard/69725.html

*10 Information Security Early Warning Partnership Guideline: https://www.ipa.go.jp/security/english/about_partnership.html

Responding in the Event of a Product Security Incident

In the event of a product or service security incident in the market, Konica Minolta will strive to respond promptly.

Escalation System in the Event of a Product Security Incident

Konica Minolta works to prevent security incidents through secure development and operation processes and to gather and address vulnerability information after launch, but the possibility of problems caused by design bugs and operational oversights or errors is not zero. In addition, cyber-attack methods continue to become subtler and more sophisticated, making it nearly impossible to completely eliminate security incidents.
Konica Minolta responds to market quality issues based on its Group Market Quality Control Rules. In the event of a product or service security incident, it registers information in a Group-wide serious accident report database, the same as when product quality-related issues occur, and immediately sends the information to relevant persons within the company, including the Chief Quality Officer. Information is also sent to the Chief IT Officer and to CSIRT, and a company-wide effort is made to quickly recover from security incidents, analyze their causes, and prevent recurrence. In the unlikely event of a leakage of a customer's confidential information or personal information due to an incident caused by a product or service, Konica Minolta will apologize and explain the facts to the customer and promptly report the incident to the relevant authorities and organizations.

Customer Satisfaction and Product Safety

Creating New Quality Value

Basic Concept and Management System | Konica Minolta Quality Policy
Achieving Top-Tier Quality and Reliability | Enhancing the Security of Products and Services
Creating New Quality Value | Providing Useful Products to Meet Social Needs

Click to jump to the corresponding section in this page

Konica Minolta's Approach | Working to Improve Customer Relationship Management
Creating a Quality Assurance System in Service Business Areas in the IoT Era
Creating Customer Value through Design Thinking | Support Systems

Konica Minolta's Approach

Background and Issues

Long-term customer relationships are essential to the success of Konica Minolta's businesses in office equipment, medical devices, measuring instruments, and other products. In the service business domain in particular, we need to stay close with our customers even after providing services by responding to their increasingly diverse and sophisticated needs and anticipating potential challenges. Consequently, Konica Minolta understands the importance of visiting customer sites in order to build trusting relationships, foster collaboration, and provide solutions to problems.

Vision

Konica Minolta uses customer feedback to improve its products and services. The company strives to strengthen its relationships by helping customers achieve their unique goals. Konica Minolta aims to continually improve customer satisfaction and form strong relationships that result in a positive reputation and new customer referrals.
Konica Minolta will continue to incorporate design thinking to derive the value truly sought by customers and provide products and services from a more customer-focused perspective.

Key Measures

- Continue conducting satisfaction surveys and implementation of improvements based on these results

Working to Improve Customer Relationship Management

Earning more trust and a higher appraisal from customers by building long-term relationships

Continuous after-sales service is necessary for products such as IT devices, medical devices, and measurement devices handled by Konica Minolta. The company is determined to increase the confidence and trust of its customers through this kind of long-term relationship and hopes to establish rapport that will lead to customers recommending Konica Minolta to other potential customers. That is why the company actively gathers feedback from customers, has established a system for using it to improve products and services, and is attempting to enhance customer relationship management Group-wide.

Specialized Organization Closely Connected to the Customer Created to Provide Customer Value

We have created a specialized organization to increase the speed of decision-making and implementation of mounting and build stronger relationships of trust with customers in areas such as industrial and textile printing, where requests for customization from customers are frequent. The specialized organization works closely with the development, quality assurance, customer service, and business divisions to communicate directly with customers, which enables it to quickly respond to special media, provide optimal customization of workflows and software, and make functional improvements that increase equipment reliability. These customer-focused efforts and requests have helped us to increase customer print volume and the number of new installations.

Global Deployment of NPS® Surveys to Measure Customer Relationship Management in the Business Technologies Business

In 2012, the Business Technologies Business created a Customer Relations (CR) Division and adopted Net Promoter Score®: NPS®* as a target indicator. It developed its own scientific approach, adding NPS® to the conventional customer satisfaction survey and deploying it globally. Today, the results are being utilized to improve product and service quality.
In fiscal 2017, a transaction survey system was introduced to ascertain customer satisfaction at the points of contact with the Company, such as telephone inquiries and repair service, and to obtain NPS® for these points of contact. In fiscal 2019, the system was expanded to more countries, and in fiscal 2020, a service improvement process was started based on the system. This process will enable the needs and negative experiences of every customer to be ascertained in real time, in order to make rapid improvements. The Division is working to further improve its NPS® by developing PDCA cycles to address overall issues brought to light by the NPS® surveys and individual customer issues identified by the transaction survey.

* Net Promoter Score®（NPS®）: an indicator that measures the percentage of customers who recommend the company and its products and services to others. . Net Promoter Score® and NPS® are registered trademarks of Bain & Company, Inc., Fred Reichheld and Satmetrix Systems, Inc.

NPS® survey has expanded the number of countries in which it implements PDCA cycles. As of April 2024, the program has been deployed in 26 countries, including Japan, the United States, Europe and the Asia Pacific region. The NPS® survey results have improved every year since the full-scale global survey in fiscal 2014, reaching 22 points in fiscal 2020. However, a significant drop in satisfaction related to product delivery and toner shipping caused a decline in NPS® to 11 points in fiscal 2021 and to 2 points in fiscal 2022. Konica Minolta takes these results seriously and has taken steps to address the issues by eliminating supply delays and implementing customer care programs.

As a result, NPS® improved to 10 points in fiscal 2023.

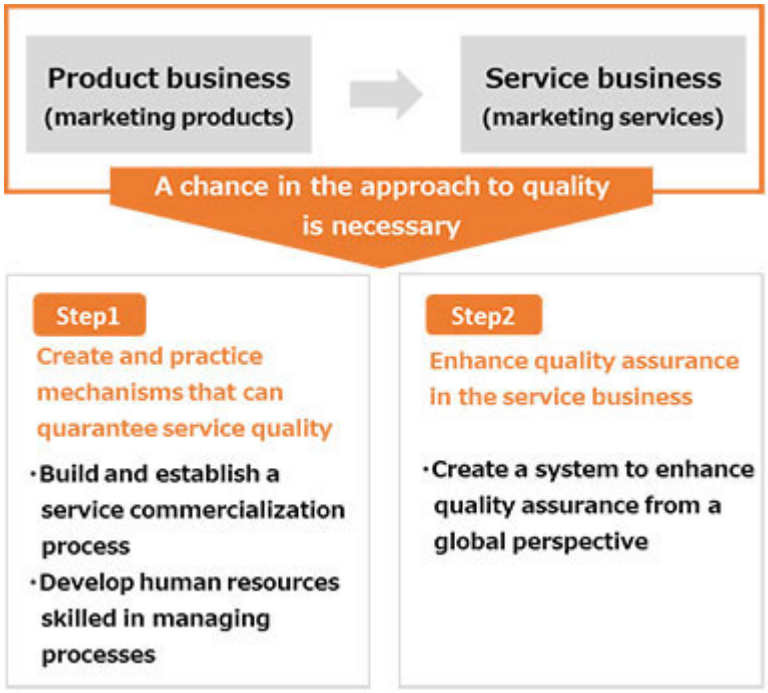
We will continue working to regain our customers' trust by pursuing customer care programs and other measures.

* Due to a global hardware shortage and toner supply delays caused by toner production accidents at Konica Minolta in fiscal 2021, which greatly inconvenienced customers

We also measure customer satisfaction in our Healthcare and Industry businesses and leverage the results to improve product and service quality to satisfy customers.

Creating a Quality Assurance System in Service Business Areas in the IoT Era

In service business areas, the company believes it must shift from product quality assurance to service quality assurance and establish the most innovative processes. Services are different from manufactured products as they lack physical form, their quality cannot be checked in advance, and they highlight the importance of process in addition to results.
Consequently, it is a challenge to predict and manage highly reliable quality.
Based on this shift, the company is working to build a service commercialization process. This will include building and establishing quality standards suited to the features of products in this area as well as creating management guidelines. This effort aims to create a mechanism for quality assurance for the entire life cycle of the service business. It also provides training on skills needed in the IoT service business to develop human resources skilled in process management.
Konica Minolta is developing service businesses in proximity to its customers, with sites all around the world. A global outlook is crucial for creating a mechanism that ensures strong quality assurance worldwide.



Creating Customer Value through Design Thinking

Developing Quality Improvement Activities from the Customer's Perspective

The staff of Konica Minolta's sales companies are in daily contact with customers. As part of the company's effort to improve quality from the customer's perspective, sales company staff participate in sales company joint evaluations and take part in evaluating quality in the development stage. In addition, since fiscal 2017, C-PIUZ* activities have been conducted to obtain the candid opinions of customers regarding quality. These activities allow staff from the quality assurance and development departments to visit customers together with sales company staff. Through this activity, employees gauge customer feedback and make use of this information to improve products and services.
Additionally, Konica Minolta uses design thinking to uncover the value that customers are truly seeking. In fiscal 2018, it established processes and methods for hypothesis verification in the development stage, and to determine whether the value is actually recognized by the customer once the product is on the market. The results are applied to the development of products and services from customer perspectives.

* C-PIUZ: Customer-Problem In Using to Zero, a unique Konica Minolta initiative to reduce quality problems that occur when customers are using the product.

Promoting Service Development Using Design Thinking

Led by the Design Center, and with cooperation from the business divisions, Konica Minolta is introducing design thinking and developing value-added services based on a customer perspective, rather than a manufacturer's perspective.
Design thinking is the process and mindset of defining issues based on empathy for the customer, generating ideas based on issues, and refining value.

Through the incorporation of design thinking, Konica Minolta is developing service from the customer's perspective in a wide range of business areas such as printing, healthcare and factory equipment maintenance. For example, the company's factory equipment maintenance service involves visiting the customer site and meeting with various stakeholders, and accompanying staff on actual equipment inspection patrols. This enables Konica Minolta representatives to experience the customer's workflow for themselves. After identifying potential issues at the site, the representatives perform a process of iterative hypothesis-making and verification. The customer is then presented with an easy-to-understand proposal for the safe equipment maintenance they need, with a focus on the experience they can expect. A new solution can also be created with the customer, one, for instance, that makes gas and heat usage easy to monitor, which may then lead to maintenance service development. Konica Minolta will continue to pursue the creation of value that customers are truly seeking, in various business areas. It will also produce innovation that contributes to the identification and solution of challenges for society and local environments.

■ Activities and Tools that Incorporate Design Thinking



Support Systems

System Built to Provide Globally Uniform Support

Many customers running global businesses centrally control at their head offices the maintenance and management of IT systems, including MFPs used in offices around the world. When requesting support from a device manufacturer, there are times when the head office, as the single point of contact, and the office actually needing support are in different regions. Accordingly, device manufacturers must also establish a global structure to provide accurate and timely support.
This is why Konica Minolta has built a new system to provide globally uniform support. Support staff assigned to sales companies worldwide have been organized and the contact point for customers has been centralized at the Global Support Center (GSC). By using purpose-built IT tools, support requests received by the GSC are shared with personnel around the world, resulting in timely and appropriate support with the dispatch of local customer engineers to handle hardware issues and specialized staff members providing remote support to solve software issues. Further, the level of service is homogenized by creating a globally shared database of inquiries and the results of responses.

CR Master's Program: A Program for Developing Personnel with Strong Customer Relations Skills

The Customer Relations Department of Konica Minolta's Business Technologies Business has established a CR Master's Program, an education and certification program that systematizes the company's unique customer relations activities with the purpose of improving the skills of personnel who promote customer relations at sales companies around the world.
Later, the sales companies that participate in this program requested that a training program be made available to all employees, not just customer relations members. Konica Minolta met these requests in fiscal 2017 by establishing Customer Relations White Belt, an e-learning program that provides an overview of the customer-centric approach and action guidelines for front-line members.
Clear and succinct training materials were prepared in both English and Japanese, and shared with all sales companies. They were well received by those companies, which have already started using them for training. Translations will be needed for several sales companies where the local language is not English or Japanese, but these materials have already received high praise from sales companies that have begun the training.
In fiscal 2020, Konica Minolta opened a community site for CR promoters, aiming to improve the quality of CR activities globally by sharing examples of CR activities in each country.



A screen from the e-learning material for the Customer Relations White Belt

Implementation of Training, Including for External Partners, to Raise Support Quality

The Business Technologies Business is determined to provide a consistently high level of service to customers everywhere in the world. To that end, it conducts various kinds of technical training on products for the Group's own customer engineers and also for external distribution partners.
In Product Service Training, trainees acquire the skills and knowledge essential for the installation, setup, maintenance, and repair of each products. The training includes two different learning methods: instructor-led training to boost practical skills and knowledge acquisition via e-learning.
Konica Minolta's own technical license certification program, Outward, is designed to keep improving the technical skills of customer engineers. This program is organized into five certification levels starting with Associate and going up through Professional, Expert, and Master to Diploma. It enables the gradual upgrading of skills, from the acquisition of the basic knowledge needed to provide support for Konica Minolta's products to the mastery of high-level specialized skills.
By making these training programs available to more and more engineers worldwide, the Konica Minolta Group will continue to fulfill customer satisfaction globally.

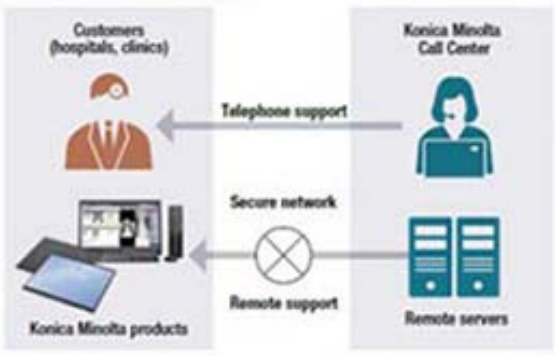
Promoting the Adoption of Remote Maintenance

Products provided by the Healthcare Business are used in life-threatening medical settings, so there is a need for especially rapid responses to product failures and problems. Konica Minolta has established a call center that is operating around the clock, every day of the year, to eliminate interruptions on the medical frontlines. The company established key performance indicators (KPI) focusing on reduction of customer wait time on the phone, improvement of the call center's ability to resolve problems on its own, and improving customer satisfaction. It works to provide better services in all of these areas.
As part of that effort, the call center in Japan has been actively promoting the adoption of remote maintenance for the quick resolution of problems by remotely operating products at customers' locations through the Internet. This allows problems to be fixed remotely without having to send out customer engineers, while reducing downtime for products and services and shortening diagnostic interruptions in healthcare settings.
In fiscal 2023, around 70% of the calls received by the call center were from customers using remote maintenance. As a result, downtime has been shortened by about 50,000 hours per year,[*1] representing an approximately twofold reduction in downtime compared to fiscal 2010, and we have maintained this level since 2018. The use of remote maintenance has also cut down on driving by engineers, thereby lowering gasoline consumption and CO_2 emissions.
In fiscal 2017, Konica Minolta became the first company in the Japanese healthcare industry to obtain COPC certification,[*2] and it will continue to maintain and develop the quality of its call center by meeting the strict certification standards.

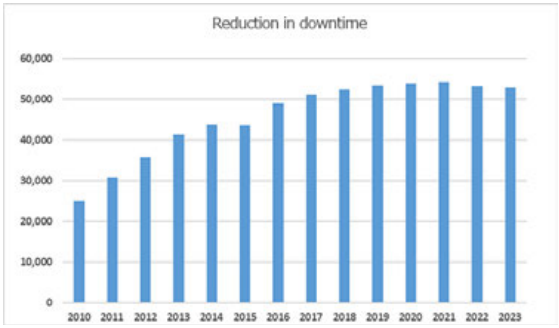
*1 Calculated based on Konica Minolta's indicators

*2 COPC certification: An international quality standard for call centers only provided to organizations with outstanding performance.

Remote Maintenance System



Reduction in downtime



Introduction of Online Sales

To improve customer convenience, Konica Minolta has introduced online sales in its Business Technologies Business (Japan).

	FY2020	FY2021	FY2022	FY2023
Percentage of online customers (%)	33	45	54	59
Percentage of online profit (%)	3.4	3.6	3.8	3.9

Basic Concept and Management System | Konica Minolta Quality Policy | Achieving Top-Tier Quality and Reliability | Enhancing the Security of Products and Services | **Creating New Quality Value** | Providing Useful Products to Meet Social Needs

Customer Satisfaction and Product Safety

Providing Useful Products to Meet Social Needs

Basic Concept and Management System | Konica Minolta Quality Policy
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Click to jump to the corresponding section in this page

Universal Design | Security Functions for MFPs

Universal Design

Pursuing product creation that includes accessibility and usability

Concept for the use of universal design

Konica Minolta creates products based on the concept of universal design. This involves accessibility, so that anyone regardless of age, gender, stature, or disability can use a product with practically the same degree of ease. It also involves usability, which means making a product as comfortable to use as possible. Universal design is particularly important for products like MFPs, which are often shared by many people working in an office. In light of this, Konica Minolta has prepared its own Universal Design Guidelines based on detailed proprietary standards, and is designing products according to these guidelines.

Introduction of Color Universal Design

There is variation in the way individuals perceive colors, and many people find it difficult to see certain hues. Therefore, color universal design seeks to ensure that information is properly conveyed to all people regardless of their color perception. Starting with the color MFP bizhub C650/C550, launched in 2007, Konica Minolta has employed this concept when designing the colors of indicator lights and the colors and shapes of operation buttons. The bizhub C650/C550 has received the color universal design (CUD) certification mark from the non-profit Color Universal Design Organization (CUDO). Konica Minolta actively obtains the same certification with new MFP products.

Example : CUD Certification Obtained for Color-measuring Instruments

CUD certification[*1] was obtained for the first time in the field of color-measuring instruments for the CM-5 spectrophotometer[*2] and the CR-5 colorimeter[*3] introduced in December 2009.
Both products ensure that coloration on all screens and in the design of operation panel switches is easy to discern for users of all color perception types. They also ensure ease of operation for diverse users by employing variations in shape, line type, and tone differentiation pattern, and display color descriptors such as “vivid” and “dull” to help users better envision the color scheme.
These new products have made it possible to perform measurements at an array of development and production sites—such as for foodstuffs, medical supplies, and cosmetics—which require careful color management or analysis, without being limited by individual differences in color perception.

*1 CUD certification: Certification by the NPO Color Universal Design Organization (CUDO)

*2 Spectrophotometer: Instruments that measure color at high precision levels by means of multiple sensors for each wavelength

*3 Colorimeter: Instruments that quickly measure color via red, green, and blue sensors using a function similar to that of the human eye



CM-5 Spectrophotometer

Security Functions for MFPs

Offering document security management as a standard feature

Document Security Solutions

In recent years, there have been growing problems relating to information security, including computer hacking, viruses, and information leaks. Even for MFPs, which are evolving into network information stations, the need for document security is greater than ever before. In response to these social needs, Konica Minolta has developed various security solutions for its products. In order to give customers a strong sense of security, the following are all standard features in MFPs.

User Authentication

This function can restrict access for individual users.

Department Management

In conjunction with user authentication, this function enables sophisticated user access and cost control.

Network Security

The network security system supports the following functions: IP filtering to prevent unauthorized access from unknown computers or devices; IPsec to prevent the eavesdropping of network data; Secure Sockets Layer (SSL); and, in the latest models, IEEE802.1X.

Memory Erase

This function can completely erase document information from the hard drive after printing and before disposing of a hard drive.

Box Security

In addition to the user authentication and department management functions, customer document information can be protected using a box password or confidential document password.

PDF Encryption

This function enables PDF documents to be created, encrypted, and sent out via email. Information saved on the hard drive can also be encrypted.

Ensuring the Reliability of Security Features

Konica Minolta began to obtain ISO 15408 certification for its MFPs early on. This certification is the international standard for ensuring the reliability of security features. Since the launch of the color MFP bizhub 7145 in December 2002, almost every subsequent model has obtained the certification.

Biometric Security Solutions

Reliable and quick security management using finger vein authentication

The AU-101/AU-102 Biometric Authentication Unit is included as an option in Konica Minolta MFPs and printers. This biometric finger vein reader allows highly secure, simple, and immediate user access. When combined with the standard features of user ID and password authentication, this function realizes even more sophisticated security management. The Biometric Authentication Unit can authenticate users simply by scanning a finger. As users are identified by vein pattern, an individual characteristic that is difficult to forge, user access management can be extremely reliable. Furthermore, since printer output can be initiated by placing a finger on the authentication pad, unauthorized people are prevented from seeing or accidentally taking confidential printouts.



AU-102 Biometric Authentication Unit

Basic Concept and Management System | Konica Minolta Quality Policy | Achieving Top-Tier Quality and Reliability | Enhancing the Security of Products and Services | Creating New Quality Value | **Providing Useful Products to Meet Social Needs**

Use of Artificial Intelligence

Click to jump to the corresponding section in this page

Background and Issues | Basic Concept | Our Vision | AI Governance Structure | In-House Training

Background and Issues

Konica Minolta's management vision is "Imaging to the People," and the Company has been striving toward two goals: "Support people to achieve their own purpose" and "Realize a sustainable society." To achieve this vision, the Company has been actively using AI in the development of products and services, as well as in its corporate activities, including R&D, manufacturing and sales.

Introduction to AI-based Technologies

- Technologies of Konica Minolta
- FORXAI Platform for Image IoT

On the other hand, the inappropriate use of AI can cause various problems, including privacy or human rights violations.
The use of generative AI has spread rapidly in recent years. While it is expected to contribute to future economic growth and solve social problems, some concerns point to potential risks to human society, such as promoting human bias and making information unreliable.
Additionally, the need for laws, regulations, and guidelines to promote the spread of trustworthy AI is becoming increasingly important and is a subject of global discussion.

Basic Concept

We seek to achieve a better, human-centric society through appropriate and active AI use.

As a company that operates globally, we share a common Groupwide understanding of the appropriate use of AI, and we will work together to achieve a better, more human-centric society through its active use.
We instituted a basic policy in June 2021 based on this underlying approach.

- Konica Minolta Group Basic Policy on the Use of Artificial Intelligence



Our Vision

Establish AI Governance Structure and Improve Employees' AI Literacy

To ensure that we use AI in accordance with the basic policy at Konica Minolta, we will establish an internal AI governance structure and conduct risk assessments in each department. We will also conduct risk assessments throughout the entire lifecycle, from the planning stage to the operational stage.
In addition, to improve all employees' AI use literacy, we will provide AI use training every year. We will also provide training tailored to a specified target, including those who conduct risk assessments and those in leadership positions. Moreover, we will hold lectures by internal and external experts for employees to keep them well-informed about the use and application of AI.

The above initiatives are already underway at Japan Group companies, and we will gradually expand them to Group companies in other regions and countries.
In addition, with social trends drastically changing, we will swiftly and flexibly transform our AI governance structure and processes based on our understanding of the latest external trends, such as European AI regulations.

Collaboration with Customers, Partner Companies, and Research Institutions Including Universities

Through the exchange of information with customers, partner companies, and research institutions including universities, and participation in related organizations, we will cooperate with stakeholders to help achieve a human-centric and sustainable world. In addition, we will submit and present academic studies to widely communicate our efforts to the world, collect the latest information, and exchange views that will lead to further improvement.

AI Governance Structure

To ensure that we appropriately use and apply AI throughout the Konica Minolta Group, we have established the Responsible AI Office, a cross-Company organization consisting of all divisions involved in the use and application of AI.
In cooperation with those appointed to be in charge of promoting AI use in each business division, the Responsible AI Office supports developers to conduct proper risk assessments at the product planning stage, and also trains and educates all employees.

The AI Ethics Review Committee, which consists of the directors in charge of the divisions involved in AI use, internal AI technology experts, and external AI ethics experts, reviews the results of the risk assessments submitted by each division. The AI Ethics Review Committee meets every other month to review such matters and to share the latest information on social trends regarding AI use, which helps to improve our Companywide initiatives.



Furthermore, we are evaluating our own implementation of AI governance (AI governance maturity) with reference to the AI Guidelines for Business Ver. 1.0 established by Japan's Ministry of Economy, Trade and Industry, and we are working to continually improve our practices.

Risk Assessment

We have created our own in-house checklist for the use and application of AI with reference to various guidelines. When we use AI for new products or services, each division conducts a risk assessment at the product planning stage using this checklist, and the AI Ethics Review Committee reviews the results to reduce the risk of problems arising from the inappropriate use of AI. Regarding the use of AI, Konica Minolta regularly monitors the occurrence of unanticipated risks and the effectiveness of risk countermeasures during risk assessments, confirming that no serious accidents have occurred. In the two years since the Company established the AI Ethics Review Committee, it has reviewed roughly 80 cases, including those involving the use of generative AI.
We regularly review and improve the checklist as we accumulate case studies with various teams including business divisions. Following the passage of the EU AI Act, we have been collaborating with the Responsible AI Office, business divisions, and local subsidiaries to strategize our response. Our local subsidiaries have already taken action, primarily through their IT security, compliance, and legal departments.

In-House Training

Since fiscal 2021, we have been working to improve the AI literacy of employees by providing in-house training for all Japan Group company employees to put our basic policy into action considering the AI ethics-related problems arising in society and our approach to them. To date, approximately 10,000 employees have taken the training.
In fiscal 2022, outside experts lectured employees with the aim of raising awareness of AI use. Further, the rules for using generative AI, represented by ChatGPT, were rolled out in Japan in May 2023 and internationally in June. With this initiative, we aim to ensure that employees gain a proper understanding of the potential and risks of generative AI, and use it in a safe, ethical, and responsible manner worldwide.
In addition to continuing our training for all employees, we will also provide specialized training tailored to a targeted audience including risk assessment personnel to improve their skills.

Contributing to Society

Basic Concept

Basic Concept | Health, Medicine, and Sports | Environmental Actions in the Society
Scholarship, Research, and Education | Disaster recovery and volunteerism

For smiling faces around the world

Helping to solve local social issues around the world,
focusing on issues where we can make a unique contribution



Konica Minolta Basic Policy on Corporate Citizenship
As a responsible global corporate citizen, Konica Minolta makes Group-wide efforts to address social issues that it can contribute to through its businesses to be an entity that is essential to society. We are also committed to contributing to the creation of a sustainable society by continually engaging in activities that meet local challenges in the various countries where it operates.

Konica Minolta's Philosophy and Social Contribution

In order for a company to be sustainable, it must continue to grow while helping to solve the challenges facing society. In other words, it must create value for both its business and the broader society.

Companies today are increasingly expected to address various social issues, such as those identified by the Sustainable Development Goals (SDGs) adopted by the United Nations in September 2015.

In fiscal 2020, Konica Minolta established a long-term management vision for 2030 and summarized it with the phrase “Imaging to the People.” The Company clarified the direction of its medium and long-term value creation for solving social issues. By backcasting from its vision for 2030, it formulated the medium-term business plan, DX2022, and in fiscal 2023, it formulated a new medium-term business plan with fiscal 2025 as the final year. While supporting business transformation for the people who work on the frontlines of various industries and sectors, Konica Minolta seeks to build a world where more people can lead fulfilling lives and feel motivated and happy.

As a citizen of the world, Konica Minolta aims to become vital to society, not only by providing new value through its business but also by solving social challenges.

Konica Minolta's Contribution Fields and Strategy

Konica Minolta looks ahead to anticipate social issues 10 years from now and articulates the social value it must provide to help solve them. The company has identified important material issues for priority focus. The aim is to better align business activities with resolution of social issues.

In relation to its business strategy, Konica Minolta also set its strategic fields of social contribution:

- **Healthcare** — Konica Minolta supports the aging societies and the health of working women with its technologies. It aims to detect disease early, improve the quality of life for every individual, and support healthy, high-quality living.
- **Environment** — as a manufacturer, Konica Minolta not only works on responsible production in the scope of its value chain, but also expanding its contribution to local communities and external parties in order to reduce the environmental impact of society as a whole.
- **Education and academics** — Konica Minolta is helping to provide science and engineering education for the next generation of young people who will lead the development of the digital society of tomorrow. The company also makes broad contributions to technological progress through academic societies and the Konica Minolta Science and Technology Foundation.

Konica Minolta believes that contributing in the above fields using its resources and expertise is part of its efforts to help achieve of the SDGs and is for the greater good.



Konica Minolta's Social Contribution Achievements

In fiscal year 2023 (year ended March 2024), Konica Minolta provided financial and in-kind support worth approximately JPY 36 million in Japan.

Basic Concept | Health, Medicine, and Sports | Environmental Actions in the Society
Scholarship, Research, and Education | Disaster recovery and volunteerism

Contributing to Society

Health, Medicine, and Sports

Konica Minolta cooperates in Pink Ribbon activities for the early detection of breast cancer and supports the visually impaired around the world. It also promotes sports, by instance by sponsoring running classes led by the Konica Minolta Track and Field Club across Japan.



Basic Concept | Health, Medicine, and Sports | Environmental Actions in the Society
Scholarship, Research, and Education | Disaster recovery and volunteerism

Helping to Solve Social Challenges Through the Digital Transformation of Nursing Care Facilities

Japan has become a super-aged society. According to the Ministry of Health, Labour and Welfare, it is estimated that Japan will be about 340,000 caregivers short of what it needs by 2025, and the cost of the nation's long-term care insurance system continues to rise.

The government of Japan has made a major shift to scientific nursing care in order to promote care that supports independent living. This emphasizes measures to curb the need for nursing care as a cost control measure. However, many nursing care facilities in Japan have not yet fully embraced IT and IT literacy.

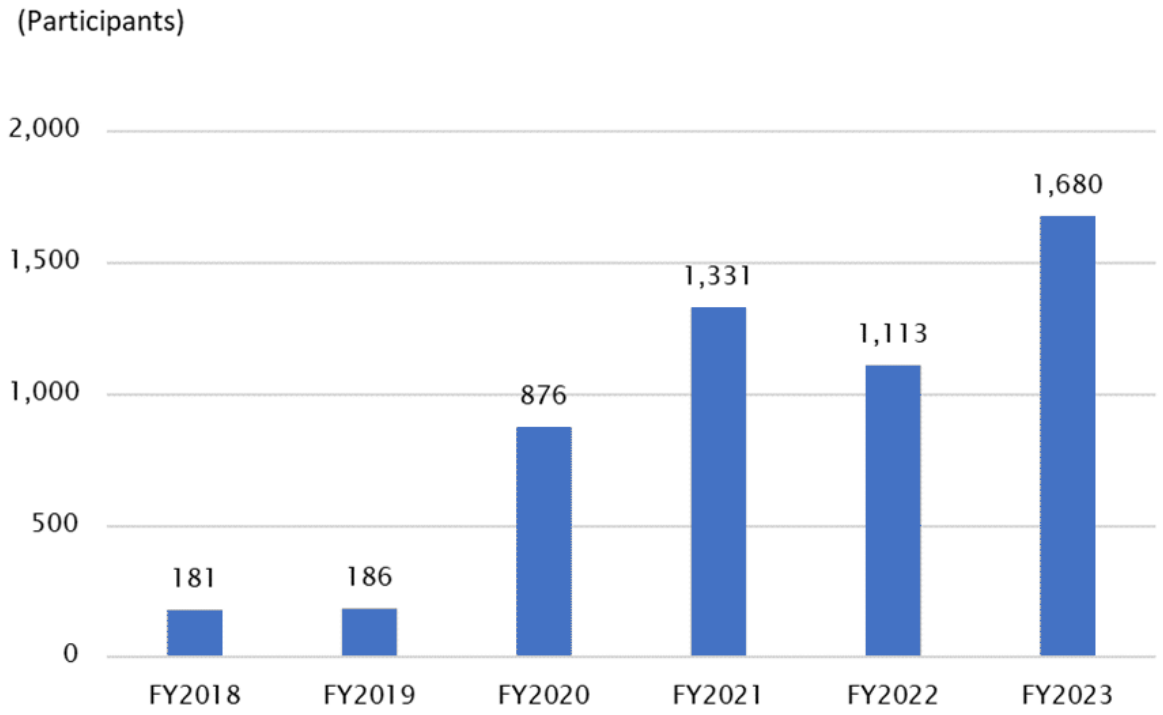
To help, Konica Minolta regularly holds free seminars for nursing care providers to help their facilities embrace the digital transformation necessary to enable scientific nursing care. The company is working to help bring IT to these facilities, for instance by providing accessible explanations of scientific nursing care and systems while presenting case studies of actual digital transformation of care facilities.

Konica Minolta began hosting its own seminars in fiscal 2018. The introduction of webinars in fiscal 2020 greatly increased the number of participants, and as of the end of fiscal 2023, a total of about 5,400 people have attended these events.

Since starting in 2016 to commercialize and promote Care Support Solutions, which transform nursing care workflows using ICT, Konica Minolta has been developing services that help improve the quality of life for care recipients. Based on the HitomeQ brand concept of "working with customers to create a world where all stakeholders beam with anticipation," Konica Minolta aims to use HitomeQ Care Support* to work with and help transform nursing care sites.

* Konica Minolta's HitomeQ Care Support is a service that improves quality of care and operational efficiency. It does this using sensors and smartphones and by employing proprietary image sensing technology and behavior analysis. In addition to system delivery, Konica Minolta provides full system support. This starts with identification of issues through operation diagnosis, and includes installation support, the creation of an organization that can effectively utilize ICT, and even support for ongoing data-based care operations.

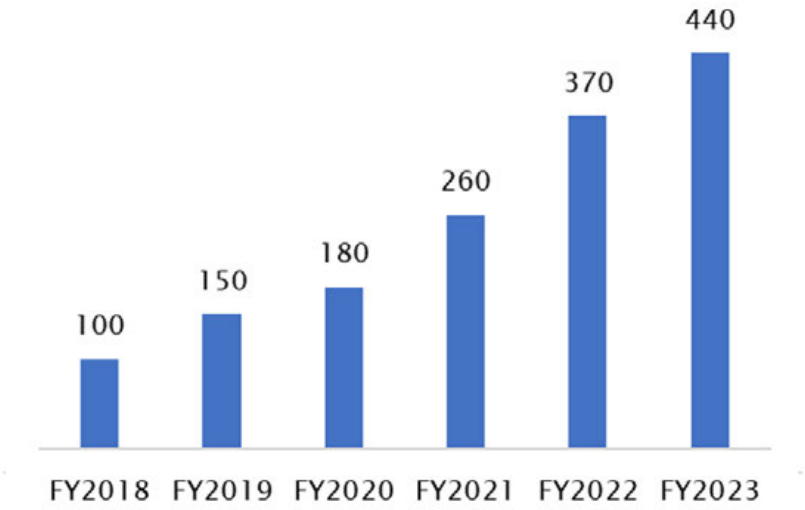
Participants at Konica Minolta Seminars



Starting in fiscal 2020, the event has been held online, bringing in 9.0 times more participants in fiscal 2023 than in fiscal 2019.

Facilities That Have Adopted HitomeQ Care Support

(Index with the fiscal 2018 figure set at 100)



The number of facilities that have adopted the Konica Minolta system has increased 4.4 times in five years.

Cooperating in a Project to Eradicate Kernicterus to Reduce Neonatal Mortality (Myanmar)



Transcutaneous bilirubinometer donation ceremony held at Yangon Children's Hospital on December 27, 2019



Taking a baby's measurements using a JM-105 transcutaneous bilirubinometer

Konica Minolta participated in the Kernicterus Eradication Project, an international development promotion project for medical technologies, commissioned by Japan's Ministry of Health, Labour and Welfare, with the National Center for Global Health and Medicine as the responsible entity, conducted in Myanmar from 2017 to 2019. Konica Minolta lent and maintained necessary measuring instruments and analyzed data.

The neonatal mortality rate in Myanmar is said to be about 20 times that of Japan, and kernicterus is thought to be one of the causes. This disease causes abnormal brain functions and cerebral palsy when the concentration of bilirubin, the substance that causes jaundice, exceeds a certain level in newborns in the early stage after birth. In the past, Kernicterus was considered to be one of the three major causes of cerebral palsy in Japan, but it decreased markedly due to early detection and treatment using measuring instruments (transcutaneous bilirubinometers). Due to lack of expertise and resources, rigorous jaundice management was difficult in Myanmar, where there existed no effective early detection system.

In light of this, the goal for the project was set as establishing and spreading a jaundice management process appropriate for the local situation. Dr. Saneyuki Yasuda of Kagawa University Hospital led the project, which started by collecting data with the help of the Myanmar Pediatric Society. Konica Minolta provided training in jaundice management to public birthing center personnel, including the largest obstetrics departments in Myanmar: Yangon Central Women's Hospital and West Yangon General Hospital, both in the heart of Yangon. Konica Minolta donated eleven JM-105 transcutaneous bilirubinometers to the Myanmar Pediatric Society.

In 1980, Konica Minolta was the first company in the world to develop a transcutaneous bilirubinometer, contributing to the eradication of kernicterus in Japan. Using this project as a model case, the company will continue to contribute to the spread of jaundice management in Asia.

Early Detection of Breast Cancer



Konica Minolta's Pink Ribbon campaign symbol

Konica Minolta, Inc., supplies digital mammography units that are effective for early detection of breast cancer. Naturally, Konica Minolta also supports the Pink Ribbon campaign, which emphasizes the importance of early breast cancer detection, in all Group companies around the world.

› Digital Mammography Products

Raising Awareness of the Importance of Early Detection of Breast Cancer (China)


Women's Health Forum

In China, Konica Minolta (China) Investment continues to work in a variety of ways to promote the early detection of breast cancer.
Between 2007 and 2008, the company held a series of health lectures at Women's Health Forums in Shanghai and Beijing. Focusing on health risks unique to women and everyday health management, and cosponsored by local women's associations and libraries, these lectures were attended by a total of over 3,000 participants.
Further in October 2008, the Breast Cancer Early Diagnosis Project was launched in Shanghai promoted by seven Japanese companies, including Konica Minolta. Under this project, the participating companies bore the costs of carrying out checkups of female office workers aged 35 and over, among whom there is a high incidence of breast cancer. By fiscal year 2018, checkups were performed for approximately 2,900 women in Shanghai, Beijing, and Guangzhou, with breast cancer lectures provided for those who were interested.

Supporting Cancer Advocacy Organizations



The Konica Minolta Group provides support for organizations that assist breast cancer patients and their families in each area.
In North America, Konica Minolta Healthcare Americas, Inc. assists the Susan G. Komen organization and other organizations.
In Australia, Konica Minolta Business Solutions Australia Pty. Ltd. helps out the Breast Cancer Network of Australia.
In the UK, Konica Minolta provides a range of support to each organization, including monetary donations, donations of its office equipment and supplies, and participation by employee volunteers at charity events and fund-raising activities. Employees of Konica Minolta Business Solutions (UK) Ltd., for example, participate in a charity run organized by Alma Zois-Panhellenic Association of Women With Breast Cancer.
Konica Minolta also supports organizations related to various kinds of cancer across the world, in Northern America, Australia, Malasia, etc.

Social Contribution in Local Sports





In running clinics and jogging classes, Konica Minolta conveys the joy of running and the running knowhow cultivated by the Konica Minolta Track and Field Club over many years. Konica Minolta encourages interaction among community members, from beginners to serious runners, and helps to promote sports through original initiatives.

- Konica Minolta Running Project
- Konica Minolta Track and Field Club

Contributing to Society

Environmental Actions in the Society

Konica Minolta focuses on reducing its environmental impact and protecting the environment. It undertakes these endeavors by supporting charities with its business activities and capabilities.

Basic Concept | Health, Medicine, and Sports | Environmental Actions in the Society
Scholarship, Research, and Education | Disaster recovery and volunteerism

Konica Minolta's Environmental Strategy and Social Contribution

Japan



Open environmental conference organized by Konica Minolta



Energy saving diagnosis at customer's factory

Protecting the global environment is a challenge facing all humankind. Konica Minolta promotes environmental conservation by making charitable donations and encouraging the volunteer activities of its employees. Konica Minolta also shares its environmental management expertise with stakeholders, including customers and business partners. The company aims to expand the environmental efforts of its stakeholders in order to accelerate their efforts to reduce environmental impact.

Konica Minolta shares its environmental management expertise via seminars and lectures, not only for companies but also for local governments and academia. The company holds environmental seminars for companies and organizations across various industries and fields. Since fiscal 2014, a total of 3, 387 companies and organizations, or 7,006 people, have participated.

To help clients and other companies reduce their environmental impact, Konica Minolta engages in Green Marketing activities. This involves sharing them with Konica Minolta's know-how and tools that are useful for improving environmental management. These activities have helped strengthen the relationship with these companies and create business opportunities, which has then led to product and service transactions. In addition, Konica Minolta engages in Carbon Neutral Partner activities to help business partners reduce their environmental impact and costs.

Going beyond addressing its own environmental impact, Konica Minolta is working to reduce the impact of society as a whole. It does this by assisting various stakeholders, such as customers, business partners, and local communities, to reduce their own environmental footprint.

- Konica Minolta's environmental policy
- Eco Vision 2050
- Green Marketing activities
- Carbon Neutral Partner activities

Supporting a Charity for Protecting the Japanese Red-Crowned Crane

Japan



Not long ago, the number of red-crowned cranes* indigenous to Japan plummeted due to the deterioration of their native habitat, and at one point, they were on the verge of extinction. However, thanks to the establishment of the Tsurui Ito Red-Crowned Crane Sanctuary in 1987 by the Wild Bird Society of Japan, and to the protection activities undertaken by local residents and concerned organizations, their numbers have now increased to over 1,900. Since the sanctuary's establishment, Konica Minolta had long supported the crane protection activities through to fiscal year 2022.

* The red-crowned crane is a large bird with a white body and a patch of red on the crown of its head. Its habitat extends from eastern Eurasia to Hokkaido in Japan.

- Tsurui-Ito Tancho Sanctuary

Beekeeping with the Aim of Biodiversity

France

Konica Minolta Business Solutions France has greened the roof of its building in Paris and set up beehives for beekeeping. People in France traditionally exhibit an understanding of beekeeping even in a densely populated city such as Paris.
The honeybees raised in these beehives help pollinate many kinds of plants such as fruit trees, vegetables, and flowers, enriching the biodiversity of the surrounding area.
Moreover, the harvested honey is bottled and sold to employees, with the proceeds donated to a charity fund established by Konica Minolta Business Solutions France. The fund promotes cultural, artistic, and sporting activities for people with disabilities throughout the year. Through this initiative, the company is raising employees' awareness of the preservation of biodiversity while also contributing to the community.



Beekeeping on the roof

Contributing to global reforestation with the Arbor Day Foundation

U.S.A.

Konica Minolta Business Solutions U.S.A. raises the sustainability awareness among its employees by offering the opportunity to participate in volunteer activities with non-profit organizations. For the past several years, it has supported the non-profit Mahwah Environmental Volunteers Organization (MEVO) through volunteering and donations.
Volunteers help plant and harvest crops while learning about the local environment, as well as sustainable gardening and agriculture. For the past several years, Konica Minolta has worked with the Arbor Day Foundation and has helped plant more than 20,000 trees in areas where forest fires have recently occurred.



New York/ New Jersey Trail Conference



Employees participating in Mahwah Environmental Volunteers Organization (MEVO)

Supporting Environmental Conservation Activities in Australia



Over the years, Konica Minolta Business Solutions Australia Pty. Ltd. has raised funds and sent employee volunteers to support organizations which work to protect the environment. Most recently, for Landcare Week in fiscal 2017, 25 employees took part in weed removal and native tree planting in a bushland area.

Supporting Forest Conservation Activities — Japan



Konica Minolta is a participant and a partner in a variety of forest protection initiatives. One of these is the Takao Forest Society. Focusing on the natural vegetation in the national forest located in Uratakao, in the western part of the Tokyo Metropolis, the Society aims, by thinning the trees, planting more, clearing undergrowth, and so on, to re-create a lush forest where coniferous trees mingle with broad-leaved varieties. Konica Minolta is a corporate member of the Society, and its employees take part in the Society's activities, working up a sweat for the cause of fostering better forests. In addition, the printing of their quarterly newsletter is provided by Konica Minolta, using own digital printing system.

Konica Minolta also sends out employee volunteers to take part in environmental conservation activities, conducts community cleanups around its sites, and provides support to organizations at sites around the world.

Partnership between KMBSF and ONF — France

Konica Minolta Business Solutions France (KMBSF) has developed a new partnership with ONF (Office National des forêts [national bureau of the forests]) in order to strengthen its support for France's ecosystems. ONF is one of France's major biodiversity actors.

This partnership has two components:

- Konica Minolta will support biodiversity preservation projects around France, and its employees will participate.
- For each sale of a Second Life device, KMBSF will financially support the Corra Pond restoration project in the forest of Saint-Germain.



This is a picture of Corra Pond. It is located near Paris and is one the main biodiversity projects KMBSF has decided to fund in partnership with the national forest preservation organization.

Contributing to Society

Scholarship, Research, and Education

Konica Minolta supports education in a variety of ways, including providing support for schools in China, promoting school attendance in North America, and assisting the career development of women in Europe.

Basic Concept | Health, Medicine, and Sports | Environmental Actions in the Society
Scholarship, Research, and Education | Disaster recovery and volunteerism

Developing the IoT Talent of the Future

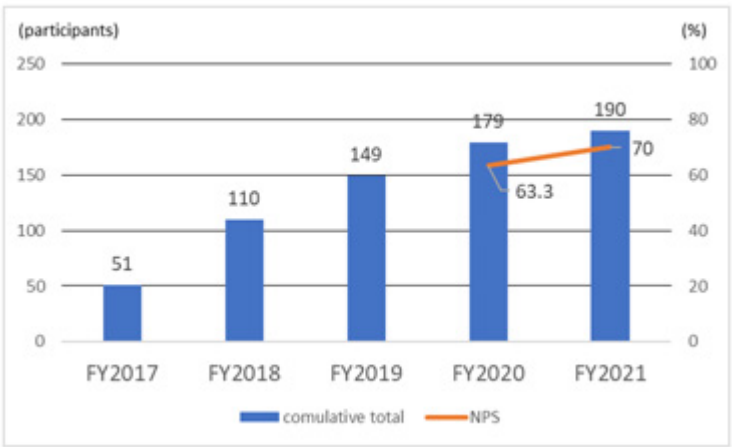
Japan



FY2021 Hackathon participants

Konica Minolta promotes human resource development by providing young people with opportunities to take on challenges. By holding various events focused on AI and imaging IoT technology, the company aims to raise up young innovators who will help solve the problems facing the world today by making the most of these cutting-edge technologies to innovate. Konica Minolta has been able to attract outstanding human resources with the programs it sponsors, and this has led to the recruitment of talent in technology and the growth of its priority imaging IoT business.
By hosting hackathons, ideathons and programs that shape ideas, Konica Minolta has been providing opportunities for experiences that create new value. Since 2017, about 30 motivated students have been selected each time for these activities, with a focus on graduate students, undergraduate students, junior college students, and vocational school students. The company's imaging IoT engineers also participate in these events as mentors, with the aim of deepening the students' understanding of imaging IoT through hands-on activities. The event participants have been very satisfied with their experiences. In fiscal 2020, a participant feedback questionnaire was added and the result shows a high Net Promoter Score (NPS) . Konica Minolta will continue to use the NPS to improve the quality of this program, which should in turn help to attract even more highly motivated students.
In addition, Konica Minolta co-sponsored the DCON competition (2020) for public and private technical college students from across Japan to create proposals for solving social issues using deep learning. The company also helps develop entrepreneurial human resources and those with strong deep learning skills, through online learning and other means.

Hackathon Participants and NPS



Guest Lectures on the Structure of a Copier

Japan





Since 2012, Konica Minolta, Inc., has offered guest lectures at junior and senior high schools as part of its educational support activities. The theme of these lectures is the structure of a copier and MFPs. The lectures explain the principle of copying using static electricity in a clear manner using familiar examples, and facilitate understanding through hands-on activities using experimental equipment.

In fiscal year 2018, newly graduated employees served as guest lecturers for 688 students at 7 junior high and high schools in Tokyo, Aichi, and Osaka prefectures. In recognition of this initiative, Konica Minolta received an Education Support Grand Prize 2018 and a Platinum Award.

Note: We last offered these lectures in 2019.

› Details of the "guest lectures" conducted by new employees

Helping Young People Form Careers

India

In cooperation with a local vocational training institute, Konica Minolta Business Solutions India Private Ltd. has been conducting skills development programs for young people from under-resourced families since 2016. Program participants receive basic training in a wide range of subjects including English, electronic engineering, machinery, and multi-functional peripherals services over a two-month period. This program supports young people facing a shortage of jobs, which has become a challenge for new graduates in India in recent years.

Supporting the Career Development of Women in the IT Industry

Germany
Czech Rep.



Workshop

Konica Minolta collaborated with the NGO Impact Hub and Czechitas on capacity building to support women's career development and to build up the IT knowledge of women in the Czech Republic and Germany.

As a program co-sponsor, Konica Minolta dispatched IT experts to workshops designed to enhance the IT knowledge and entrepreneurial knowhow of women who aspire to find employment in the IT industry, change jobs, or launchtheir own business.
The goal was to promote the career development of women in the IT industry and thereby encourage diversity in this industry.

Supporting Childhood Education





Children visiting the company on their graduation trip

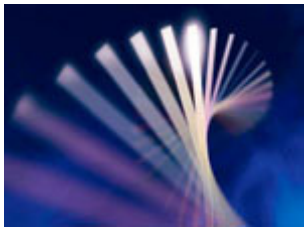
Konica Minolta sees education of the next generation as vital to the world's future. This is why the Group provides various kinds of educational support.
In Northern America, Konica Minolta Business Solutions USA has continuously participated in Books2BETTER, a program that donates books to children, and Back to School program, which provides children with school supplies.

The Books2BETTER program calls on employees throughout the U.S. to help collect books to be donated to schools, libraries, non-profits, and other organizations for preschool children from low-income families.

In China, Konica Minolta supports Project Hope, a campaign launched in 1989 by the China Youth Development Foundation to promote school attendance among children. The support for this project started in 2006 with the donation of funds to cover the construction costs for building an elementary school in Zhuanghe, Dalian (Liaoning Province), and has been ongoing in various other ways.
Representatives of Konica Minolta Opto (Dalian) Co., Ltd., a company manufacturing optical lenses and other products, visit schools on China's annual Children's Day (June 1) to deliver grants and stationery.

Konica Minolta Opto (Shanghai) Co., Ltd., a company manufacturing optical lenses and other products, provides support for local elementary schools in order to improve the learning environment for the children of migrant workers.

Konica Minolta Science and Technology Foundation — Japan



The Konica Minolta Science and Technology Foundation grew out of the Tachibana Hozenkai Foundation, which was established in 1966 through the last will and testament of the late Sennosuke Sugiura, one of the founders of Konica Corporation, the predecessor of Konica Minolta, Inc. Tachibana Hozenkai's purpose was to contribute to the advancement of science and culture by providing support for research in the field of photographic science.
Taking over the activities of Tachibana Hozenkai in 1993, and later established as a public interest incorporated foundation, the Konica Minolta Science and Technology Foundation provides assistance and support for science and technology research (with a particular focus on the fields of light and imaging) with the aim of advancing science and technology, developing the arts and sciences, and promoting cultural enrichment.
Konica Minolta supports this mission and helps the Foundation fulfill it through donations and other financial support to continue and expand its activities.

› Konica Minolta Science and Technology Foundation (link to Japanese site)

Community Contribution through Planetariums



Planetariums cultivate intellectual curiosity in science and astronomy, and motivate people to learn about space and to think about the Earth and humankind.
Konica Minolta contributes to society by screening educational projections for elementary school students at Konica Minolta Planetarium "Manten".
The educational projections provide content specifically for elementary school students on the themes of seasonal constellations and movements of the stars and moon.

› Konica Minolta Planetarium Co., Ltd.

Contributing to Society

Disaster Recovery and Volunteerism

Konica Minolta supports disaster relief efforts in Japan and around the world. It also makes donations to support people with disabilities through company funds.

Basic Concept | Health, Medicine, and Sports | Environmental Actions in the Society
Scholarship, Research, and Education | Disaster recovery and volunteerism

Provision of "Spring of Relief" Water Resources as Disaster Preparedness

Japan



Signing ceremony for disaster cooperation agreement

In fiscal 2014, Konica Minolta, Inc. signed a Disaster Cooperation Agreement with the city of Hino in Tokyo and the Hino Municipal Hospital. Under the agreement, the company installed a private electric generator at the well it owns at Tokyo Site Hino so that the well can be operated even during a power outage. The well can supply the large amounts of water needed during a disaster for dialysis and treatment at medical facilities as well as drinking and everyday water for community residents. Thus, the well was improved as the "Spring of Relief" disaster preparedness water resource. In fiscal 2021, the Company expanded the area of coverage to include Hachioji City, Tokyo, and it continues contributing to the safety and security of the community by cooperating with medical institutions and waterworks departments.

Participation in Efforts to Support Disaster-Affected Areas

Japan



The Great East Japan Earthquake that struck in March 2011 caused massive damage to the coastal region as a result of the major tsunami that accompanied the earthquake. In September 2011, the Group sent approximately 100 new employees to the town of Minamisanriku in Miyagi Prefecture, which was one of the disaster-struck areas. Together with other volunteers, they took part in recovery activities such as clearing away debris and cleaning. Since fiscal 2013, the Group has been organizing and dispatching employee volunteers to take part in the Watari Green Belt Project in Miyagi Prefecture. It is a program that promotes the restoration of farmland and the regrowth of the coastal forest, which provides protection against high tides.

Support for a Children's Sports Class

Japan



Soccer Class

The Konica Minolta Group is an annual sponsor of sports events for children in the Tohoku Region of Japan organized by the United Sports Foundation, which conducts social contribution activities through sports. In fiscal 2018, it held the "Konica Minolta presents USF Sports Festival" in Sendai.

Establishment of a Corporate Foundation to Assist People with Disabilities

France

Fondation d' entreprise

Fondation d' entreprise

Konica Minolta's MFPs incorporate the principles of universal design to make them easy to use for people of all ability levels. In an effort to promote the idea of universal design even further, Konica Minolta Business Solutions France S.A.S., a sales company for office equipment and solutions, established the Konica Minolta Enterprise Foundation. In order to facilitate the access of people with disabilities to sports, entertainment, culture, education, and work, the foundation is promoting barrier free access in public places. This initiative, which began as the idea of just five employees, has now gone company-wide. Many employees are making donations and participating in various ways.



Konica Minolta Business Solutions France S.A.S., a sales company for office equipment and solutions, established the Konica Minolta Enterprise Foundation in 2011 in order to facilitate the access of people with disabilities to sports, entertainment, culture, education, and work. The Foundation also allows employees to participate by proposing projects. Foundation funds are applied to a wide variety of projects, from local to national in scale, working in cooperation with a number of non-profit organizations, cultural venues, and institutions. One example of a funded project took place with the Quai Branly Museum in Paris, where the Foundation supported the creation of 3D models to assist people with visual impairments to understand the floor plans of the museum. The fund is also being used to support projects by the French National Forestry Office to build a wheelchair path in the Chamonix Valley, and a facility that allows people in wheelchairs to go swimming along Atlantic Coast beaches.

The Foundation also conducts diverse activities that include maintaining and improving leisure facilities, donating goods for disabled sports, improving entranceways for leisure boats, and purchasing and training service dogs, and donating learning equipment for children with autism.

Basic Concept | Health, Medicine, and Sports | Environmental Actions in the Society
Scholarship, Research, and Education | **Disaster recovery and volunteerism**



Konica Minolta respects and observes international social norms and carries out fair and transparent corporate activities to be a global company that is vital to society. Corporate governance that contributes to sustainable growth and improvements in medium- and long-term corporate value requires that appropriate risk-taking be encouraged in management, while establishing and implementing highly effective oversight of business execution. With this in mind, Konica Minolta is building a corporate governance structure from the perspective of the supervisors.

Corporate Governance

- Corporate Governance System
- Internal Controls

Risk Management

Compliance

- Basic Concept and Promotion System of Compliance
- Compliance Promotion Activities
- Putting Compliance into Practice

Information Security

- Konica Minolta Information Security Policy

> ESG data

Governance

Corporate Governance

Basic Views

Konica Minolta, Inc. has established a corporate governance framework from the standpoint of supervision. This is based on the conviction that corporate governance that contributes to medium- and long-term corporate value growth must encourage suitable risk-taking in business operations and have a highly effective supervisory function for business operations.
In 2003, the “company with committees” structure (currently “company with three committees”) was selected as the organizational structure in accordance with Japan’s Companies Act. In addition, the company has taken steps to ensure its governance system is objective and not overly influenced by personalities, while still operating the system in a distinctive Konica Minolta style.

Basic Policy on Corporate Governance (312KB)

Corporate Governance Report (780KB)

Corporate Governance System

- Basic views with regard to governance system
  - Basic Views
  - Structure of Corporate Governance Systems
- Detail of Corporate Governance System
  - Board of Directors
  - Executive Officers
  - Nominating Committee
  - Audit Committee
  - Compensation Committee

Internal Controls

- Internal Control Measures
- Complying with Japan's Financial Instruments and Exchange Law

Corporate Governance

Corporate Governance System

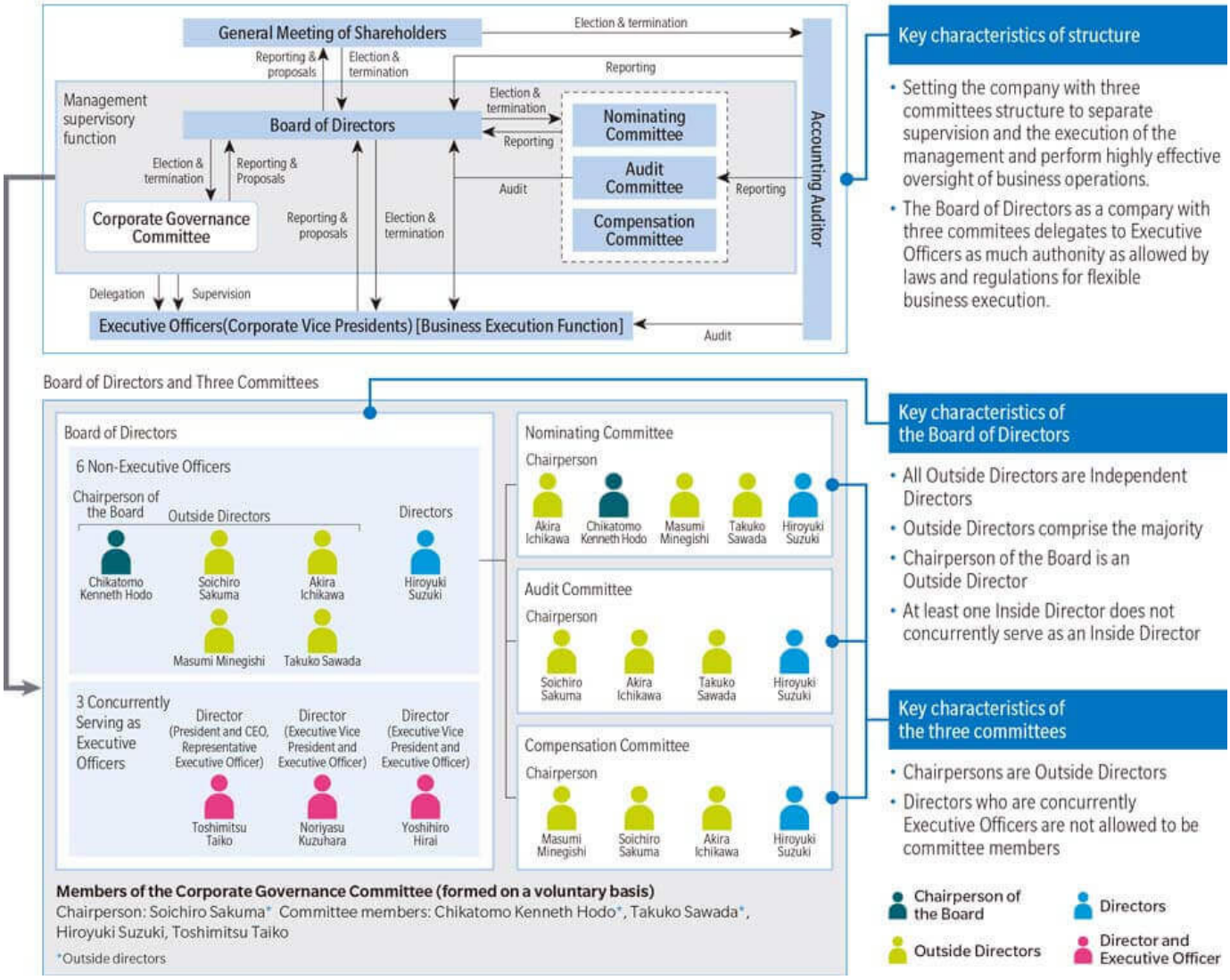
Basic views with regard to governance system

Basic Views

The company's basic views with regard to its governance system are as follows.

- Ensuring management oversight for corporate value growth by separating the roles of management oversight and operation of business activities
- Election of independent outside directors who can perform supervision from the standpoint of shareholders
- Using these measures for improving the transparency, integrity and efficiency of management

Structure of Corporate Governance Systems (As of June 18, 2024)



Detail of Corporate Governance System

Board of Directors

Since the company is a company with three committees, the Board of Directors delegates to executive officers as much authority as allowed by laws and regulations for making operational decisions. This contributes to the speed and flexibility of managing business operations.
The Board of Directors makes decisions solely about items, such as fundamental management policies, that can be determined only by the directors, according to laws and regulations. In addition, the Board of Directors makes decisions about investments larger than a certain amount and such other items that will have a significant impact on the Konica Minolta Group.
In addition, the Board of Directors enhances sustainable growth and corporate value for the Group by ensuring management oversight.

Executive Officers

The executive officers are responsible for deciding how to perform the operations delegated by Board of Director resolutions, and then executing those operations.
In addition, based on substantial delegation of authority by the Board of Directors, the executive officers work to accelerate decision-making in business execution.

Nominating Committee

The Nominating Committee decides the content of proposals for director appointment and dismissal to be submitted to the General Meeting of Shareholders. It also receives reports concerning succession planning (candidate training and selection) from the President and CEO, as necessary, and supervises the process.

Audit Committee

The Audit Committee reviews the execution of duties by directors and executive officers, prepares audit reports, and decides the content of proposals for appointment, dismissal, and non-reappointment of accounting auditors to be submitted to the General Meeting of Shareholders.

Compensation Committee

The Compensation Committee decides the details of individual compensation, bonuses, and other benefits received from the company as consideration for duties performed by the directors and executive officers.

Corporate Governance Commitee

The company established the Corporate Governance Committee on June 20, 2023. Since the ordinary general meeting of shareholders held in June 2022, Outside Directors have become the majority in the Board of Directors, and an Outside Director has assumed the chairpersonship of the Board of Directors. Accordingly, the establishment of the Corporate Governance Committee is aimed at reorganizing corporate governance and evolving it to a higher level. As a dedicated committee under the Board of Directors, the Corporate Governance Committee was established to comprehensively consider in a cross-cutting manner the overall design and operation of corporate governance, such as the formulation of operational rules that should be stipulated separately from the legal roles of each of the three statutory committees. The committee consists of about five members, with a majority of Outside Directors, and the chairperson is selected from among Outside Directors.

Governance Structure and Operations

- Operations of the Board of Directors
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  - Attendance
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  - Policy and Procedures for Appointing Director Candidates
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  - Description in the Reference Materials for the General Shareholder Meeting
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  - Executive System
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- Compensation for Directors and Executive Officers
  - Compensation Policy
  - Indicators for Performance-based Bonuses, Reasons for the Selection of These Indicators, and Method for Determining the Amount of Performance-based Bonuses
  - Activities of the Compensation Committee, etc.
  - Amount of Compensation Paid to Directors and Executive Officers
  - Guidelines on Officer Ownership of Konica Minolta Shares
- Group Auditing System
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Corporate Governance System

Governance Structure and Operations

Operations of the Board of Directors
Policy and Procedures for Appointing Director Candidates, and the Applicable Approaches and Standards, etc.
Executive System and Appointment of Executive Officers | Compensation for Directors and Executive Officers | Group Auditing System

Operations of the Board of Directors

Operation

In principle, the Board of Directors meets once a month. Prior to the meeting, the Chairperson of the Board and the President confirm the agenda items to be discussed and align their understanding of the agenda for the next three months to optimize the cycle of exercising supervision over business execution. In addition to distributing materials in advance, the secretariat or the executive officer and corporate vice president in charge explain important agenda items to outside directors individually beforehand. The Board of Directors takes questions and feedback from outside directors in advance, allowing it to focus on critical issues and hold high-quality discussions.
At the meeting comprised only of Outside Directors, which is held after the Board of Directors meeting, information is exchanged, and knowledge is objectively shared, creating a virtuous cycle that enhances the effectiveness of the Board of Directors meetings. Additionally, we have set a time for informal and open discussions using a directors' roundtable meeting format, creating an environment where execution and supervision can candidly discuss issues interactively.

Attendance

The meeting results and attendance rates for the Board of Directors and the three committees at the end of fiscal 2023 are shown in the table below.
Furthermore, the attendance rate at meetings of the Board of Directors and the three committees for the five outside directors (Chikatomo K.Hodo, Soichiro Sakuma, Akira Ichikawa, Masumi Minegishi and Takuko Sawada) was 100%.

Note: All members of the Board of Directors are required to attend more than 80% of the meetings. To achieve this attendance rate, the number of companies they can serve as directors (officers under Japan's Companies Act) is restricted to no more than three listed companies, in principle.

	Board of Directors	Nominating Committee	Audit Committee	Compensation Committee	Total
Number of meetings	16	7	13	5	41
Attendance rates for all directors (%)	100	100	100	100	100
Attendance rates for outside directors (%)	100	100	100	100	100

Activities of the Board of Directors and the Three Committees in Fiscal 2023

1. Board of Directors
In fiscal 2023, the first year of the medium-term business plan, the Board of Directors focused on making steady progress in business selection and concentration by establishing priority monitoring areas to ensure the annual plan's achievement. At the same time, the Board further improved the business execution capabilities that support the plan's implementation. Additionally, the Board advanced strategic discussions and supervised business execution to ensure that the Company is doing everything possible to achieve sustainable growth and increase its corporate value over the medium to long term.
The Company created an environment in which the Board of Directors can focus discussions on critical issues by holding Directors' Roundtable Meetings before the Board of Directors deliberates, confirming the key points that the Board focuses on in the early stages of examining business execution. To ensure management efficiency, the Board broke with precedent by distributing written information in advance and limiting the agenda items to questions and answers only.
The Board of Directors also intensively discussed the implementation of business divestitures and other measures to accelerate business selection and concentration, medium- and long-term growth strategies, the creation of a framework for improving investment efficiency, and the clarification of the system of responsibility for business execution.

2. Nominating Committee

In light of the review by Corporate Governance Committee of the composition of the Board of Directors and committees and the criteria for their appointment, we carefully discussed, exchanged ideas, and verified the responses.

(1) Review of the composition of Board of Directors by the Corporate Governance Committee

<Review Approach>

- The Board of Directors shall have an appropriate number and composition to achieve sustainable growth and increase corporate value, taking into account the Company's medium- and long-term business issues and strategies.

<Review Results>

- The total number of directors shall be nine, consisting of five independent outside directors and four internal directors.
- The Chairperson of the Board shall be selected from among the independent outside directors.
- One of the internal directors shall be a director who does not concurrently serve as an executive officer and shall be a full-time audit committee member.
- Internal directors who concurrently serve as executive officers shall be selected taking into account the roles to be played on the Board of Directors based on management strategies and other factors.

(2) Based on the above, the Nominating Committee discussed and confirmed the following:

<Candidates for Director>

- All nine Directors whose terms of office will expire shall continue to be candidates for Director. The Company considers it appropriate for the Board of Directors to continue discussions from a medium- to long-term perspective

<Chairperson of the Board>

- The current chairperson of the Board shall continue to be a candidate as he fully meets the requirements for Chairperson of the Board and can be expected to effectively take the lead in managing the Board of Directors to achieve the targets of the medium-term business plan that started in fiscal 2023.

<Directors who do not concurrently serve as Executive Officers>

- Current Directors who do not concurrently serve as Executive Officers shall continue to be candidates as they have extensive experience with internal audits and are expected to increase the effectiveness of the Audit Committee as full-time members.

<Internal Directors who concurrently serve as Executive Officers>

- Current Directors who concurrently serve as Executive Officers shall continue to be candidates. In addition to the President, the committee will include the Executive Officer in charge of accounting and finance and the Executive Officer in charge of the Industry Business to ensure accountability in important management decisions and contribute to effective discussions.

  Note that when appointing Executive Officers, the Nominating Committee received reports on the selection process and reasons for selection, and reviewed them prior to the Board of Directors' resolution. Since the change of President in April 2022, we have consistently worked on the succession plan for the next President. We will continue to receive regular reports from the President on the Progress of the succession plan and provide supervision and advice.

3. Audit Committee

The Audit Committee audited the legality and propriety of management decision made by directors, executive officers and corporate vice presidents confirmed the facts of improper conduct as well as violations of the law or articles of incorporation, and monitored and verified the internal control system that has been established and put into operation. It also rigorously reviewed whether an independent position was maintained in the external accounting auditor's audit and whether a proper audit was conducted and determined selections or dismissals of Accounting Auditors.

4. Compensation Committee
   To further strengthen incentives for achieving the targets of the Medium-term Business Plan that began in fiscal 2023, the Compensation Committee deliberated on and reviewed the compensation system from fiscal 2022 and reached a decision during meetings held in March and May of 2023.
   In fiscal 2023, to properly evaluate the status of the achievement of the strategic priority measures introduced in personal appraisals, a part of the "annual performance-based cash bonus" as an incentive, the Compensation Committee met at the beginning (May) and middle (November) of the fiscal year. During these meetings, the President explained the important issues and progress of the strategic priority measures for each executive officer. The Compensation Committee also held additional meetings in March and May 2023 to supervise and provide advice. At the Compensation Committee meeting held in May, after the end of the fiscal year, the Committee received a proposal from the President regarding the status of target achievement for each executive officer's strategic priority measures and a proposal for evaluation (on a scale from 0% to 200%). After deliberation, the Compensation Committee determined the amount of the annual performance-based cash bonus for each executive officer, including the "portion according to performance level" and the "portion according to attainment of performance targets."
   In addition, the Company initially set the “CO_2 emissions reduction rate” as an indicator in response to climate change. However, considering the impact of production and sales volumes, on April 23, 2024, the Compensation Committee resolved to revise the indicator to the “amount of CO_2 emissions reduction through measures.”

Provision of Information and Support System for Outside Directors

1. Provision of Information to Outside Directors
   The actions described in Training of Directors below are taken.
   Also, each outside director is provided with information including the market trend, IR, and crisis management.

2. Supporting System for Outside Directors
   A Board of Directors Office has been established as the secretariat for the Board of Directors, Nominating Committee, and Compensation Committee, while the Audit Committee Office serves as the secretariat for the Audit Committee. The staff members of these offices support the outside directors to ensure the proper functioning of the Board of Directors and its committees.
   The secretariat distributes materials to outside directors in advance and provides a briefing on the agenda up to three months ahead of meetings. Additionally, the secretariat, along with the executive officers or corporate vice presidents responsible for the agenda, explains key agenda items in advance. This setup creates an environment where the Board of Directors can focus on critical issues and operate efficiently and seamlessly. The secretariat also plans, proposes, and accompanies Board members on visits to worksites as part of its information-provision duties.

Training of Directors

In accordance with the director election standards, the Nominating Committee selects candidates who possess the qualities needed to be a director. The Company assesses whether new directors require training based on their individual’s knowledge, experience, and other characteristics. If training is deemed necessary, the Company provides suitable opportunities for it.

1. For new independent outside directors, the Company provides information about the group’s structure, business activities, finances, the medium-term business plan, its progress, and other relevant subjects. Additionally, the Company offers basic information about its businesses and corporate-level functions, as well as analyst reactions to financial results briefings.

2. For independent outside directors, the Company arranges visits to the development, manufacturing, sales, service, and other operations of each business unit. Executive officers, corporate vice presidents, and frontline employees provide the latest information about each business during these visits.

   Activities in fiscal 2023 are listed below:

   Three outside directors participated in internal technology presentations (Value Creation Forum) jointly held in four business areas.
   One outside director attended internal presentations online (Business Process Innovations Officers Debriefing). Three outside directors participated in Executive Committee meetings online as observers. They received direct explanations from managers of overseas subsidiaries in the automobile visual inspection and hyperspectral imaging businesses, areas identified for strengthening. They also exchanged questions and comments with these managers.

3. New inside directors are provided opportunities to attend governance training held by external institutions, and information about various seminars is given to inside and outside directors as opportunities to participate when appropriate.

Evaluation of Board of Directors Effectiveness

In 2003, the Company transitioned to a company with committees (now a company with three committees). To assess whether the corporate governance system is functioning as intended, the Company began performing self-assessments of the Board of Directors' effectiveness in 2004. These self-assessments have been conducted annually since then to facilitate ongoing improvements.
Each year, past activities are reviewed, and self-assessments of the Board of Directors' and the three committees are carried out to ensure that the corporate governance system contributes to sustainable growth and improvements in medium- and long-term corporate value. Based on these assessments, issues that the Board of Directors needs to address in the upcoming fiscal year are identified, and measures to enhance effectiveness are planned.
In fiscal 2022, during the last evaluation of the Board of Directors' effectiveness, both the President and the Chairperson of the Board were replaced. This marked the first year that an Outside Director became Chairperson and that the majority of the Board members were Outside Directors. Considering the significant changes in corporate governance since the management integration in 2003, the Company conducted a survey and interviews with an external organization to achieve greater objectivity from a third-party perspective.
As a result, the following key corporate governance effectiveness issues were identified for fiscal 2023: (1) redefining the role of the Board of Directors, (2) aligning perceptions of the Board of Directors' composition, (3) further enhancing strategic discussions, and (4) streamlining the management of the Board and committees. Steps were taken to address these issues.
In the effectiveness assessment for fiscal 2023, new questions were added regarding the new Corporate Governance Committee and self-assessments by individual directors. The survey was updated to address emerging issues, and individual interviews were conducted. An analysis of the evaluation results confirmed the current state of our corporate governance and identified substantive issues to be addressed in fiscal 2024. These issues will be incorporated into the Chairperson of the Board's fiscal 2024 management policies and the Corporate Governance Committee's agenda, guiding improvement efforts for the next fiscal year and beyond.

For details on the effectiveness assessment of the Board of Directors, see pages 16 through 19 of the Corporate Governance Report.

Corporate Governance Report (780KB)

Policy and Procedures for Appointing Director Candidates, and the Applicable Approaches and Standards, etc.

Policy and Procedures for Appointing Director Candidates

Based on reviews concerning the composition, standards for selection, etc. of the Board of Directors and committees by the Corporate Governance Committee, the Nominating Committee raises its policy to upgrade its selections of Director candidates by performing yearly examinations from the standpoints of balance of knowledge, experience and capabilities, and diversity, and uses the following process to make selections.

<Board of Directors>

1) Confirmation of Directors who will resign due to standards for the number of years as a Director or age and expected number of new Outside Director and new Inside Director candidates.

<Outside Director Candidates>

2) To select Outside Director candidates, after the Nominating Committee confirms the selection process, the members of this committee determine the knowledge, experience and capabilities that will be required of new Outside Directors in order to enable them to be a good match with Outside Directors to be reelected.
3) The Nominating Committee Chairperson asks for a broad range of recommendations for candidates, based on information from Nominating Committee members, other Outside Directors, and the President. To provide reference information, the Board of Directors Office distributes to Nominating Committee members etc. a candidate database, centered on "chairpersons" of global companies, that includes information about independence, age, concurrent positions and other characteristics of candidates.

4) The Nominating Committee takes into consideration the items listed below in order to narrow down the number of candidates, from the recommended individuals obtained through the preceding process in order to determine an order of priority.
   - Selection standards for Directors
   - Standard for independence of Outside Directors
   - Balance of knowledge, experience and capabilities required for Outside Directors and diversity (skill matrix)

5) The Chairperson of the Nominating Committee and, if necessary, a member appointed by the Chairperson, will interview the candidates in order of candidacy, and approach them about assuming the position of Outside Director.

<Inside Director Candidates>

6) Candidates for “Internal Directors” shall be discussed between the President and the Internal Nominating Committee on the basis of the following points; proposed candidates for Directors who shall not concurrently serve as Executive Officers, and proposed candidates for Directors who shall concurrently serve as Executive Officers, once the President has shared with the Internal Nominating Committee his/her concept for the executive structure for the next fiscal year.
   - Selection standards for Directors
   - Roles of Directors who do and do not concurrently serve as Executive Officers
   - Required skills, experience and other characteristics of Directors who do and do not concurrently serve as Executive Officers (skill matrix)

7) The Nominating Committee uses the draft proposals to examine the candidates.

The Applicable Approaches and Standards for Appointing Director Candidates

1.Board of Directors

(1) Approach to the Overall Board of Directors Composition

The Board of Directors is composed of a number of directors within the scope provided in the Articles of Incorporation, taking into account the management issues the Board of Directors is required to address.

1) To ensure management transparency and supervisory objectivity, oversight of management, it is required one-third or more of the directors be independent outside directors, and directors who do not concurrently serve as executive officers constitute the majority of the total number of directors.
2) The Company considers five to six Outside Directors to be appropriate for ensuring both diversity of discussion and speed of decision-making.
3) To enhance the management supervision function, liaise with the independent outside directors and strengthen communication and cooperation with executive officers, more than one inside directors not concurrently serving as executive officers will be appointed.
4) To further enhance deliberations on important decisions from a management standpoint, in addition to the President, several executive officers in charge of principal duties will be appointed as directors.
5) The Nominating, Audit and Compensation committees are all chaired by outside directors to ensure transparency and objectivity. In addition, to ensure that each committee adequately fulfills its respective roles, each committee is composed of around five members, and a majority of its members is independent outside directors.
6) For more information about the diversity of the Board of Directors, see "Balance of career and skill required for outside director candidates and diversity."

(2) Selection Standards for Directors

The Nominating Committee has selected candidates who satisfy the following standards as being suitable directors for achieving good corporate governance, i.e., ensuring the transparency, soundness, and efficiency of the company's operations.

1) Good physical and mental health
2) A person that is well liked, dignified, and ethical
3) Completely law-abiding
4) In addition to having objective decision-making abilities for management, the person must have good foresight and insight
5) Someone with no potential conflict of interest or outside business relations that may affect management decisions in the company's main business areas, and who has either organizational management experience in the business, academic, or governmental sectors or specialized knowledge in technology, accounting, law, or other fields.

6) For outside directors, a candidate with a history of performance and insight in their field, someone with sufficient time to fulfill the duties of a director, and who has the ability to execute required duties as a member of the three relevant committees.

7) The Nominating Committee establishes criteria for the re-election of directors, including considerations regarding the number of terms of office, age, and other factors. The maximum term of office for an outside director is eight years, with a basic term six years. However, upon a resolution by the Nominating Committee, however, the term of office may be extended once for an additional period of two years. The Nominating Committee shall confirm this extension during the fourth year of the director's term.

8) Potential director candidates must not be excluded on the basis of gender, nationality, country of origin, cultural background, race, ethnicity, or similar reason.

9) In addition, the candidate must have the abilities necessary for a director to run and build a public corporation that is transparent, sound, and efficient.

2.Outside Directors

(1) Criteria on the Independence of Outside Directors

The following types of people are ineligible to serve as outside directors at Konica Minolta. Our Nomination Committee selects outside director candidates with a high level of independence, provided that none of the following criteria apply.

1) Person affiliated with Konica Minolta
   - Former employee of the Konica Minolta Group
   - Having a family member (spouse, child, or any blood or marital relative twice removed or less) that has served as a director, executive officer, auditor or top manager in the Konica Minolta Group during the past five years.

2) Person affiliated with a major supplier/client
   - Currently serving as a managing director, executive officer, or employee of a major supplier/client company/group that receives 2% or more of its consolidated sales from the Konica Minolta Group or vice versa.

3) Specialized service provider (lawyer, accountant, tax accountant, patent lawyer, judicial scrivener, or a consultant for management, finance, technology, or marketing)
   - Specialized service provider that received annual compensation of ¥5 million or more from the Konica Minolta Group during the past two years.

4) Other
   - A shareholder holding more than 10% of the voting rights in the company (executive directors, executives, or employees in the case of a corporate body)
   - A director taking part in a director exchange
   - A director, executive officer, auditor or equivalent position-holder of a company that competes with the Konica Minolta Group, or someone holding 3% or more of the shares of a competing company
   - Having some other significant conflict of interest with the Konica Minolta Group

(2) Balance of Career and Skill Required for Outside Director Candidates and Diversity.

1) To ensure the diversity of directors, the Nominating Committee Rules for selection standards for directors state that candidates should "have experience operating an organization in the industrial, government or academic sector or have specialized skills involving technologies, accounting, law or other fields" and "have accomplishments and knowledge in their respective fields suitable for outside director candidates." Moreover, potential director candidates must not be excluded on the basis of gender, nationality, country of origin, cultural background, race, ethnicity, or similar reason.

2) Candidates should have the character, skill and experience needed for strengthening and upgrading management in order to enable the Board of Directors to determine the Company's strategic direction.

3) To ensure that the Board of Directors can provide useful oversight and advice regarding the Company's management issues, it must have members with diversity of knowledge, experience, and abilities, and this needs to be considered when reappointing eligible outside directors or selecting new candidates. Decisions should be made with a view to ensuring the Board's ideal skill matrix, including requirements for industries of origin, main management experience, and areas of specialty.

(3) Expected Roles of Outside Directors.

1) To participate in important decisions made by the Board of Directors and supervise the decision-making process

2) To submit advice about the establishment of management policies and plans and about reports concerning business operations by using their experience and knowledge

3) To oversee conflicts of interest among the Company, its shareholders, senior executives, and others

4) To supervise management to protect ordinary shareholders and to reflect the interests of shareholders from the standpoint of ordinary shareholders, which is independent from senior executives and special stakeholders

5) To supervise management as members of the Nominating, Audit and Compensation Committees

3.Inside Directors

(1) Stance Concerning Roles of Inside Directors and Selection of Candidates.

1) An inside director who is not concurrently an executive officer and who has the ability to ensure the quality of audits is selected as a full-time Audit Committee member.
The inside director who serves as a full-time Audit Committee member should have extensive management experience as an executive officer of the Company in order to improve the effectiveness of the Audit Committee. The qualifications required in particular are experience in accounting and finance or internal audit, business management and core business management.
This inside director also serves as the Nominating Committee member and Compensation Committee member.

2) They are held accountable for their execution and contribute to energetic and meaningful strategic discussions at Board of Directors meetings. Requirements for these inside directors include responsibility for overseeing major elements of the Company's operations such as strategic planning, accounting and finance, technology, as well as for overseeing main business operations in the Company.

Description in the Reference Materials for the General Meeting of Shareholders (The 120th Ordinary General Meeting of Shareholders)

1. Expertise and experience expected of candidates for Directors (skills matrix)

Director Skills Matrix



* "Global executive management experience" includes both actual experience at a global business and experience relating to overseas business operation.

Reasons for Selecting the Expertise and Experience Expected of Candidates for Director

Expected expertise and experience	Reasons for selection
Corporate executive experience in listed company	To function in a supervisory and advisory capacity in improving the quality of management strategy and management by utilizing his experience and insight, including dealing with shareholders and investors as the Chief Executive Officer.
Global executive management experience	To function in a supervisory and advisory capacity in our global business expansion and group governance based on his understanding of the complex business environment and diverse cultures, as well as frontline experience.
Technology, R&D, manufacturing	To function in a supervisory and advisory capacity in providing high value-added products and services as a manufacturer, continuously providing differentiated value based on technology, and formulating and implementing production strategies.
Sales and marketing	To function in a supervisory and advisory capacity in formulating and implementing sales and marketing strategies in keeping with changes in the business environment and diversifying customer needs.
Finance and accounting, and understanding of Investor perspective	To function in a supervisory and advisory capacity in building a sound financial foundation, making strategic investments over the medium to long term, and achieving shareholder returns.
HR management	To function in a supervisory and advisory capacity in maximizing human capital and implementing corporate culture reforms for the sustainable growth of the Company.
Governance, internal control, legal affairs	To function in a supervisory and advisory capacity in ensuring the transparency, appropriateness, and effectiveness of management by complying with laws, regulations, and corporate ethics, and by establishing and operating offensive and defensive governance and internal controls.
Business transformation and new business development	To function in a supervisory and advisory capacity in transforming the company itself and transforming our business by utilizing data and digital technology, and in accelerating new businesses development.

2. Reasons for Selecting the Candidates for Directors

Board Director and President
Toshimitsu Taiko

Mr. Toshimitsu Taiko has led key roles within the Company, including CEO of the U.S. sales subsidiary, General Manager of various business headquarters, and Lead Officer for the Business Technologies Business. He also served as Executive Officer in charge of Corporate Planning and Investor Relations, focusing on enhancing the corporate value of the Group.
Since assuming the positions of President in April 2022, Mr. Taiko has unified the executive team and worked towards sustainable growth. He has established a new Medium-term Business Plan with core policies of "business selection and concentration," "thorough cost reduction," and "optimizing management assets." His goal is to transform the Group into a high-value entity by fiscal 2025 through the collective efforts of all executives towards achieving optimal solutions for the Group.
Mr. Taiko is currently providing strong leadership to achieve the targets of the Medium-term Business Plan. He is driving bold initiatives to address challenging management issues and complete the business portfolio selection and concentration under the themes of "strengthening business profitability," "strengthening the profit foundation," and "strengthening the business management system." This marks a significant departure from past practices, and initial results are beginning to emerge. The Company believes that Mr. Taiko will contribute effectively to important management decisions as Director, President, and CEO at the Board of Directors' meetings and has therefore nominated him as a candidate for Director.

Outside Director
Chikatomo Kenneth Hodo

Mr. Hodo worked for many years worked at Accenture Japan, Ltd., where he has been involved in the management of business consulting and IT services. He possesses extensive experience and a broad range of knowledge in digital business as a corporate executive. Additionally, Mr. Hodo maintains a high degree of independence from the Company. Following his election as a Director in June 2018, Mr. Hodo has performed effectively as a member of the Board of Directors and its committees. In June 2022, he became the Company's first Outside Director to serve as Chairperson of the Board of Directors. In this role, he has clearly defined the key monitoring items as outlined in the Board's management policies and has led their implementation. His leadership fostered active dialogue between the supervisory and executive functions, and the effectiveness assessment of the Board of Directors in fiscal 2023 confirmed that the Board's discussions were reflected in business execution.
Details of Mr. Hodo's fiscal 2023 activities are outlined in "Primary Activities of Outside Directors and a Summary of the Tasks Performed in the Expected Roles" in the business report. Mr. Hodo has dedicated sufficient time to fulfilling his responsibilities. The Company anticipates that Mr. Hodo will continue to support and enhance corporate governance effectively. Therefore, he has been nominated as an Outside Director and appointed as Chairperson of the Board of Directors at the Board of Directors meeting held after the conclusion of the 120th Ordinary General Meeting of Shareholders.

Outside Director
Soichiro Sakuma

At Nippon Steel Corporation and Nippon Steel & Sumitomo Metal Corporation (currently Nippon Steel Corporation), Mr. Sakuma was involved for many years in management in the manufacturing sector and was in charge of main head office functions, including general administration, human resources, environment and IT, mainly in legal and internal control and audit. He has extensive experience and a broad range of knowledge as a corporate executive. In addition, Mr. Sakuma has a high degree of independence from the Company.
Following his election as a Director in June 2020, Mr. Sakuma has performed well as a member of the Board of Directors and other committees. Fiscal 2023 activities are listed in “Primary activities of outside directors and a summary of the tasks performed on the expected roles” in the business report at the Company, he has been instrumental in the Board of Directors and its committees since his appointment as a director in June 2020.
In fiscal year 2023, he has served in this capacity with sufficient time as described in the Business Report, "Primary Activities of Outside Directors and a Summary of the Tasks Performed in the Expected Roles."
Therefore, the Company expects that Mr. Sakuma can continue to contribute to the maintenance and upgrade of its corporate governance as before and has nominated him as a candidate for Director.

Outside Director
Akira Ichikawa

Mr. Ichikawa has been a senior executive at Sumitomo Forestry Co., Ltd., which operates various businesses, including those related to lumber and building materials, housing, and construction, and overseas housing and real estate, where he promoted sustainability management, and raise that company’s corporate value over the medium to long term. In addition to such extensive management experience and broad ranging insight as a corporate executive, he has a high degree of independence with respect to the Company.
Following his election as a Director in June 2021, Mr. Ichikawa has performed well at the Company as a member of its Board of Directors and other committees. Fiscal 2023 activities are listed in “Primary Activities of Outside Directors and a Summary of the Tasks Performed in the Expected Roles” in the business report. Mr. Ichikawa has been in charge of the duty, securing sufficient time.
Therefore, the Company expects that Mr. Ichikawa can continue to contribute to the maintenance and upgrade of its corporate governance as before and has nominated him as an Outside Director.

Outside Director
Masumi Minegishi

Mr. Minegishi has led the transformation of Recruit Holding Co., Ltd. into a global tech company though the expansion of the human resources business into the information business and digitalization and globalization. In addition to his wealth of management experience and broad insights as a top leader of companies with DNA related to the commercialization of IT services and business development capabilities, he has a high degree of independence from the Company.
Following his election as a Director in June 2023, Mr. Minegishi has performed well as a member of the Board of Directors and other committees. June 2023 activities are listed in “Primary Activities of Outside Directors and a Summary of the Tasks Performed in the Expected Roles” in the business report. Mr. Ichikawa has been in charge of the duty, securing sufficient time.
Therefore, the Company expects that Mr. Minegishi can continue contributing to the maintenance and upgrade of its corporate governance as before and has nominated him as a candidate for Outside Director.

Outside Director
Takuko Sawada

Ms. Sawada has played a central role in promoting the previous and current medium-term business plan at Shionogi & Co., Ltd. and has also focused on establishing global functions and collaboration with industry, government, and academia in Japan and overseas. In addition to her extensive global experience and insight in R&D, management strategy formulation, new business development DX promotion, and more, she has a high degree of independence from the Company.
Following her election as a Director in June 2023, Ms. Sawada has performed well at the Company as a member of its Board of Directors and other committees.
Since June 2023 activities are listed in “Primary Activities of Outside Directors and a Summary of the Tasks Performed on the Expected Roles” in the business report. Ms. Sawada has served in this capacity with sufficient time.
Therefore, the Company expects that Ms. Sawada can continue to contribute to the maintenance and upgrade of its corporate governance as before and has nominated her as a candidate for Outside Director.

Director
Hiroyuki Suzuki

The Company believes that it is important for the Audit Committee to include a full time Inside Director who has extensive business management experience and expertise involving the collection of information.
Mr. Suzuki will attend management meetings of Executive Officers as a member of the Audit Committee. He will work to optimize the quality and quantity of information for the audit by the Committee as he will grasp and confirm validity of the determination process about operations, which are commissioned to the Executive Officers by the Board of Directors, as well as the operational status of the internal control system and will provide the Audit Committee with feedback on such information.
After engaging in the secretariat duties to support the Audit Committee at the Audit Committee Office of the Company, Mr. Suzuki has also overseen internal audit as the General Manager of the Company's Corporate Audit Division. Mr. Suzuki has extensive experience and considerable expertise related to internal control. Since 2019, he has focused on management oversight as an Inside Director not concurrently serving as an Executive Officer. In addition to the Audit Committee, he also properly fulfills his duties as an inside member of the Nominating and Compensation Committees.
Therefore, the Company believes that Mr. Suzuki can continue enhancing corporate value by securing the effective operation of its corporate governance and has nominated him as a candidate for Director.

Director
Noriyasu Kuzuhara

The Company believes that it is important to select Executive Officers in title who are in charge of primary duties so that they can engage in active and essential discussions at meetings of the Board of Directors.
Mr. Kuzuhara has achieved continuous business growth as the officer responsible for technology development and business in the Company's core performance materials business, and as Division President of the Material & Component Business Headquarters.
In fiscal 2023, as Senior Executive Officer in charge of Corporate Planning, he led the planning of global structural reform measures, aiming to transform the Company into an organization with high productivity per employee based on improving efficiency in all operations and strengthening human resources.
In fiscal 2024, he is working to improve the raise the corporate value of the Group as the lead officer of the Industry Business, an area we seek to strengthen, to accelerate the strategy of the Industry Business, utilizing his extensive knowledge of technology, R&D, and manufacturing, as well as his experience in business startups.
The Company believes Mr. Kuzuhara can demonstrate accountability to the Board of Directors and participate in important management decisions. Therefore, the Company has nominated him as a candidate for Director.

Director
Yoshihiro Hirai

The Company believes that it is important to select Executive Officers in title who are in charge of primary duties so that they can engage in active and essential discussions at meetings of the Board of Directors.
Mr. Hirai has a high level of expertise and extensive experience in finance and accounting, as well as knowledge of financial strategy from a global perspective. In addition, as Executive Vice President and Executive Office, he has been responsible for accounting, finance, and risk management since April 2023, as well as legal affairs and compliance since April 2024,
The Company believes Mr. Hirai can demonstrate accountability to the Board of Directors and participate in important management decisions. Therefore, the Company has nominated him as a candidate for Director.

Executive System and Appointment of Executive Officers

Executive System

1. Under a mandate from the Board of Directors, executive officers make decisions about operations and then execute them. Business execution is overseen by the Board of Directors and reviewed by the Audit Committee to ensure the efficiency, adequacy, legality, and soundness of management.
2. Executive officers are appointed by the Board of Directors, which selects the President and senior executive officers from among the executive officers, and establishes a division of duties among them. The executive officers, including the President, make decisions concerning the execution of duties delegated by the Board of Directors, and execute their duties.

Selection or Dismissals of Executive Officers

1. The Board of Directors uses a fair, timely, and appropriate method to select people who have the capabilities to serve as executive officers. These individuals must be able to create new value for the Group and earn the support of internal and external stakeholders. Standards for making these judgments about capabilities are defined in “Standards for the Selection of Executive Officers.”
   Individuals must have the ability and experience for the internal and external management of the Group's business operations. Qualification standards also take into consideration knowledge about specialized fields and technologies, an individual's age when the time for renewing the appointment comes, and other items. In addition, the Board of Directors selects individuals with a strong commitment to ethics, the ability to put customers first, the ability to drive innovation, strong motivation to achieve goals, and other such characteristics.
2. To select new executive officers, candidates who have completed senior executive candidate training must pass through the first stage of the selection process, which involves submitting documents and completing an interview. Next, an assessment is performed in order to reach a highly objective and appropriate decision. This process includes input from both an external perspective and from the perspective of people at the Group who frequently interact with these candidates as part of their jobs. An evaluation conference, which consists of the President and the executive officer responsible for personnel, is held to examine the results of this process. This results in the selection of candidates to become executive officers.
3. To determine the new team of executive officers, the President selects from the list of executive officer candidates the individuals believed to be well suited to serve as executive officers. Next, a proposal for the selection of executive officers for the new fiscal year is prepared and submitted to the Board of Directors, with a list of the duties for each executive officer.
4. Prior to the submission of this proposal to the Board of Directors, the Nominating Committee performs oversight of the entire process, including a confirmation that a suitable process was used. Oversight includes receiving the proposal for the new executive officer team (including the proposed new executive officer selections from the President) and a report about the proposed duties of each executive officer.
5. The Nominating Committee considers observing the character of executive officer candidates to be an important matter and utilizes opportunities such as attending meetings of the Board of Directors and reporting to informal gatherings of directors. After receiving the proposal for the selection of executive officers mentioned above from the President, the Nominating Committee discusses the content of the proposal, creates a summary of its conclusions regarding matters such as the appropriateness of candidates and training issues, and provides these as feedback to the President.
6. The Board of Directors takes the “Standards for the Selection of Executive Officers” into full consideration when deciding whether or not to dismiss an executive officer.

Compensation for Directors and Executive Officers

The company, which has adopted the company-with-three-committees system, has established a Compensation Committee. Outside directors account for the majority of members of the committee and the committee is chaired by an outside director to ensure transparency and to determine compensation in a fair and appropriate manner. The company’s directors’ compensation system is intended to strengthen the motivation of directors and executive officers to strive for the continuous medium-to-long-term improvement of the Group’s performance in line with management policies, to meet shareholder expectations and contribute to the optimization of the Group’s value. The company aims for a level of compensation that enables it to attract and retain talented people to take responsibility for the company’s development.

In keeping with these aims, the Compensation Committee has established a policy for determining the individual compensation entitlement of directors and executive officers and determines the amount of individual compensation entitlement of directors and executive officers in line with this policy.

Compensation Policy (Fiscal 2024)

1. Compensation system (see diagram below)

   1) Compensation packages for directors (excluding directors who concurrently hold executive officer posts) exclude a short-term performance-based cash bonus because directors have a supervisory role and consist of a base salary and stock compensation. The stock compensation consists of a medium-term stock bonus (non-performance-based) and a long-term bonus.
   Only a role-specific base salary is provided to outside directors.

2) Compensation packages for executive officers consist of a base salary, an annual performance-based cash bonus, which reflects the performance of the Group, as well as stock compensation. The stock compensation consists of a medium-term stock bonus (performance-based) and a long-term stock bonus.

2. The total amount of individual compensation entitlement and base salary are set at an appropriate level, taking into account position and value of the job, by considering value based upon objective data, evaluation data and other data collected at regular intervals.

3. The amount of "annual performance-based cash bonus" shall be determined based on the level of performance in the relevant fiscal year (consolidated operating profit), the degree of achievement of annual performance targets, and the progress of each Executive Officer in advancing strategically important policies. The amount based on the degree of attainment of annual performance targets is determined in the 0% to 200% range of the standard amount of compensation. The targets are major consolidated performance indicators (profit for the year, total asset turnover ratio and KMCC-ROIC*) associated with results of operations.

* Return on invested capital is used for calculating the annual performance-based cash bonus, and the invested capital represents the assets that can be individually managed and grown by each business division.

4. Stock bonus plan

1) In the medium-term stock bonus (non-performance-based) plan for directors, the company's shares are distributed to directors upon the conclusion of the Medium-Term Business Plan, according to their roles and years in office. The plan is designed to enhance directors' motivation to contribute to medium-term shareholder value improvement and to promote their ownership of the company's shares.

2) In the medium-term stock bonus (performance-based) plan for executive officers, the company's shares are distributed to executive officers upon the conclusion of the Medium-Term Business Plan in the 0% to 200% range. The plan is designed to enhance their incentives for attaining the targets of the Medium-Term Business Plan and promote their ownership of the company's shares. Medium-term management targets shall consist of important consolidated financial indicators (ROE) taking into account medium-term management policy, as well as non-financial indicators (CO_2 emissions reduction by measures and employee engagement score).

3) The long-term stock bonus for directors (internal directors not also serving as executive officers) and executive officers is awarded in the form of Konica Minolta shares after the retirement of the officer concerned and is based on the person's position or role and their tenure. The aim of this compensation is to enhance motivation and to contribute to long-term shareholder value improvement.

4) The standard number of shares is set according to the position each director or executive officer held in the first year of the Medium Term Business Plan.

5) Certain portions of shares are distributed in cash on the assumption that they are exchanged for cash.

6) Shares of the company obtained as stock bonus shall be held in principle for one (1) year after the date of retirement from the post of each director or executive officer.

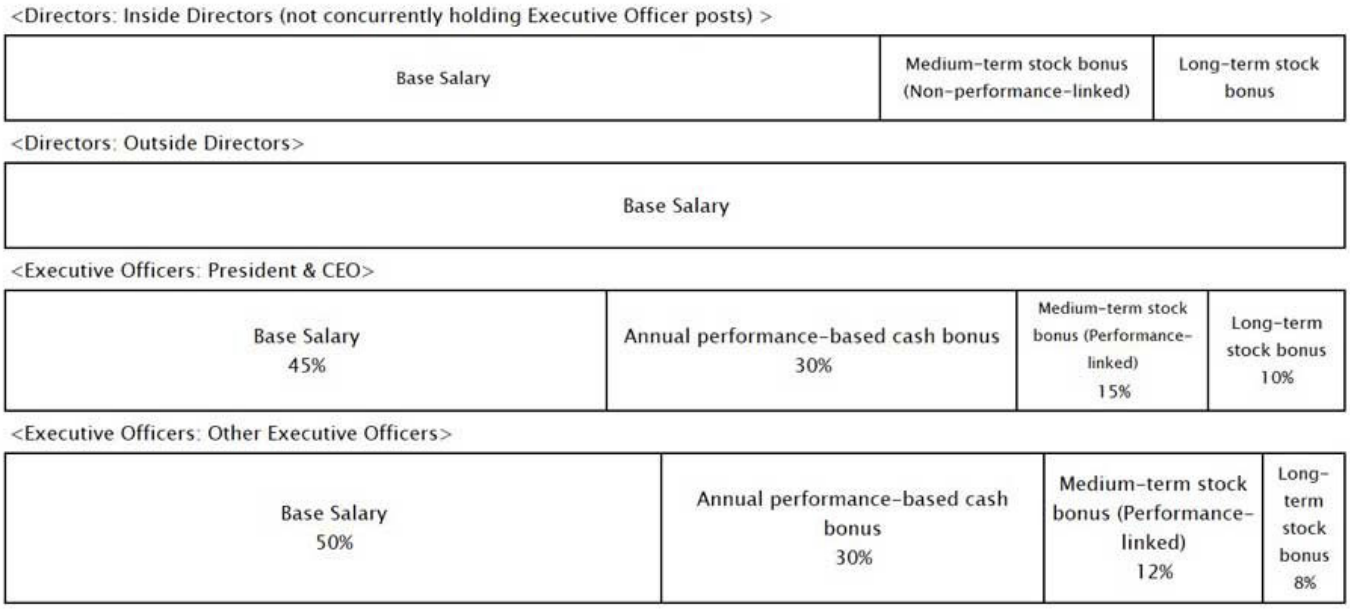
5. The standard for compensation of the president and chief executive officer is a 45:30:25 mix of a base salary, an annual performance-based cash bonus, and a medium-term performance-based stock bonus. For the other executive officers, the base salary ratio is set higher than that for the president.
In addition, the ratio of the medium-term stock bonus (performance-based) and long-term bonuses within the stock compensation shall be 60:40.

6. Compensation for non-residents of Japan may be handled in different ways from the above-mentioned treatment above due to legal and other circumstances.

7. If the Board of Directors must resolve a correction to financial statements after they are announced due to a material accounting error or fraud, the Compensation Committee shall consider corrections to performance-based bonuses and limit payment or request return of the bonuses when necessary (so-called "claw back clause").

8. The company reviews levels, composition, and other elements of compensation in a timely and proper manner in accordance with changes in the management environment.

Compensation System Diagram



Directors: Inside Directors (not concurrently holding Executive Officer posts)
Base salary
Medium-term stock bonus (Non-performance-based)
Long-term stock bonus
Directors: Outside Directors
Executive Officers: President & CEO
Annual performance-based cash bonus
Medium-term stock bonus (Performance-based)
Executive Officers: Other Executive Officers

Indicators for Performance-based Bonuses, Reasons for the Selection of These Indicators, and Method for Determining the Amount of Performance-based Bonuses

1. Annual Performance-based Cash Bonus

(1) Overview (Items and Indicators)

Item	Portion according to performance level	Portion according to attainment of performance targets			Portion according to personal appraisal
Assessment index and others	Operating profit	Profit for the year	Total Asset Turnover	KMCC-ROIC	Reflects progress of each executive officer's key measures
		40%	30%	30%	
	Linked with Group consolidated performance result level	Linked with annual performance target attainment rate			

Note: 1. Component ratios are theoretical values based on design.
2. KMCC-ROIC is the ROIC used to calculate the annual performance-based cash bonus for the relevant fiscal year and uses assets that can be individually managed and improved by each business unit as invested capital.

(2) Indicators for performance-based bonuses, reasons for the selection of these indicators

1) The indicator for the level of performance results portion is the amount of Group consolidated operating profit. It was judged that operating profit is the most appropriate indicator for determining the responsibility for performance that should be taken on by executive officers with the aim of realizing sustainable growth and enhanced corporate value by achieving higher levels of operating profit.

2) The indicators for the portion according to attainment of performance targets are the amount of profit for the year, total asset turnover ratio, and KMCC-ROIC. These indicators attach strong significance to the Company's sustainable growth and the enhancement of the medium- to long-term corporate value. Current profit, was selected in order to improve ROE by achieving a fundamental recovery in profitability and to secure funds for dividends, total asset turnover was chosen with the aim of reducing total assets and interest-bearing debt while ensuring cash allocation, while KMCC-ROIC was selected to increase the efficiency of invested capital.

3) The reason for this is that the "Individual Evaluation" uses indicators to assess the progress of each Executive Officer's strategic priority policies and targets, employing perspectives and items that are different from those of the "Performance Level" and "Achievement of Performance Targets." In particular, we ensure the timely and appropriate implementation of measures strategically necessary to improve our corporate value in the medium- to long-term, even if they do not appear in financial indicators or are accompanied by a temporary deterioration of financial indicators. For the portion according to personal appraisal, factors such as the progress of each executive officer's key operational measures are used as indicators. Matters are evaluated from a different perspective than the performance results portion and the portion according to the attainment of performance targets.

(3) Methods for determining the amount of compensation

1) The amount paid for the level of performance results portion is calculated by multiplying a value determined according to the amount of Group consolidated operating profit by a number of points set for each position. Said value is decided in accordance with a table formulated in advance.

2) The amount paid for the portion according to attainment of performance targets is calculated by multiplying the payment rate calculated from the annual performance target attainment rate (calculated based on the weighting of each indicator) by a set amount according to position. This is intended to leverage the combined power of all our Executive Officers toward the group's optimal solution by applying the Group's Executive Officers to its consolidated performance on a joint basis. The rate of the payment varies from 0% to 200%, depending on the attainment level of the target.

3) The "Individual Evaluation" is calculated by multiplying the standard amount for each position by the evaluation of the state of achievement of strategic priority policies for each Executive Officer, which is drafted by the President & CEO (the evaluation ranges from 0% to 200%, taking 100% as a base). In order to ensure objectivity and fairness in this evaluation, the Compensation Committee shall receive an explanation from the President & CEO at the beginning of each fiscal year of each Executive Officer's strategic priorities and targets and confirm consistency with the annual management plan outline and medium-term business plan determined by the Board of Directors.

4) The payment amounts in the three items listed above will be discussed and settled by the Compensation Committee.

2. Medium-term Stock Bonus (Performance-based)

(1) Overview (Items and Indicators)

<table>
<tr><th>Item</th><th colspan="3">Medium-term stock bonus (performance-based)</th></tr>
<tr><td rowspan="3">Assessment Index
* All items are based on the Group</td><td>Group consolidated financial indicators</td><td colspan="2">Non-financial indicators</td></tr>
<tr><td>ROE</td><td>The CO_2 emissions reduction rate</td><td>Employee engagement score</td></tr>
<tr><td>80%</td><td>10%</td><td>10%</td></tr>
<tr><td colspan="3">Linked with attainment rate of medium-term business plan targets</td></tr>
</table>

(2) Indicators and the reasons for the selection of these indicators

In order to achieve sustainable growth and increase corporate value over the medium- to long- term, we use ROE as a financial indicator, and our CO_2 emission reductions through measures and employee engagement score as non-financial indicators (all on a group-wide basis). ROE was selected to enhance profitability from an investor's perspective. The CO_2 emissions reduction rate was selected to link environmental value to business growth while addressing the social issue of climate change, and the employee engagement score was selected to maximize performance by developing and acquiring human resources and strengthening organizational capabilities.

(3) Methods for determining the amount of compensation

1) The number of stock to be distributed is determined by multiplying the payment rate calculated from the target attainment rate in the final fiscal year of the medium-term business plan, reflected with the weighting of the indicator, by the number of points set for the position accumulated over the same period, with one point equaling one share that will be transferred as compensation.
The rate of the payment varies from 0% to 200%, depending on the attainment level of the target.

2) Points set per position is calculated by dividing the amount of resources allocated per position by a reference stock price.

3) The reference stock price shall be the average stock price for the first three months of the medium-term business plan period.

4) The number of shares transferred listed above will be discussed and settled by the Compensation Committee.

Activities of the Compensation Committee, etc.

Month	Attendance	Main agenda items ◆: Resolution adopted ◇: Deliberated ○: Reported △: Other
May 2023	All 4 attended	○ Voluntary return of a portion of executive officer compensation
May 2023	All 4 attended	◆ Annual performance-based cash bonus of Executive Officers in FY2022 ◆ Stock compensation for Executive Officers in FY2022 ◆ Partial revision of the Policy for Determining Compensation and internal rules for executive compensation ○ Strategic priority policies for Executive Officers in FY2023
June 2023	All 4 attended	◆ Selection of Committee Chair ◆ Compensation Committee's annual policy and plan for 2023 ◆ Compensation (standard annual salary) by individual executive since July 2023
November 2023	All 4 attended	Partial revision of internal rules on executive compensation Strategic priority measures for each executive officer's strategic priority policies - President's assessment for 1H FY2023
March 2024	All 4 attended	◆ Individual compensation for executive officers in FY2024 (standard annual salary) [provisional] ◇ Review of executive compensation system ○ Set targets for the non-financial indicator "CO_2 emission reduction rate" for each fiscal year for medium-term stock bonuses (performance-based)
April 2024	All 4 attended	◆ Revision of non-financial indicator for medium-term stock bonus (performance-based) "CO_2 emissions reduction through measures" ◆ Partial revision of policy for determining compensation and executive compensation rules ◇ Review of executive compensation system
May 2024	All 4 attended	◆ Determination of the amount of annual performance-based cash bonuses for executive officers in FY2023 ◆ Stock compensation for executive officers in FY2023 ◆ Individual compensation for executive officers (standard annual salary) ◆ Partial revision of executive compensation internal rules ○ Strategic priority policies for executive officers

Amount of Compensation Paid to Directors and Executive Officers for the Year Ended March 2024

(Unit: 1 million yen)

		Total	Fixed compensation		Performance-based compensation		Stock bonus	
			Persons	Amount	Persons	Amount	Persons	Amount
Directors	Outside	88	6	88	-	-	-	-
	Inside	40	1	31	-	-	1	8
	Total	128	7	120	-	-	1	8
Executive Officers		406	9	250	9	102	9	54

Notes

1. The number above includes one Outside Director and one Executive Officer (concurrently serving as Director) who resigned at the date of the 119th Ordinary General Meeting of Shareholders held on June 20, 2023. At the end of the period (March 31, 2024), the Company had five Outside Directors, one Inside Director (not concurrently holding Executive Officer posts) and eight Executive Officers.
2. In addition to the one inside director shown above, the company has another five inside directors who concurrently hold executive officer posts, and the compensation to these directors is included in compensation to executive officers.
3. Regarding the performance-based compensation, the amounts which were recorded as expense in the period are stated.
4. Regarding the stock-based compensation, the amounts shown are those to be recorded as expenses in the fiscal year concerned, based on calculation of the expected amount of compensation including future granting of the company's shares, in accordance with the expected number of points granted to Directors (excluding outside directors) and executive officers. The amount includes the amount of medium-term stock bonus (performance-based) to be delivered in proportion to the achievement rate of the targets of the medium-term business plan.
5. In addition to the above compensation, the following payment was made during the current fiscal year under review in accordance with the resolution of the Compensation Committee at that time for the previous compensation upon retirement, which was abolished in June 2005.
   - One Executive Officer (concurrently serving as Director) 14 million yen (retired on June 20, 2023)

Persons whose total compensation was over 100 million yen or more in fiscal 2023 are as follows.

Position/Name	Company category	Total	Fixed compensation	Performance-based compensation (Note 2)	Stock bonus (Note 3)
Senior Executive Vice President and Executive Officer Kiyotaka Fujii	Submitting company	118	35	13	6
	Consolidated subsidiary Ambry Genetics Corporation (Note 1)		63	-	-

Notes

1. Senior Executive Vice President and Executive Officer Kiyotaka Fujii is the chairperson of three consolidated subsidiaries (REALM IDx, Inc., Ambry Genetics Corporation, and Invicro, LLC) during the current fiscal year, and receives compensation from Ambry Genetics Corporation.
2. Regarding performance-based cash bonus, the amounts that were recorded as expenses in the current fiscal year are shown.
3. Regarding the stock bonus, the expected amount of future bonuses, including the issuance of Company shares, is calculated according to the estimated points to be allotted, and the amount to be recorded as an expense in the current fiscal year is shown. The amount includes the medium-term stock bonus (performance-based) to be distributed according to the target achievement rate during the period of the medium-term business plan.

Guidelines on Officer Ownership of Konica Minolta Shares

In order to further raise awareness of shareholders' expectations for performance improvement and growth in the stock price, a stock bonus linked to the “medium-term stock bonus (performance-based),” “medium-term stock bonus (non-performance linked)”, and “long-term stock bonus” have been introduced. Accordingly, Stock Ownership Guidelines have also been established for inside directors and executive officers.

Group Auditing System

Creating a System That Aims for Effective Audits

Konica Minolta Inc., which has adopted the company-with-committees system, has established an Audit Committee, while its subsidiaries in Japan have appointed their own respective auditors. In addition, Konica Minolta Inc., has a Corporate Audit Division, which conducts an internal audit of the entire Group.
The members of the Audit Committee and the Corporate Audit Office, as well as auditors of the subsidiaries in Japan, share related information and strengthen the coordination of audit activities across the Group. With the aim of ensuring effective audits, the same parties hold regular meetings with the accounting auditors, review auditing systems and policies, and examine whether or not the accounting auditors can fulfill their tasks properly.

The members of the Audit Committee and the Corporate Audit Division, as well as auditors of the subsidiaries in Japan, share related information and strengthen the coordination of audit activities across the Group. With the aim of ensuring effective audits, the same parties hold regular meetings with the accounting auditors, review auditing systems and policies, and examine whether or not the accounting auditors can fulfill their tasks properly.

Audit Committee System and Roles

The Audit Committee is comprised of four directors (who do not hold positions as executive officers), three of whom are outside directors. The Chairperson of the Audit Committee is selected from among the outside directors. To ensure effective operation of the committee, it has established its own office (Audit Committee Office) with staff members who are independent of any sections committed to actual business operations. The Audit Committee members evaluate the legality and validity of the management decisions made by directors, executive officers and, monitor and validate internal control systems, assess the adequacy of the accounting auditors, and determine the agenda of the general meeting of shareholders regarding the appointment and dismissal of accounting auditors. In principle, a committee meeting is held before the meeting of the Board of Directors, so that the committee members can present their opinions to the meeting of the Board of Directors, if deemed appropriate.

Corporate Audit Office Systems and Role

The Company has set up the Corporate Audit Office to be responsible for the internal audit of the entire group and to perform internal audits of the Company and its subsidiaries as an organization under the direct control of the President. The Corporate Audit Office has established a dual reporting line and reports to the President and the Audit Committee, and the Chairperson of the Audit Committee reports the contents of the Audit Committee report to the Board of Directors accordingly. Using the risk assessment approach, the division evaluates these companies in terms of the reliability of their financial statements, the efficiency and effectiveness of their business operations, their legal compliance, and the protection of assets. It also conducts follow-up audits to verify what improvements have been made in response to audit findings. Furthermore, we have established internal audit departments in major subsidiaries, and are strengthening the internal audit function of the group while coordinating with the Corporate Audit Office. Additionally, major subsidiaries have their own internal audit divisions that work closely with the Corporate Audit Division of Konica Minolta Inc. to enhance the internal audit function of the entire Group.

Corporate Governance

Internal Controls

Internal Control Measures

Board of Directors adopts resolution on the establishment of internal control system

In recent years, corporate scandals and lack of compliance have become social problems. In order to prevent these issues, companies are required to strengthen internal controls. Konica Minolta is required to establish and maintain an internal control system by Japan's Companies Act.

Konica Minolta, Inc. reviews the company's internal control system every March, and the Board of Directors then renews its resolution on the development of the internal control system. An outline of the recent resolution and the operational status of internal control system was published in the business report for the fiscal year ended March 2024. We continue to strive to ensure the legality, rationality, and efficiency of our business activities by reviewing, as occasion demands, systems and rules of management and operation throughout the Group's business activities.

Complying with Japan's Financial Instruments and Exchange Law

Conducting an internal assessment of consolidated Group subsidiaries around the world

The Japanese Financial Instruments and Exchange Law (JSOX) was adopted during the fiscal year ended March 2009 in order to prevent corporate accounting fraud and ensure the reliability of financial reporting.

Konica Minolta, Inc. conducts an internal assessment of 143 companies including its consolidated group subsidiaries both in and outside Japan and prepares its internal control report. The report undergoes an internal control audit by external auditors and then is submitted together with the Japanese Annual Securities Report (fiscal year ended March 31, 2024).

Governance

Risk Management

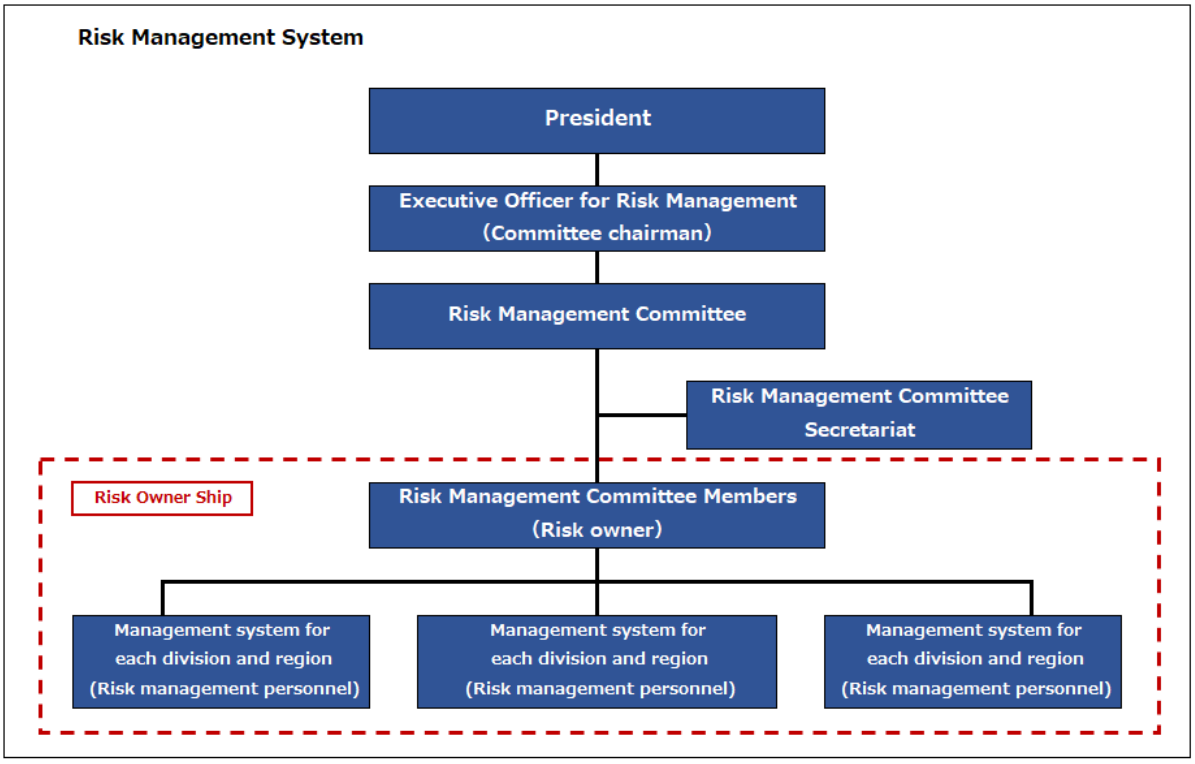
Basic Concept

Creating a Group-wide risk management system

Along with the globalization of economies and the transformation of societies, the risks faced by companies have become more diverse. Konica Minolta has created a Group-wide risk management system in order to clarify various corporate risks and to minimize their impact on its businesses. The Group also conducts business continuity management, taking measures to ensure that businesses are able to continue uninterrupted in the case of a natural disaster or other unforeseen circumstances.

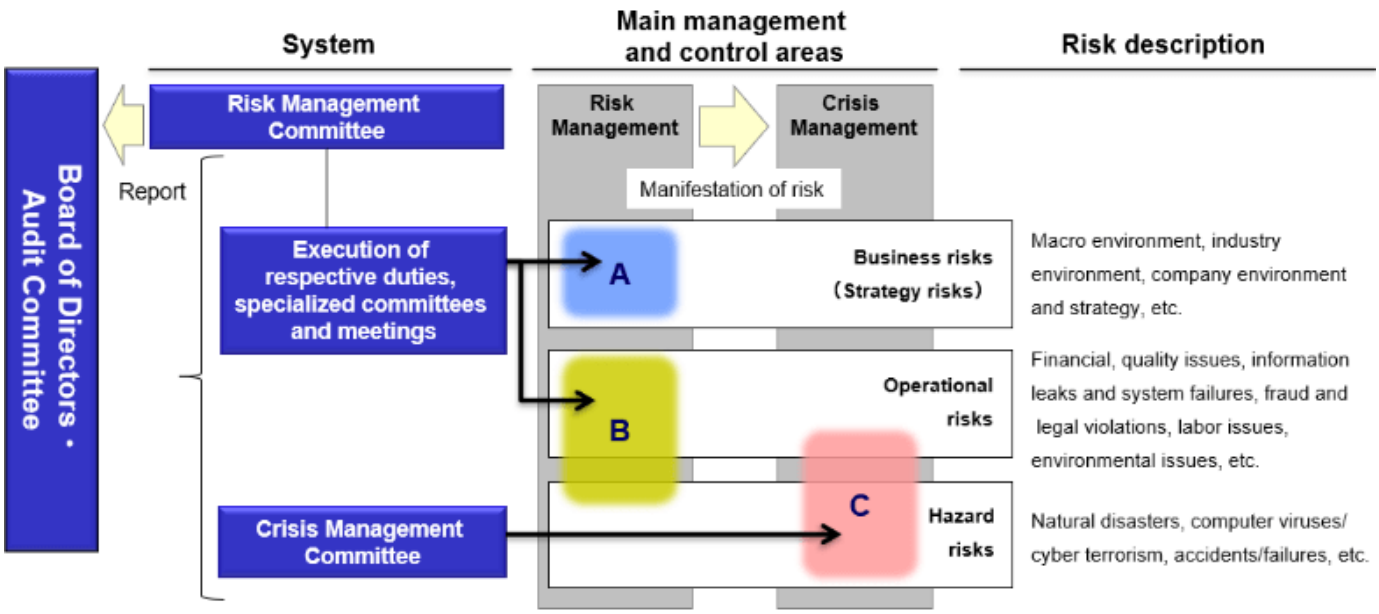
Risk Management System

Konica Minolta has established the Risk Management Committee to be responsible for managing diverse types of risks related to the Konica Minolta Group's business activities. Executive Officers and Corporate Vice Presidents appointed by the Board of Directors are responsible for establishing and operating the risk management system described below in accordance with the Risk Management Committee Rules.
Business and operational risks related to the Konica Minolta Group's business activities are managed by each executive officer and corporate vice president based on the division of duties and supported by the Risk Management Committee. The Risk Management Committee also identifies, evaluates, and reviews risks that are important to Group management, draws up countermeasures, and routinely checks on the management status.



The Risk Management Committee's discussions are routinely reported to the Audit Committee, reported to the Board of Directors as necessary, and reported monthly to the Board's members.
Konica Minolta defines a "crisis" as a situation wherein a risk that has a significant impact on corporate value materializes. When a crisis occurs, it is reported to the officer in charge as well as to the officer in charge of crisis management via their superiors, and the officer in charge and the officer responsible for crisis management report to the Representative Executive Officer. To respond quickly and appropriately to crises caused by various risks, Konica Minolta has set rules for reporting crises and has informed executive officers, corporate vice presidents, and the officers of Konica Minolta's subsidiaries of these rules. In accordance with these reporting rules, the officer in charge of crisis management provides centralized control of information on disasters, accidents, and other crises that have occurred around the world.
Konica Minolta provides risk management training to employees, and also posts risk management training materials on the intranet that can be viewed at any time. We also have a system that evaluates business process improvements, such as risk countermeasures taken at the employees' own initiative and pays financial rewards for outstanding initiatives.

Risk Management System : Risk Management and Crisis Management

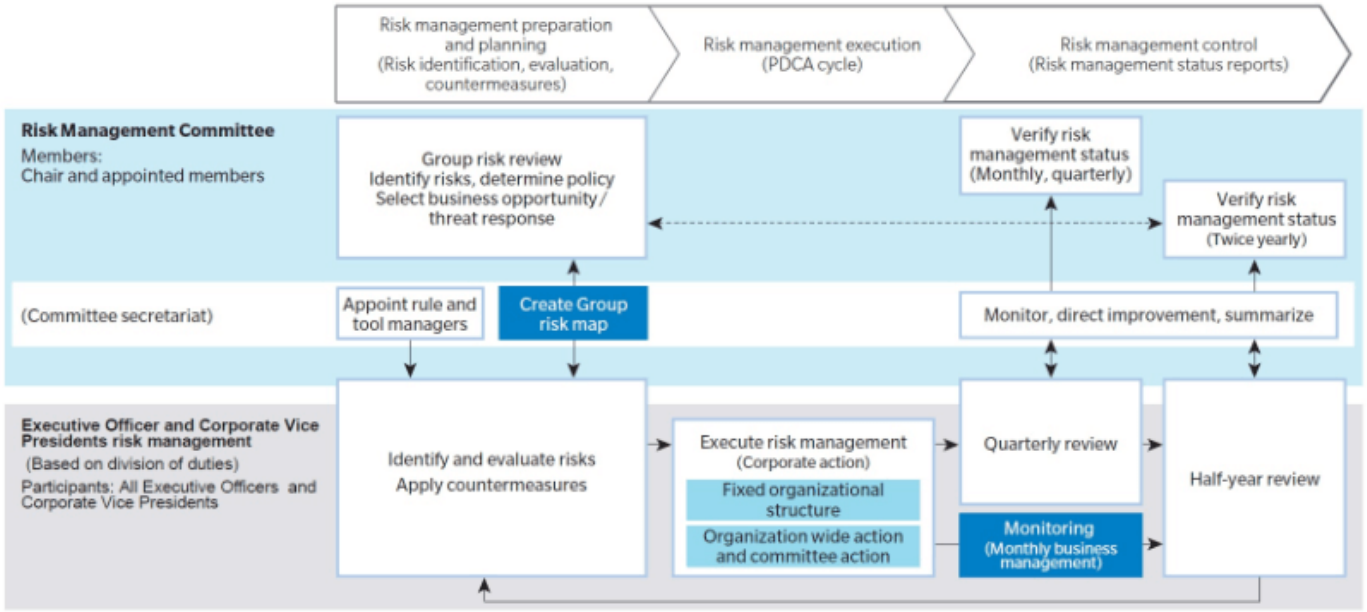


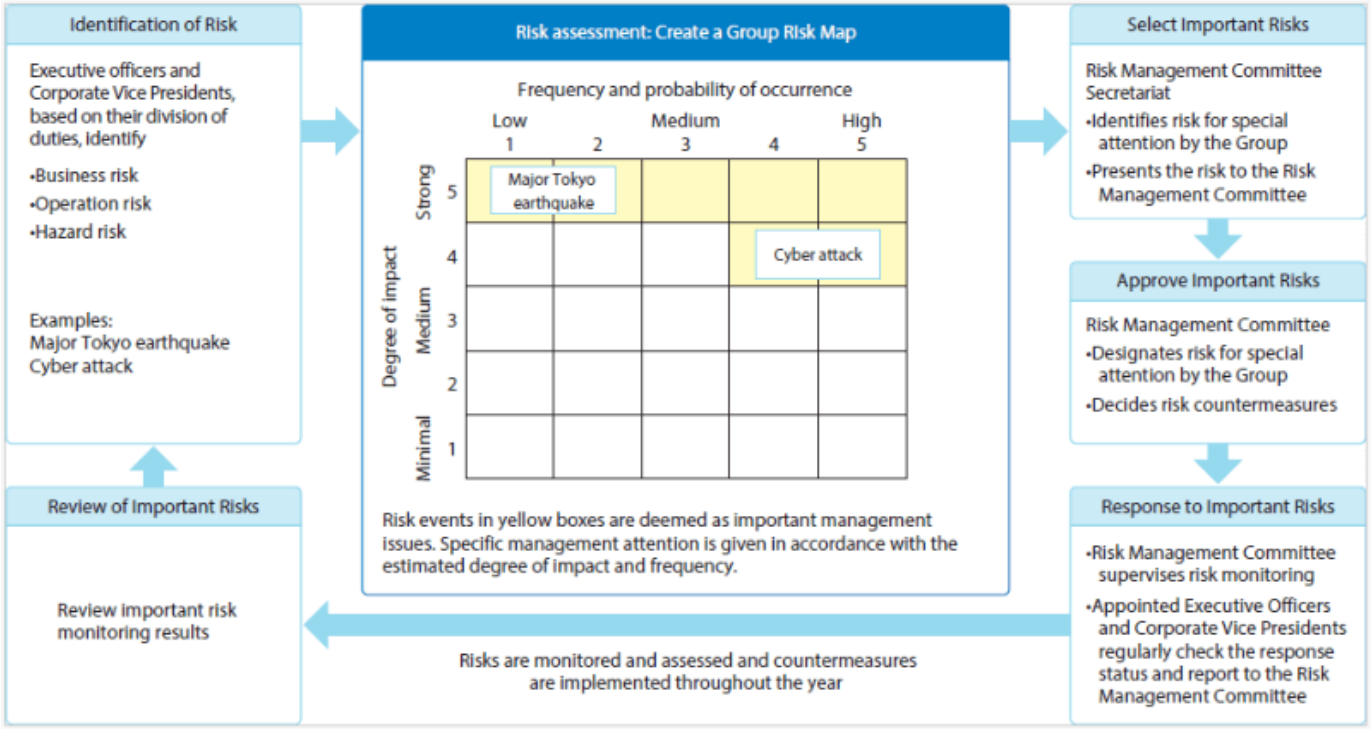
Risk Management Process

Konica Minolta's Risk Management Committee meets routinely twice a year and on an as-needed basis. The committee formulates countermeasures to risks identified in its business activities and also verifies and evaluates whether the risk management system is functioning effectively. During the fiscal year under review, the Committee met twice to routinely monitor sanctions and new laws and regulations applicable to regions significantly impacting Konica Minolta's business. The meetings addressed global supply chain disruptions caused by conflicts between the U.S. and China, Israel and Palestine, the war in Ukraine, and U.S.-China high-tech friction, mainly in the semiconductor industry.

The Risk Management Committee reports monthly on the status of risk management activities to the Representative Executive Officer and the General Manager of the Corporate Audit Office. The Corporate Audit Office conducts regular internal audits.

Risk Management Process





Business and Other Risks

Described below are the major risks that could materially impact the financial position, business performance, and cash flow of the Konica Minolta Group. However, these risks are not all-encompassing and could be affected in the future by other unanticipated risks or risks currently considered immaterial.
Konica Minolta views risk as "uncertainty with the potential to impact the organization's profits or losses." Risk management encompasses not only the negative side of risk but also the positive side as an "opportunity." Therefore, it recognizes risk management as activities that mitigate potential negative impacts and pursue maximum returns from opportunities.
Forward-looking statements in this document are based on the judgment of the Konica Minolta Group using currently available information as of the end of the current fiscal year.
First, a diagram of each risk item plotted on a risk map is shown. The "probability of occurrence" is evaluated based on the frequency and probability of occurrence within three years, and the "impact" is evaluated based on its impact on operating income when it occurs.
For "probability of occurrence" and "degree of impact," risks assessed since the previous fiscal year ("previous period") are indicated by arrow marks in the "assessment" column, and the assessments for the previous and current periods are shown.
Additionally, risk appetites are managed under the division of duties of each executive officer and corporate vice president (risk owner).

Location of each risk item on the risk map

Degree of Impact \ Probability of Occurrence	Low	Medium	High
Large		2-4 Shift to new products 3-2 Major earthquake, disaster, epidemic, etc. 3-5 Human resource availability	**1-1 Economic trends and market environment** **2-1 Digital Workplace Business risks related to changes in the print environment** **2-7 Global supply chain** **3-6 Information security**
Medium	2-8 Product liability and quality assurance	2-3 Changes due to technological development 2-5 Collaborations, company acquisitions 2-6 Procurement, production, etc. 3-1 Human rights 3-3 Environmental regulations, climate change	1-2 Forex fluctuations 2-2 National or regional regulations
Small	3-4 Intellectual property rights		

Trends for Each Risk Item

* **Bolded text** indicates risk items for which there has been a change in the "probability of occurrence" or "degree of impact"

Category	Risk Item	Probability of Occurrence	Probable Time of Occurrence	Degree of Impact
Economy/ Environment	1-1 Economic trends and market environment	High	Within 1 year	Large
	1-2 Forex fluctuations	High	Within 1 year	Medium
Business activity	2-1 Digital Workplace Business risks related to changes in the print environment	High	Within 1 year	Large
	2-2 National or regional regulations	High	Within 1 year	Medium
	2-3 Changes due to technological development	Medium	Within 3 years	Medium
	2-4 Shift to new products	Medium	Within 3 years	Large
	2-5 Collaborations, company acquisitions	Medium	Any time	Medium
	2-6 Procurement, production, etc.	Medium	Within 1 year	Medium
	2-7 Global supply chain	Medium → **High**	Within 1 year	Large
	2-8 Product liability and quality assurance	Low	Any time	Medium
Other	3-1 Human rights	Medium	Any time	Medium
	3-2 Major earthquake, disaster, epidemic, etc.	Medium	Any time	Large
	3-3 Environmental regulations, climate change	Medium	Any time	Medium
	3-4 Intellectual property rights	Low	Any time	Small
	3-5 Human resource availability	Medium	Within 3 years	Large
	3-6 Information security	High	Any time	Large

For information on each risk, click on the links below.

- Risk Information

Emerging Risks

Risk	Availability of IT human resources
Risk description and explanation	The acquisition of IT human resources, especially advanced technology AI specialists, is highly competitive, and since the industry is not limited to Japan but global in scale, such specialists are not easily enticed by compensation alone, so it is increasingly important to sell them on the company's appeal and the added value of working there.
Impact on company and business	Konica Minolta possesses a unique and broad technology portfolio comprised of core technologies in the four fields of materials, optics, nanofabrication, and imaging. We are aggressively communicating our technology strategy and core technology assets outside the company and striving to build an ecosystem with a wide range of partners including universities, research institutes, and start-ups through FORXAI to accelerate DX on the frontlines leveraging environmental digital platforms and imaging IoT. If we cannot acquire IT human resources, we may not be able to create new businesses, which could have a major impact on future business growth.
Countermeasures	Human Resource Acquisition: Konica Minolta is promoting several long-term IT technology-related internships (improvement of job matching using internal R&D themes and experiences of Konica Minolta's appeal as a place to work), recruiting at overseas universities, and setting up joint ventures with major IT companies in Vietnam. Human Resource Development: Konica Minolta is pursuing initiatives to establish an internal certification system, create educational programs, and set up a management system for specialized human capital, including in IT.

Risk	Impact of Geopolitical Risks on the Supply Chain
Description and explanation of risk	There are concerns that the global economy will be significantly impacted by supply chains due to the escalating war in Ukraine, the deteriorating situation between Israel and Palestine, the intensifying conflict between the U.S. and China, and other geopolitical risks.
Impact on company and business	Konica Minolta's core businesses, the Digital Workplace Business, Professional Print Business, and Industry Business continue their production activities overseas to strengthen cost competitiveness and to rapidly supply products to the market. Notably, much of our production takes place in China and the ASEAN countries, and we supply the world from these bases. If geopolitical risks disrupt the supply chain, supply to our sales bases may be delayed, and this could negatively impact the Konica Minolta Group's business performance.
Countermeasures	Konica Minolta is taking a flexible approach to port issues in China and ASEAN by using the services of new forwarding companies and alternative ports besides regular ports of export. But when issues arise, we try to avoid and reduce supply risks at the port of export by prioritizing cargoes from our production bases. For ocean freight forwarding, we are beefing up communication and information sharing with major forwarders with whom we have existing business relationships and are trying to negotiate and coordinate to minimize rising container freight costs while securing stable and flexible space availability on container ships. On European routes in particular, we are closely monitoring the situation in Israel and Palestine and making appropriate supply adjustments based on the impact of the additional number of travel days required to detour around the Cape of Good Hope in order to minimize the impact on sales at our European sales bases as well as the impact of higher logistics costs.

Building a Crisis Management System

Establishing a system for minimizing the business and social impact of crises

Konica Minolta has established a system for minimizing the business and social impact of crises that may arise from a range of risks by taking prompt and appropriate action and by releasing information. The Crisis Management Committee, chaired by a director or an executive officer for crisis management appointed by the Board of Directors, discusses and formulates crisis countermeasures and procedures for action. Furthermore, the emergency contact system has been enhanced to enable the President and CEO, in addition to the director and executive officer for crisis management, to assess the situation and make decisions quickly. A system has also been established to enable the President and CEO to take leadership in critical areas in a crisis.

Factors and Examples of Crisis Risks (excerpts)

	Factors	Examples
1	Defective products, recalls, product liability lawsuits	Design errors (faulty products, health hazards), errors in manufacturing processes (faulty products, foreign substances contained in products), etc.
2	Defective services	Inappropriate explanations, discriminatory attitudes toward customers, etc.
3	Personnel-related problems	Ambiguous performance evaluation standards, unfair transfers, human rights infringements such as employment discrimination and harassment, crimes/scandals involving employees, etc.
4	Labor-related problems	Labor disputes, unfair labor practices, child labor, forced labor, occupational health hazards, employee deaths or suicides caused by overwork, etc.
5	Corporate negligence	Pollution (soil, wastewater, odors), industrial accidents (health and safety hazards, accidents), etc.
6	Company's unethical conduct	Contacts with anti-social forces, scandals, internal disputes, insider trading, etc.
7	Inappropriate decision-making on management and marketing	Risks involved in investments, loans, bonds, M&A, and transactions; excessive competition, etc.
8	Corporate crimes	Illegal acts (violations of Antimonopoly Act, Premiums and Representation Act, Subcontract Act, Tax and Commercial Laws, etc.)
9	Intimidation and other crimes committed against the company	Obstruction of business (inserting foreign substances in products, etc.), robbery, subversive activities, etc.
10	Economic and social disturbances	Oil crises, major power failures, sharp declines in stock prices, etc.
11	International/political upheavals	War, coups, trade conflicts, etc.
12	Disasters and epidemics	Earthquakes, storms and floods, fires, epidemics (SARS, avian influenza, and new type of influenza, etc.)
13	Rumors concerning management instability	Incorrect information in mass media, spreading rumors through various channels, including the Internet, etc.

Business Continuity Management (BCM)

Establishing measures for business continuity in the event of a major natural disaster

One of the most important responsibilities of an enterprise is to maintain or rapidly resume its essential business operations in the event of a major disaster or accident. Konica Minolta is working toward this goal at Group companies worldwide, as well as in its supply chains.*

At Konica Minolta, each business division and subsidiary, including the Business Technologies Business, which is Konica Minolta's core business, and Medical Devices, for which there is a high need during disasters, formulates a business continuity plan (BCP), laying out a specific plan of action for such an event. The Group has also established an initial response system to decide the necessity of putting the BCP into action by gathering information such as the damage situation immediately after a disaster.

Specifically, in the event of a major earthquake in Japan, the basic policy is to keep supplying consumables and products as much as possible so as to not inconvenience customers, while continuing to provide support services to existing customers. Toward that end, the Group is striving to increase the level of its business continuity system by decentralizing production sites for primary consumables, conducting risk assessments on suppliers, and securing alternatives and inventory for key parts with big risk. In addition, a backup structure has been established for call centers in Eastern and Western Japan so that they can provide backup to each other. This enables the company to continue to provide customer support even if one center were affected by a disaster. Further, various drills are conducted to increase the quality of these kinds of BCM.

* Supply chain: The series of activities involved in delivering a product or service to a customer, ranging from procurement and production to distribution and sales.

Reinforcing Crisis Response and BCM

The Group's major sites escaped severe damage in the Great East Japan Earthquake that struck on 2011, and the BCP did not have to be implemented. However, for the first month after the disaster, the president of Konica Minolta, Inc. held an Earthquake Response Meeting every morning to gather information, give appropriate instructions, and ensure consistent information disclosure. Since then, the Group has taken measures to improve its preparedness for front-line action in the event of a major disaster that occurs without warning.
Specifically, the initial response manual at all Group sites was revised so that operations would reliably continue during periods of chaos, at night and on holidays. The effectiveness of the manual was tested with actual drills, and the PDCA cycle is being used to improve it further.
In the event of a large-scale earthquake, the headquarters in the Marunouchi area of Chiyoda, Tokyo would serve as the Disaster Response Headquarters. Seven teams, headed by the President and CEO, would promptly respond. This system is reviewed in Group disaster preparedness training held once a year. In this training, the Disaster Response Headquarters, including top management, works with a site chosen as the hypothetical epicenter to quickly ascertain the extent of the damage, decide on a response and make decisions. In November 2021, training was carried out for a scenario involving the occurrence of a quake off the coast of Awaji Island, near Kobe, requiring a disaster control headquarters to be set up. Many headquarters employees participated remotely.
Konica Minolta has its own information-sharing tools for use in disasters. Its Emergency Information Data Base System is able to map the extent of damage at sites in the Konica Minolta Group in Japan, thereby providing an overall picture of the damage. The Safety Confirmation System prompts employees to report on their safety and the safety of their family members in the event of an earthquake. Konica Minolta also uses internal social media as an information-sharing tool for use in emergencies that occur at night or on holidays. Employing disaster prevention ICT, these tools support a smooth response from the initial response stage through the BCP stage. When the earthquake occurred in northern Osaka in June 2018, the Group used these ICT tools and confirmed that they were effective for information- sharing in the initial stage.
In January 2020, as the novel coronavirus began to spread, Konica Minolta established a crisis management system focused on production sites in China and initiated a group-wide response. After that, it expanded the scope of the system to European and North American sales and production companies in March, and to sites in Japan in April. Measures have been implemented to provide employee and business continuity support.

When the explosions occurred in July and August 2021 at Konica Minolta Supplies Manufacturing Tatsuno Factory, a Crisis Management Committee consisting of employees at the factory and Konica Minolta (headquarters and production departments) was formed to share information and determine countermeasures to be taken. The committee's work has initiated a neighborhood and public relations response, as well as measures to ensure safety and prevent recurrence.
With regard to the crisis in Ukraine that erupted in February 2022, a Crisis Management Committee consisting of representatives from Konica Minolta (headquarters and sales departments) and Ukraine was formed to share information and formulate a response to the crisis.



Group disaster preparedness training

Compliance

Basic Concept and Promotion System of Compliance

Basic Concept and Promotion System of Compliance | Compliance Promotion Activities | Putting Compliance into Practice

Click to jump to the corresponding section in this page

Basic Concept | Group Compliance Promotion System | Global Group Support System
Planning Compliance Promotion and Verifying Progress | Whistle-blowing System (Help Line)

Basic Concept

Promoting compliance as the basis of its business activities

Konica Minolta believes that maintaining and increasing the trust of stakeholders, including customers, local and international communities, business partners, shareholders, and investors, is the basis of its business activities, and the practice of compliance is its underlying foundation. Compliance at Konica Minolta naturally involves complying with laws and regulations, but is also based on corporate ethics and company rules that define what the Company believe to be right.
The Konica Minolta Group has established the Konica Minolta Group Charter of Corporate Behavior, which sets forth the behavior required of all Konica Minolta Group companies and its personnel. The Group implements measures under a global promotion system to ensure that each employee acts in accordance with this Charter.



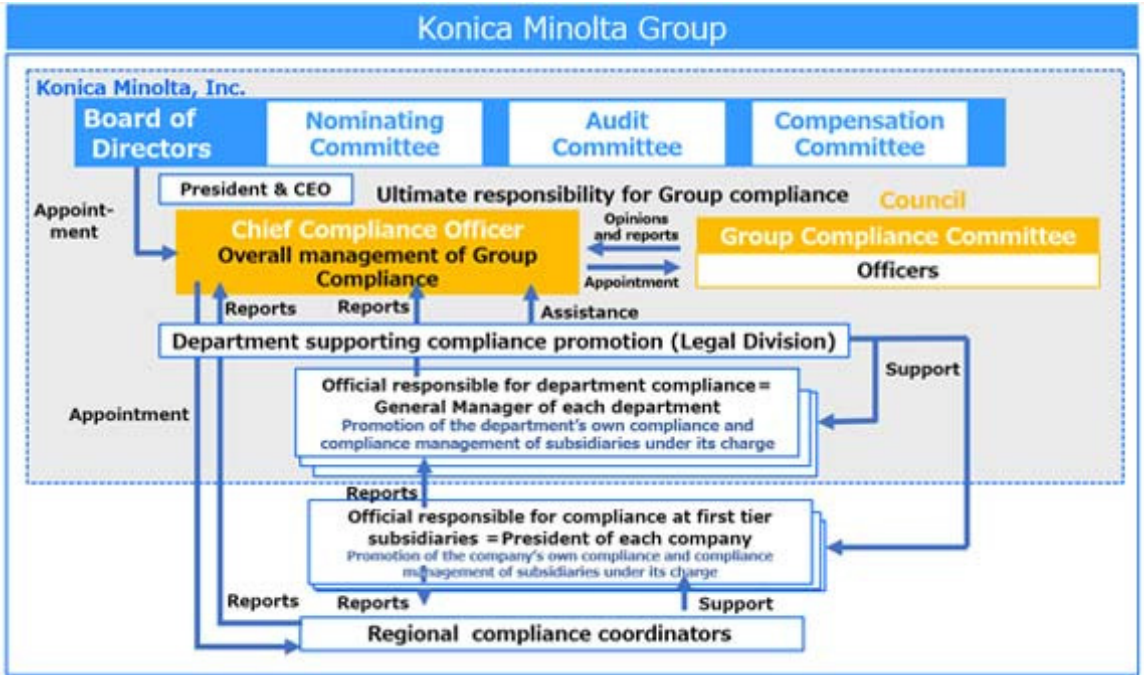
Scope of Compliance at Konica Minolta

Konica Minolta Group Charter of Corporate Behavior

Group Compliance Promotion System

Building a system to promote consistent compliance Group-wide

At Konica Minolta, the Chief Compliance Officer, a person appointed by the Board of Directors, determines important matters for the promotion of the Group's compliance and is responsible for promoting and overseeing compliance activities such as anti-corruption measures and personal information protection. The Chief Compliance Officer reports directly to the President of Konica Minolta, Inc., who has ultimate responsibility for Group compliance. To fulfill that responsibility, the Chief Compliance Officer convenes the Group Compliance Committee, which is composed of officers responsible for compliance from Business Units and Corporate Divisions in charge of Group-wide functions.
To promote compliance in each department at Konica Minolta, Inc., the General Manager of each department serves as the officer responsible; at subsidiaries inside and outside Japan, the president of each subsidiary serves as the officer responsible at each company. The Chief Compliance Officer reports regularly to the Audit Committee regarding progress on activities and important issues for the Group.



Note: An executive officer or a corporate vice president plays the role of Chief Compliance Officer.
Group Compliance Promotion System

Global Group Support System

Strengthening the coordination of Group compliance

The Legal Division at Konica Minolta, Inc. drafts plans to address important matters and measures regarding the promotion of the compliance, serving as a Group compliance support office assisting the Chief Compliance Officer. The Legal Division also assists each department and subsidiary with its activities, directly and indirectly, and promotes group-wide compliance activities. The Chief Compliance Officer also appoints regional compliance coordinators in Europe, North America, China, and Southeast Asia, tasking them with implementing activities to promote compliance, considering the circumstances of each region.
In fiscal 2023, the Group compliance support office and regional compliance coordinators worked together to help newly acquired companies inside and outside Japan as well as small Group companies to adopt compliance measures, seeking to instill compliance throughout the entire Konica Minolta Group.

Planning Compliance Promotion and Verifying Progress

All departments at Konica Minolta, Inc. and all of its Group companies are required to carry out compliance according to a group compliance promotion plan and report their progress.

Konica Minolta identifies material issues by looking at trends in social expectations and the results of compliance risk assessments, and prepares a medium-term promotion plan. Furthermore, based on the medium-term plan, a group compliance promotion plan is prepared for each fiscal year, and each department and group company is required to implement measures accordingly. In fiscal 2023, each department, including subsidiaries under their management, formulated their own plans and implemented measures that took into consideration risks in their respective business domains.
The officers responsible for each department at Konica Minolta, Inc., and at each group company inside Japan are required to submit monthly reports on the progress of their measures, as well as any compliance issues in that department or company, to the Chief Compliance Officer. The officers responsible for compliance at each Group company outside Japan must do likewise on a quarterly basis. When a serious compliance issue arises which may cause a violation against Konica Minolta Group Charter of Corporate Behavior, it must be reported to the Chief Compliance Officer immediately.
Based on these reports submitted to the Chief Compliance Officer, the Group compliance support office and regional compliance coordinators cooperate as needed to conduct activities Group-wide. Any remaining issues are reflected in the plan for the following year.

The Corporate Audit Division, which reports directly to the President, conducts internal audits of Konica Minolta, Inc. and its worldwide subsidiaries. The audits also look at compliance, and detailed checks are made to ensure that measures are being implemented according to the annual plans of target group companies, and to confirm that the system to ensure thorough compliance is functioning properly. When an issue is identified, a corrective plan is prepared and implemented with the assistance of the support office and the relevant regional compliance coordinator. Progress is then verified through follow-up audits.
Konica Minolta routinely reports on these compliance promotion activities (compliance system) to the auditing firm.
There were no significant compliance violations requiring public disclosure in fiscal 2023. The number of compliance incidents is noted in the “Governance Data” section of the ESG Data page.

Whistle-blowing System (Help Line)

Building and improving Whistle-blowing Systems at each Group company

Konica Minolta's Whistle-blowing System (Help Line)

In the Konica Minolta Group in Japan, the Group-wide Help Line is available so that employees can use it to seek consultation and directly contact the general manager of the Legal Division, the persons in charge of Help Line, or an outside lawyer via various channels such as telephone and email, when they become aware of any conduct that poses a risk of non-compliance. Furthermore, Konica Minolta's overseas Group companies in North America, Europe, China, Southeast Asia, and other regions accept the whistle-blowing hotlines for all Group companies in each region. Not only have we set up internal whistle-blowing hotlines within Group companies, but also external hotlines staffed by third parties such as outside lawyers and others. In Europe, the hotlines provide 24-hour multilingual support. In addition, all of the Konica Minolta Group Help Lines can be contacted and consulted anonymously. In addition, the whistleblowers do not suffer any negative repercussions for having contacted or consulted the hotlines. Each report made is examined fairly, equitably and with integrity to determine the need for an investigation.
The content of a hotline report in each case is kept confidential and investigated in detail. In the event of a compliance issue, the main department for the hotline system works in cooperation with the relevant departments to correct the problem and prevent any recurrence. The Chief Compliance Officer reports all information on the records of the whistle-blowing systems to the Audit Committee regularly.
In fiscal 2023, there were 13 reports to the whistle-blowing hotlines in Japan and 29 reports to the overseas hotlines. There were no significant incidents reported that required disclosure.
In fiscal 2023, there were seven of these reports in Japan and 14 of these overseas regarding human rights issues (abuse of power, sexual harassment, discrimination, and improper treatment).

Basic Concept and Promotion System of Compliance | Compliance Promotion Activities | Putting Compliance into Practice

Compliance

Compliance Promotion Activities

Basic Concept and Promotion System of Compliance | Compliance Promotion Activities | Putting Compliance into Practice

Click to jump to the corresponding section in this page

Disseminating the Group Charter of Corporate Behavior | Compliance Training

Disseminating the Group Charter of Corporate Behavior

Making the Konica Minolta Group Charter of Corporate Behavior Handbook available via intranet

Konica Minolta has established the Konica Minolta Group Charter of Corporate Behavior as principles for all officers and employees of the Group, even in different countries and regions. Furthermore, the Charter is posted on the Group's intranet in dozens of languages (Japanese, English, Chinese, German, French, Spanish, Portuguese, Italian, Russian, Korean, Thai, Vietnamese, Malaysian and others) so that all officers and employees of the Group can share an understanding the Charter and put it into practice.

- Konica Minolta Group Charter of Corporate Behavior

Issuance of the Compliance Promotion Declaration by the Presidents of subsidiaries in and outside Japan

Presidents of Group companies in Japan and overseas prepare a declaration based on the Compliance Promotion Declaration made by the president of Konica Minolta, Inc. The Group utilizes every opportunity to promote awareness of this document among its employees.

Having Officers and Employees Submit a Written Compliance Acknowledgement

Konica Minolta requires that officers and employees of Group companies submit a written acknowledgement that they will give top priority to compliance in their conduct, with an understanding of the Konica Minolta Group Charter of Corporate Behavior, the Compliance Promotion Declaration by the presidents of subsidiaries, and the significance of using and how to use the whistle-blowing system, "Help Line." To ensure this, Konica Minolta mandates that officers, managers, and employees of all Group companies worldwide submit a written compliance acknowledgement and reaffirm each year that they will behave with propriety and social responsibility, thoroughly understanding and adhering to compliance requirements.
As of March 31, 2024, compliance acknowledgements had been received from 100% of the officers and employees of all Group companies worldwide, demonstrating a high level of compliance awareness within the Group.

Creation of Code of Conduct and Compliance Manuals

The Konica Minolta Group has established the Konica Minolta Group Charter of Corporate Behavior and the Konica Minolta Group Guidance for the Charter of Corporate Behavior, which outline specific actions for putting the Charter into practice. When the president of each Group company deems it necessary, they seek to use these as a basis for creating manuals and codes of conduct that comply with the laws, regulations, and corporate ethics of each country. These materials are posted on the company intranet to ensure widespread awareness among employees.

Compliance Training

Conducting a broad range of compliance training in and outside Japan

Konica Minolta, Inc. provides its employees at each level with various training programs on compliance. Programs are conducted every year for new hires, mid-career employees, mid-level employees, new managers, and new executives. Various trainings on laws and regulations are held annually for employees of all Group companies in Japan. In fiscal 2023, trainings were held on the Corrupt Practices Act, the Antimonopoly Act, the Subcontract Act, the Act on the Protection of Personal Information, the EU's General Data Protection Regulation (GDPR), and security export control. Training to prevent workplace harassment was also provided. Each business division and Group company in Japan also conducts compliance training with characteristics suited to their respective business environments.
At Group companies outside Japan, the regional compliance coordinators formulate an annual training plan and conduct their own training based on each country's laws. Group companies in North America and Europe provide business ethics training to all employees through e-learning every year.
Each year the company continues to provide compliance training for the newly appointed presidents and directors of Group companies. Through these training programs, Konica Minolta ensures that presidents and directors of subsidiaries constantly improve their sense of ethics and promote compliance. Interactive refresher training also has been held for presidents of Group companies who have been in their position for four years. The aim was to further promote compliance.

Basic Concept and Promotion System of Compliance | **Compliance Promotion Activities** | Putting Compliance into Practice

Compliance

Putting Compliance into Practice

Basic Concept and Promotion System of Compliance | Compliance Promotion Activities
Putting Compliance into Practice

Click to jump to the corresponding section in this page

- Practicing Compliance Based on the Charter of Corporate Behavior
- Compliance with Antitrust Laws
- Tax Policy
- Anti-Corruption Initiatives
- Export Control for International Peace and Security
- Advertising Activities

Practicing Compliance Based on the Charter of Corporate Behavior

Based on the Konica Minolta Group Charter of Corporate Behavior, which sets out action guidelines to embody the Konica Minolta Philosophy, and the Konica Minolta Group Guidance for the Charter of Corporate Behavior, which describes how to put the Charter into practice, the company conducts a comprehensive risk assessment every six months to identify compliance-related risks such as corruption (bribery, improper payoffs, conflict of interest, etc.), antitrust law violations (private monopoly, unfair trade practices, unfair restraint of trade, etc.), and violations of the Act on the Protection of Personal Information. These risks are reported to the Risk Management Committee, and are then identified as important compliance issues. Then the issues identified are addressed as priorities.
In addition, the Group has introduced a system that highly evaluate talented personnel who act in accordance with the Konica Minolta Philosophy, and a system to evaluate employees who take on challenges and reflect that in compensation, regardless of the outcome. On the other hand, to promote the practice of compliance, the Group disciplines compliance violations in accordance with the employment regulations and internal rules of each company.

- Konica Minolta Group Charter of Corporate Behavior

Anti-Corruption Initiatives

Implementing global anti-corruption measures focusing on areas with high corruption risk

Along with economic globalization, the need for anti-corruption measures has increased, and relevant regulations are being strengthened not only within Japan, but also for international commercial transactions. The guidelines for preventing corruption are set forth under Section 2, “Fair and Transparent Business Activities” of the Konica Minolta Group Guidance for the Charter of Corporate Behavior. They include an anti-corruption policy, policies on contributions and political donations, political activities, sponsorships, and charity donations, a prohibition on insider trading, conflict of interest, and a response to antisocial forces.
In the Group Annual Compliance Plan, which is formulated every year considering the expectations of society, the degree of impact on the company and society and the possibility of occurrence, antitrust laws and anti-corruption measures were positioned as priority issues in fiscal 2023. Under the compliance promotion structure that has been established worldwide, the Group continued to provide education in line with the relevant laws, business environments, and customary practices of each country and region.
The compliance issues, risks, and progress of education in each region are reported to the Chief Compliance Officer via monthly or quarterly compliance reports.
Konica Minolta revises its anti-corruption guidelines in countries and regions in and outside Japan in response to changes in their respective laws, cultures, and social conditions, and ensures that all Group employees are fully aware of them.
As part of the company's comprehensive anti-corruption efforts, standards and rules have been in operation concerning the provision of gifts and entertainment to clients. They have been prepared by referring to the country rankings in the annual Corruption Perceptions Index (CPI) reported by Transparency International (TI), and are applicable to Konica Minolta organizations operating in countries where the risk of corruption is high. Accounting monitoring and verification have been conducted and deployed at each subsidiary, and reports are sent every quarter to the compliance department.
There were no incidents regarding bribery or corruption in fiscal 2023.

Compliance with Antitrust Laws

Formulating antitrust law policy and undertaking education in accordance with the laws and business environment in each region

Konica Minolta recognizes that when violations of an antitrust law occur, the impact on companies, the economy and society is extremely serious. Section 2, "Fair and Transparent Business Activities" of the Konica Minolta Group Guidance for the Charter of Corporate Behavior stipulates the following. Complying with applicable laws, regulations, etc. related to prohibition of monopolization, fair competition, and fair trade in respective countries and regions in which it operates, and for fairness and transparency in transactions between companies. Antitrust law measures have again been designated as a Konica Minolta group-wide priority in the Group's fiscal 2023 compliance promotion plan. The Group compliance support office and the regional compliance coordinators have taken the lead in providing education to relevant employees at Konica Minolta, Inc. and its subsidiaries worldwide, in line with the laws and business environment in each region.
This initiative will be continued in the future. Monthly and quarterly reports on the progress of compliance promotion are regularly submitted to the Chief Compliance Officer, including the status of education on antitrust law measures, as well as antitrust law issues and risks.
In fiscal 2023, there were no incidents related to antitrust laws.

Export Control for International Peace and Security

Practicing strict export control to maintain international peace and security

Today there is heightened concern over the proliferation of weapons of mass destruction and terrorist attacks. Accordingly, as a member of the international community, the government of Japan participates in international treaties and regimes such as the Nuclear Nonproliferation Treaty and the Wassenaar Arrangement and has reflected their rules to be observed in Japan's Foreign Exchange and Foreign Trade Control Law. This law regulates the trade not only of weapons, but also of goods and technology that could be used to produce weapons. It specifies that companies are required: (1) to determine whether or not it is an advanced technology or goods that could be used for weaponry as listed under international agreements (technical classification); and (2) to check the users and the intended use for any risk of its being used for the development or manufacture of weapons of mass destruction (transaction screening).

Konica Minolta has established an Export Control Code for Security Purposes and created an export control system in group companies in Japan, and it carries out strict technical classification of products and transaction screening to ensure adherence to the Foreign Exchange and Foreign Trade Control Law. In addition, Konica Minolta systematically provides security export control training to employees and conducts internal audits on security export control operations.

Tax Policy

Konica Minolta has established a group-wide tax policy.

The Konica Minolta Group Tax Policy has been established in order to contribute to the development of local communities by ensuring that we properly fulfill the duty to pay taxes related to our business operations.

Konica Minolta Group Tax Policy

Advertising Activities

Konica Minolta has established the Konica Minolta Group Charter of Corporate Behavior and the Konica Minolta Group Guidance for the Charter of Corporate Behavior as its global standard for the disclosure of useful and reliable information.
In its advertising, Konica Minolta gives first priority to compliance with the relevant laws and industrial regulations in each region of the world. Beyond the basic laws, the company endeavors to conduct fair and proper advertising, taking into account the voluntary restrictions and advertising standards that apply in each of its business fields, as well as respecting public morality and the viewpoints of stakeholders.
For example, laws and standards that the company observes in Japan include regulations governing advertisements such as the Act against Unjustifiable Premiums and Misleading Representations, the Standards for the Representation of Copiers and Multi-Function Printers of the Japan Business Machine and Information System Industries Association, and screening standards for various media.

Governance

Information Security

Information Security | Konica Minolta Information Security Policy

Click to jump to the corresponding section in this page

Basic Policy | Promoting Information Security | Protecting Personal Information

Basic Policy

Information security is the most important issues for any company that wants to effectively utilize all the types of information in its possession. Konica Minolta treats information as a valuable asset, and is working to ensure information security. It does this by practicing proper information management to address risks such as loss, leakage, or destruction of data, while carrying out continual improvements.

Konica Minolta Information Security Policy

Promoting Information Security

Based on the leadership of the President and CEO as well as the officer responsible for IT planning who is appointed as the Chief IT Officer, Konica Minolta has established a Group-wide information security management system and is promoting a higher level of IT security and continual improvements at Group companies worldwide.
In order to ensure the security (confidentiality, integrity, and availability) of controlled information, including not only information handled using information technology, but also information on paper and information about services and personnel, all Group companies in Japan have continuously maintained ISO 27001 certification, which is the international standard for information security management, since fiscal 2009. In addition, once a year risk assessments of information security are conducted and a risk response plan is formulated. Meetings of information security promoters, with a representative from each business in attendance, are held every quarter. At these meetings, progress on risk response plans and actions taken — particularly incident summaries — are reported to the Information Security Control Officer and instructions for necessary responses are issued. In this way, the PDCA cycle is followed.
Furthermore, measures to prevent unauthorized use and information leakage are implemented through the enactment and operation of rules relating to the management of confidential information and the establishment of systems for restricting and monitoring access to confidential information and its removal off-site. Also, education on the protection of personal information and information security is given at least once a year to all officers and employees, including non-regular employees, of Group companies in Japan.
Outside Japan as well, Group companies work to obtain ISO 27001 certification. Also, all Group companies outside Japan are required to provide all employees with education on information security at least once a year.
Especially with respect to cyber-attacks, that have increased in recent years, by following the Cybersecurity Management Guidelines formulated by Japan's Ministry of Economy, Trade and Industry, our management team is aware of the importance of cyber security risk countermeasures and implements global security measures for IT, including establishing a Konica Minolta Computer Security Incident Response Team named KM-CSIRT, that responds to incidents throughout the Group.
Finally, Konica Minolta is putting in place IT security controls, which are a part of the IT controls required under the Financial Instruments and Exchange Act (Japanese Sarbanes-Oxley Act) while ensuring compatibility within the Group.

*KM-CSIRT: Konica Minolta's Computer Security Incident Response Team

Protecting Personal Information

Konica Minolta takes full precautions to protect the personal information of customers.
Konica Minolta, has established the Global Personal Data Protection Policy and regulations for protection of the personal data of the Konica Minolta Group, which address the EU's General Data Protection Regulation (GDPR). In accordance with this policy and rules, the Group has established a worldwide system for protecting personal information and properly manages the personal information in its possession. Employees are also kept up-to-date on the policy and rules through e-Learning and other methods of training.
Moreover, a third party conducts an audit in line with the screening items for ISO/IEC 27001, the international standard for information security management. This confirms that laws, regulations and other norms are observed in line with the policy.
In the event of information leakage, including leakage of personal information held by Konica Minolta, is confirmed or likely has occurred, the information security management system will report it to the Personal Information Protection Officer. The Officer will immediately check the facts and degree of impact and submit the report to the Personal Information Protection Commission in Japan and other appropriate authorities in the respective countries.

A minor leakage of personal information occurred within the Group in fiscal 2023. We have implemented appropriate response measures through our incident response system and tightened IT security to prevent recurrence.

Information Security | Konica Minolta Information Security Policy

Information Security

Konica Minolta Information Security Policy

Guided by our management philosophy of "The Creation of New Value," we at the Konica Minolta Group are committed to providing products and services that contribute to the development of society.

We are dedicated to maintaining information security (confidentiality, integrity, and availability), which is one of the most important issues related to business activities. Given this commitment, our basic approach to information security is to continuously make improvements by measuring and assessing risks associated with important information assets, and applying effective measures to mitigate those risks.

"Management Based On Facts"

1. Direction of Information Security Initiatives

We will strive to continually provide products and services and develop sound businesses while recognizing our obligation to protect information assets handled in the course of business activities.

2. Compliance with Laws and Other Requirements

We will comply with the legal requirements of Japan and other countries related to information security as well as social norms, internal company standards and contractual security obligations. On this basis we will properly accommodate agreements made by the international community.

3. Establishment of Information Security Management System

We will establish an information security management system in order to appropriately grasp business risks and changes in the risk environment and to establish and maintain response strategies. We will work to maintain, further develop and revise the system by establishing objectives for information security.

4. Risk Response

As a manufacturer we will deal with a broad range of risks related to activities from development and production to sales and service. For risk assessment, we will establish criteria to assess the relative importance of each information asset and stringently manage our assets based on these assessments.

5. Protection from Threats

We will take appropriate measures in order to protect information assets from threats such as accidents, hindrances or improper activity that would prevent the assets from being properly utilized, and in order to prevent information assets from being lost, damaged, altered or divulged.

6. Information Security Education and Training

We will provide the necessary education and training to all employees and will carry out business while recognizing our societal responsibility to use and manage information assets appropriately.

7. Continuous Improvement

We will strive to continuously make improvements by reviewing this information security policy and our management measures on a regular basis, and as necessary, within the framework of our information security management system.

8. Active Disclosure

We will communicate risks to stakeholders and be accountable to them. This policy will be disclosed to all employees and outside parties.

April 1, 2022



Toshimitsu Taiko
President and CEO
Konica Minolta, Inc.

Evaluation by External Parties

Evaluation by External Parties | Past Awards

Evaluations by International ESG Rating Agencies

Konica Minolta Included on the Climate A- by CDP

Konica Minolta, Inc. has been awarded on the Climate A- company by CDP, an international not-for-profit organization engaged in activities to realize a sustainable economy. (December 2023)
Konica Minolta, Inc. has also been certified as the Supplier Engagement Leader by CDP. (March 2024).

Topics(Supplier Engagement Leader)

Konica Minolta Ranked in the Top 10% of Companies within Its Industry in S&P Global's Sustainability Yearbook 2024



Konica Minolta, Inc. (Konica Minolta) is pleased to announce that the company was listed in the Top 10% of companies in its industry in the Sustainability Yearbook 2024 by S&P Global, the world's leading credit rating company headquartered in the U.S. This is the 14th straight year that Konica Minolta has been named in the Sustainability Yearbook. (February, 2024)

Inclusion in Prominent Investment Indices

Konica Minolta, Inc. is currently included in the following ESG indexes.

■Dow Jones Sustainability Index Member of Dow Jones Sustainability Indices Powered by the S&P Global CSA	Konica Minolta has been included in the Asia Pacific component of the Dow Jones Sustainability Index (DJSI) each year since 2009, as assessed by S&P Global (December 2023)

■FTSE4Good Index ■FTSE Blossom Japan Index ■FTSE Blossom Japan Sector Relative Index	Konica Minolta has been included in the FTSE4Good Index consecutively since 2003 and in the FTSE Blossom Japan Index since its establishment in 2017. In addition, it has been included in the FTSE Blossom Japan Relative Index, which has been adopted as a benchmark for the latest ESG passive funds since 2022. These indexes are created by FTSE Russell. (July 2024) › News Release FTSE4Good Index Series
■MSCI Japan ESG Select Leaders Index ■MSCI Japan Empowering Women Index	Konica Minolta has been included in the MSCI Japan ESG Select Leaders Index and the MSCI Japan Empowering Women Index since their establishment in 2017. (July 2024) › News Release MSCI ESG Research
■EcoVadis Sustainability Rating	Konica Minolta, Inc. has been awarded a Gold Medal in the EcoVadis sustainability ratings conducted by EcoVadis, France.(March 2024)
■Prime Status by ISS-ESG	Since 2011, Konica Minolta has been awarded Prime Status by ISS ESG (formerly oekom research AG), the Responsible Investment arm of Institutional Shareholder Services Inc., as one of the leading global companies in corporate social responsibility (CSR) within the electronic devices and appliances industry. (July 2024) ISS-ESG

* The inclusion of Konica Minolta, Inc. in any MSCI Index, and the use of MSCI logos, trademarks, service marks, or index names herein, do not constitute a sponsorship, endorsement, or promotion of Konica Minolta, Inc. by MSCI or any of its affiliates. The MSCI Indexes are the exclusive property of MSCI. MSCI and the MSCI index names and logos are trademarks or service marks of MSCI or its affiliates.

Awards for activities for Sustainability

Konica Minolta Awarded as the 4.5 Star in Nikkei SDGs Management Survey

Konica Minolta, Inc. has received a 4.5-star rating in the Nikkei SDGs Management Survey conducted by Nikkei Inc. (December 2023). The Company has previously earned the highest rating of 5 stars three times and 4.5 stars twice.

Konica Minolta Wins Gold Award for 1st Place in Gomez IR Site Comprehensive Ranking

BroadBand Security, Inc. was awarded the Outstanding Company: Gold Prize – 1st Place in the Gomez IR Site Ranking 2023, which evaluates the user-friendliness and comprehensiveness of IR websites. (December 2023)

Gomez IR Site Ranking

Awarded Outstanding Company in the ESG Ranking 2023. (September 2023).

Gomez ESG Site Rankings

Daiwa IR Internet IR Excellence Award

Konica Minolta received an Excellence Award in the Internet IR category and Excellence Award in the Sustainability category from Daiwa Investor Relations Co. Ltd. (December 2023)

Nikko IR “Annual survey of all Japanese listed companies’ websites”

Konica Minolta was awarded the highest-ranking website in Nikko Investor Relations Co., Ltd.’s 2023 Annual Survey of Website Quality for All Listed Companies for fiscal 2022. (December 2023)

Konica Minolta Receives “Kurumin” and “Eruboshi” Certifications

Konica Minolta and its group companies in Japan have been certified by the Minister of Health, Labor and Welfare with the “Kurumin” certification for companies that support childcare and the “Eruboshi” certification for companies with an excellent track record in promoting the advancement of women in the workplace.

Konica Minolta, Inc.



Konica Minolta Japan, Inc.



Konica Minolta Information Systems, Inc.



Evaluation by External Parties | Past Awards

Evaluation by External Parties

Evaluation by External Parties | Past Awards

Environmental Award

Konica Minolta Listed among 2023 Global 100 Most Sustainable Corporations in the World

Konica Minolta, Inc. has been listed among the “2023 Global 100 Most Sustainable Corporations in the World” for the fifth consecutive year by Canada-based Corporate Knights.(January 2023)

News Release

Konica Minolta Wins the Second ESG Finance Awards Japan: Minister of the Environment Award

Konica Minolta, Inc. has won the Silver Award in the Environmentally Sustainable Company Category of the second ESG Finance Awards Japan (Minister of the Environment Award) organized by the Ministry of the Environment, Government of Japan. (February 2021)

News Release

Hall of Fame for the Environmental Communication Award

Konica Minolta, Inc. has been inducted into the Hall of Fame of the “Environmental Communication Award,” organized by the Ministry of the Environment and the Earth and Human Environment Forum. (February 2021)

Topics

Nikkei Environmental Management Survey

Konica Minolta, Inc. ranked first place in the overall manufacturing sector in the 18th (2015), 19th (2016), and 22nd (2019) Environmental Management Survey by Nikkei Inc. (May 2019)

Topics

Other Awards

Konica Minolta Selected as a Health Management Stock 2022

Konica Minolta, Inc. has been selected as a "Health Management Stock" for the seventh time, marking five consecutive years of selection, by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange. (March 2022)

Konica Minolta has been selected as a “Digital Transformation (DX) Stock” in the “Digital × COVID-19 Response Companies” category.

In the Digital Transformation (DX) Stock survey jointly conducted by the Ministry of Economy, Trade and Industry and the Tokyo Stock Exchange, a new “COVID-19 Response” category was established for the 2021 fiscal year to recognize companies with outstanding responses to COVID-19. Konica Minolta, Inc. has been selected in the “Digital × COVID-19 Response (Customer Care)” category. (June 2021)

› News Release

Selected as a “DX Stock 2020”

Konica Minolta has been selected as a “Digital Transformation Stock (DX Stock) 2020” for its efforts in strategic IT utilization. (August 2020)

› News Release

Awarded the Grand Prize at the Nikkei SDGs Management Awards

Konica Minolta, Inc. won the Grand Prize at the first Nikkei SDGs Management Survey conducted by Nikkei Inc.(December 2019)

› News release

Grand Prize at the Good Career Company Awards 2018, presented by the Minister of Health, Labour and Welfare

Konica Minolta, Inc. won the Grand Prize in the Good Career Company Awards 2018, presented by Japan’s Minister of Health, Labour and Welfare., The Company was recognized as a model for supporting employees’ self-directed career development. (October 2018)

NIKKEI Smart Work Awards 2018

Konica Minolta won the Grand Prize at the NIKKEI Smart Work Awards 2018 (January 2018)

› News Release

Stakeholder Engagement

Basic Concept

Konica Minolta believes that dialogue with diverse stakeholders including customers, employees, the local and global communities, business partners, shareholders and investors is essential to create both social and business value.
Therefore, each division in charge engages in daily dialogue, and the company also proactively creates opportunities for communication, including at the executive level, while disclosing information using various communication tools to help people understand Konica Minolta's approach.
The opinions acquired from conversations with stakeholders are reviewed and urgent concerns are reported to management, facilitating improvements in management, products and services.



Stakeholder Engagement Activities

Customers Employees Local and global communities Business partners Shareholders and investors

Customers

Konica Minolta does business around the world. The major customers of Konica Minolta's main business operations are corporations, government agencies, and hospitals.

Tools and Opportunities for Communication	Main Issues	Incorporation of Feedback into Management, Products and Services
● Providing customer service via websites and call centers ● Providing product information via websites and newsletters ● Conducting customer satisfaction surveys ● Exchanging information via visits to customers ● Exchanging information at showrooms and trade shows ● Holding seminars	● Increasing customer satisfaction by providing top-tier quality and reliability from the customer's perspective	● Improving product and service quality based on results of customer satisfaction surveys ● Solving customers' issues

Employees

Konica Minolta employs 40,015 people worldwide. Of those, 24% are in Japan, 26% are in Europe, 19% are in the U.S., and 31% are in China and elsewhere in Asia and other locations. (Figures are based on total regular employees of consolidated companies, as of March , 2024.)

Tools and Opportunities for Communication	Main Issues	Incorporation of Feedback into Management, Products and Services
● Interactive intranet ● Group journal ● Employee engagement survey ● Dialogue with labor unions ● Whistle-blowing System ● Discussion during inspection tours of production sites by senior staff ● Video messages from the CEO	● Enhancing human capital—the source of value creation—based on health management ● Enhancing human capital so that individuals thrive by fostering a culture that increases productivity, creativity, and job satisfaction	● Establishing environments that spark innovation to create value ● Implementing various human resources development programs ● Improving lifestyle habits by presenting future disease risk for each individual

Local and global communities

Throughout its global operations, Konica Minolta acts as a responsible member of every community where it operates.

Tools and Opportunities for Communication	Main Issues	Incorporation of Feedback into Management, Products and Services
● Activities that contribute to local communities ● Community briefings and invitational events ● Sending speakers to lectures and places of education ● Industry group activities ● Environmental reports and websites ● Global public relations activities through international publications and websites	● Communicating with local communities and disclosing corporate information in a timely and fair manner ● Existing in harmony with local communities ● Developing the next generation of employees	● Enhancing information disclosed in a timely manner via international publications and websites ● Planning activities that contribute to local communities

Business partners

Konica Minolta procures raw materials, parts and components from many suppliers for each of the Group's businesses. The majority of these suppliers are located in Japan, China, and elsewhere in Asia.

Tools and Opportunities for Communication	Main Issues	Incorporation of Feedback into Management, Products and Services
● Holding suppliers' meetings ● Procurement Collaboration System ● Conducting CSR surveys (self-assessment questionnaires) ● Visiting suppliers to exchange information	● Co-creation of shared value by business partners, customers, and Konica Minolta ● CSR in the supply chain	● Strengthening relationships by sharing information with business partners

Shareholders and investors

Since Konica Minolta, Inc. has relatively high ownership by institutional and foreign shareholders, the company is expected to proactively take part in IR initiatives on a global basis.

See Communication with Shareholders and Investors for basic concept and implementation status of the communication.

Tools and Opportunities for Communication	Main Issues	Incorporation of Feedback into Management, Products and Services
● Shareholders' meetings ● Briefings for investors ● Visits to investors ● Briefings for business analysts and institutional investors ● Integrated reports ● IR website	● Sustainable growth and increasing corporate value through constructive dialogue	● Increasing management quality through constructive dialogue with shareholders and investors

Communication with Shareholders and Investors

Basic Concept

Promoting information disclosure actively based on the Charter of Corporate Behavior.

Konica Minolta believes that maximizing its corporate value is part of meeting the expectations of its shareholders and investors. In order to maintain close relations with these stakeholders, Konica Minolta is working to ensure that they have a good understanding of all the Group's activities. This is achieved through proactive investor relations (IR) efforts in accordance with the concept of fair and timely disclosure of corporate information, as stated in the Konica Minolta Group Charter of Corporate Behavior.

Active Deployment of Investor Relations Activities

Actively engaging in IR activities for institutional and individual investors

Every quarter, Konica Minolta holds financial results briefings for securities analysts and institutional investors. The Company has also designated IR Days and holds business briefings to help investors gain a better understanding of Konica Minolta's business strategies and strengths. Individual interviews and meetings are also held after these briefings, as necessary, to provide follow-up information. The Company visits institutional investors, although these have been primarily held online during the COVD-19 pandemic. Konica Minolta also actively participates in investor conferences held by brokerages, both in Japan and overseas, in an ongoing effort to communicate directly with investors.
In recent years, ESG investment, which considers corporate approaches to the environment, society, and governance in addition to financial performance, has been rapidly growing. Konica Minolta proactively disseminates information in response to the interests of such investors.

Implementation Status of Various Briefings (FY2023)

Financial Results Briefing	Every quarter
Investor Conference	nine meetings
Private Investor Briefings	Two meeting with 472 participants
Small meetings (President and CEO)	Two meetings with a total of 36 participants
	Securities analysts
Business briefing session	One meeting with 29 participants
ESG briefing session	One meeting with 28 participants（securities analysts and investors)
Individual meetings	A total of 160 meetings (140 companies)

IR Event

IR Activities by Top Management

Konica Minolta's top management is actively involved in dialogues with analysts and large institutional investors both in and outside Japan, and the disclosing of information.

At the FY2023 financial results meeting and IR meeting of Medium-term Business Plan updates, in addition to an overview of our business, we carefully explained the progress of business selection and concentration, structural reforms, balance-sheet shrinking including working capital reduction, and cash flow improvemnt that our top management led and promoted to restore company-wide profitability. We also held a business briefing session to explain the businesses that will lead the Company in terms of profitability and growth rate for sustainable growth over the medium-to-long term. In addition, we have actively increased the number of online events held after the spread of COVID-19, and we now use both online and face-to-face methods to have more opportunities for individual dialogue with domestic and foreign institutional investors. Meanwhile, against the backdrop of increasing stock ownership by individual investors, we have held company briefing sessions for individual investors to explain our business conditions and management strategies, which have been viewed by many people. In addition, more and more investors are considering non-financial information such as ESG in their investment decisions year-by-year, and we believe that it will become increasingly important for management, including top management, to directly communicate with and inform to with these investors. Meetings with institutional investors specializing in ESG have been held by the executive officer in charge of it. In addition, governance meetings also have been held on an ongoing basis by the chairperson of the board of directors to actively engage in dialogue and communicate the management foundation, including intangible assets, for the sustainable growth of the Company. In particular, in FY2023, a briefing session on ESG was held to explain the Company's sustainability management, and a panel discussion was held by the outside directors.

Internally, in addition to reporting the voices of analysts and investors to executives at management meetings, the President & CEO shares evaluations from the capital market with all employees after each quarter's financial results announcement and promote interactive communication.

Going forward, Konica Minolta will continue to increase opportunities for management, including top management, to engage in direct investor dialogues worldwide, as well as the briefings. The aim is for investors to be able to better understand and support Konica Minolta's sustainable growth, which is vital to society.

Strengthening the Dissemination of Information

With the revamping the IR website in March 2018, the aim has been to continually provide information to shareholders and investors that is easy to understand. As a result, in ”the Gomez IR Website Ranking” , the IR website has won the overall first place, with the gold status for the eleventh consecutive year. Subsequently, “the Nikko IR All Japanese Listed Companies' Website Ranking” recognized it with AAA Website for the twelfth consecutive year. The IR website also has won the Exellence Award for the sixth consecutive year. Thus, the Konica Minolta IR website has continued to receive high praise from these major evaluation organizations.

In the Integrated Report 2023, Konica Minolta has enhanced disclosure and sharing of non-financial information, including intangible assets such as human resources and intellectual property, as well as disclosure based on the framework created by the Task Force on Climate-related Financial Disclosures (TCFD). The company's information sharing is promoted using a consistent story of value creation with reference to the Guidance for Collaborative Value Creation issued by Japan's Ministry of Economy, Trade and Industry.

Communication with Shareholders and Investors

Committed to fair and timely information disclosure and proactive dissemination of information

In order to ensure fair and timely disclosure of IR information, Konica Minolta has an investor relations section on the Group's website which is updated regularly with the latest information. Available in Japanese and English, the site provides financial results information, financial data, and other materials. After every quarterly results announcement, videos of briefings, briefing materials with comments, and the main Q&A content are released on the website.

Corporate Governance Report

The June 2015 adoption of the Corporate Governance Code has resulted in greater emphasis being placed on corporate governance initiatives. The company's views on corporate governance, which it has worked on actively since the early days of management integration, were compiled into a Corporate Governance Report and disclosed on the Japanese and English websites.

- Corporate Governance Report (Japanese)
- Corporate Governance Report (English)

Measures to Vitalize the General Shareholder Meetings and Smooth Exercise of Voting Rights.

Early Notification of General Shareholder Meeting

The Company sends the convocation notices at least three weeks in advance of the scheduled date of the General Shareholder Meeting to shareholders in order to enable them to have sufficient time to deliberate on the proposed Agenda of Items. Simultaneously, the convocation notices and its English translation is posted on the Company's website.

Scheduling General Shareholder Meetings to Avoid the Peak Day

The meeting is scheduled to avoid the peak day so that as many shareholders as possible can attend.

Allowing Electronic Exercise of Voting Rights

Shareholders can exercise voting rights via the Internet by accessing the website for exercising voting rights designated by the Company through a personal computer, smartphone or cellular phone.
Japanese and overseas institutional investors can vote by using ICJ's electronic voting platform. However, pre-registration is required for the use of the platform.

Participation in Electronic Voting Platform

The Company posts convocation notices and its English translation on ICJ's electronic voting platform. Japanese and overseas institutional investors who have pre-registered for the use of the platform can directly access the contents of the convocation notices for deliberation, thus enhancing their convenience.

Providing Convocation Notice in English

As explained above, the Company posts English translations of convocation notices on the website. In addition, English translations of convocation notices are also placed on the electronic voting platform.

Participation in Initiatives

Click to jump to the corresponding section in this page

Toward the Realization of a World Where No One is Left Behind
Toward the Realization of the Paris Agreement
Toward the Building of a Proper Supply Chain
Toward the Realization of a Circular Economy
Toward Biodiversity Conservation
Other

Toward the Realization of a World Where No One is Left Behind

Endorsement of the United Nations Global Compact

In December 2008, Konica Minolta signed the United Nations Global Compact and became a member of the Global Compact Japan Network. The Global Compact identifies ten universal principles in the four areas of human rights, labor, the environment, and anti-corruption, and requires companies around the world to continue their efforts to realize these principles.

- The Ten Principles of the UN Global Compact
- The United Nations Global Compact Website
- UN Global Compact Content Index

Response to Task Force on Climate-related Financial Disclosures (TCFD)

Konica Minolta believes that accurately assessing the risks and opportunities related to climate in its business operations and actively disclosing information to investors and a wide range of other stakeholders is essential for a company capable of sustainable growth. In light of this, Konica Minolta agreed to support the final report "Recommendations of the Task Force on Climate-related Financial Disclosures" of the Task Force on Climate-related Financial Disclosures (TCFD), established by the G20 Financial Stability Board (FSB).
The Group discloses its climate change initiatives using the TCFD framework and has engaged in dialogues with investors and financial institutions at TCFD Consortium Roundtables. The Group has been an original member of the TCFD Consortium,since its inception in 2019.
However, TCFD completed its mission and was disbanded upon the release of its status report on October 12, 2023.

Compliance with the Task Force on Nature-related Financial Disclosures (TNFD) Framework

To clarify its stance on the dependency and impact of its business on natural capital, its assessment of such, and its commitment to addressing opportunities and risks, Konica Minolta supports the principles and recommendations of the Task Force on Nature-related Financial Disclosures (TNFD). In January 2024, Konica Minolta registered as a TNFD early adopter company at the World Economic Forum's Annual Meeting in Davos, Switzerland. The Company is also a member of the TNFD Forum, an organization that supports the TNFD Task Force. It has assessed the dependency and impact of its business on natural capital and has disclosed it in accordance with the TNFD framework.

- TNFD forum website

Toward the Realization of the Paris Agreement

In participating in each initiative, Konica Minolta's Group Environmental Officer, appointed by the President, determines whether the initiative is consistent with the environmental policy and climate change initiatives, and whether it aligns with the Paris Agreement, reporting to the President.

Participation in Japan Climate Initiative to Achieve Paris Agreement

The Japan Climate Initiative (JCI) is a platform where companies, local governments, NGOs, and other organizations participate with the aim of achieving a decarbonized society. Konica Minolta joined as an initial member when the JCI was established in July 2018. At JCI's Japan Climate Action Summit 2019, the Group Environmental Officer participated in a panel discussion, speaking as a representative of approach towards a decarbonized society was described as part of its goal of achieving Carbon Minus status worldwide, where society and customers contribute more to emissions reductions (reductions outside of Scope 1, 2 and 3) than the emissions directly related to the Company's products and operations (Scope 1, 2 and 3 emissions).
In April 2023, Konica Minolta announced through JCI its call for the Japanese government to accelerate the introduction of renewable energy and to implement effective carbon pricing as soon as possible.
Further, in December, we called on the Japanese government to simultaneously achieve its 2030 GHG emissions reduction target and strengthen its international competitiveness. In 2024, Konica Minolta endorsed the JCI message calling on the Japanese government to set an ambitious target for 2035 that is consistent with the 1.5˚C target.

<JCI message>

- The Japanese government to raise its renewable energy share to 40-50% in its 2030 electricity mix
- JCI Comment on Japan's new GHG target by 2030
- Now is the time to accelerate renewable energy deployment
- Towards the achievement of the 2030 GHG emission reduction target and increased international competitiveness
- Call for an ambitious 2035 target that is consistent with the 1.5˚C goal

As one of a diverse group of non-state actors, Konica Minolta promises to put itself at the forefront of global endeavors to achieve the decarbonized society sought by the Paris Agreement.

JAPAN CLIMATE INITIATIVE





Participation in RE100, Which Aims to Run Businesses with 100% Renewable Energy

Konica Minolta joined RE100, a global leadership initiative operated by The Climate Group, an international NGO that promotes decarbonization with the aim of achieving the goals of the Paris Agreement.
Konica Minolta aims to procure 100% of the power used in its own business activities from renewable energy sources by 2050. By doing so, Konica Minolta will accelerate its efforts to achieve Eco Vision 2050 while also helping to reduce global CO_2 emissions by expanding the use of renewable energy.
As a medium-term step toward achievement of its long-term goal, Konica Minolta set a target of increasing the utilization rate of electricity derived from renewable energy to more than 50% by 2030. The Group will start reviewing its power procurement contracts one by one at production sites and sales sites, starting with countries and regions where renewable energy power is relatively widespread, and switch over to renewable energy, beginning with those sites where it is possible.
In February 2024, the Climate Group, organizer of RE100, and 75 RE100 participating companies gathered for the 2024 RE100 Members Meeting to discuss the direction of Localized Policy Messages (LPMs), which present challenges and solutions for the spread of renewable energy in Japan, and Policy Engagement Plan (PEP), which deliver these messages to policymakers. Konica Minolta participated as a member company.
Going forward, Konica Minolta will continue to look for the most suitable methods for each region worldwide and will step up efforts to expand the procurement of renewable power.

RE100 | CLIMATE GROUP | CDP

For more details:

- Introducing Renewable Energy at Company Sites

Activities Intended to Spread Renewable Electricity [RE-Users]

In June 2023, Konica Minolta announced through the Renewable Energy Institute its policy proposals regarding issues and solutions for spreading renewable electricity in Japan.

<RE-Users policy proposal>

- Issues and Recommendations on Renewable Electricity Procurement

CO_2 Reduction Target Approved by the SBT Initiative

In 2017, Konica Minolta set an interim CO_2 emissions reduction target to "reduce CO_2 emissions throughout the product lifecycle by 60% by 2030 from fiscal 2005 levels" by backcasting from its long-term vision.
This target was approved as a science-based target by the international SBT Initiative*, an international initiative to promote sustainable companies in conformity with the Paris Agreement. In March 2023, Konica Minolta announced that it would increase its reduction target to 70%, consistent with the scientific scenarios that limit this target to below 1.5˚C. In 2024, based on its SBT Net Zero Pledge, the Company submitted a new target to the SBT Initiative that is consistent with the latest science.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

* SBT Initiative: Jointly established in 2015 by CDP (formerly the Carbon Disclosure Project), the United Nations Global Compact, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). The SBT Initiative's aim is to promote the achievement of science-based targets (SBTs) for greenhouse gas emissions reduction, in order to keep the increase in global average temperature to well below 2˚C above pre-industrial levels.

Participation in the Race to Zero Campaign

Konica Minolta is participating in the Race to Zero campaign launched on World Environment Day 2020 (June 5) by the United Nations Framework Convention on Climate Change (UNFCCC).
As a non-state actor, we seek to reduce greenhouse gas emissions to net zero by not later than 2050, and cut them in half by 2030.

Participating in the "Challenge Zero" Initiative of Japan Business Federation (Nippon Keidanren)

Konica Minolta endorses Nippon Keidanren's Declaration on "Challenge Zero."* The Group participates by sharing specific information on how it is innovating to meet ambitious goals that will apply4 to a carbon-free Japan. By actively striving to develop net-zero emissions technology and fostering an upward spiral of environmental protection and business growth, the Group aims to contribute to achieving Keidanren's "Society 5.0 for SDGs" initiative, which aims to solve social issues through innovation.

* Challenge Zero (Challenge Net Zero Carbon Innovation):
A new initiative launched in June 2020 by the Japan Business Federation (Keidanren), in collaboration with the Japanese government. It aims to proactively publicize and support innovative action taken by companies and organizations to help build the decarbonized society which is the long-term goal of the Paris Agreement (the international framework on climate change).

Challenge Zero website

Challenge Zero

Achieving Net-Zero Plastic-Related CO_2 Emissions in Multi-functional peripherals with Material Technologies That Use Biomass-Derived and Waste Resources

Konica Minolta aims to achieve net-zero plastic-related CO_2 emissions from its Multi-functional peripherals (MFPs) by developing even more advanced technologies for recycling waste materials as high-performance materials. The use of biomass-derived materials and waste materials to create high-performance materials for MFPs and other devices generally faces an uphill climb: performance is typically lower and ensuring consistent product quality is more difficult than when using virgin materials made from petroleum. The company's technologies make it possible to utilize biomass-derived materials instead of the petroleum-based materials typically used in MFPs and consumables such as toner. Konica Minolta is developing new types of plastics that solve these problems, leveraging its years of experience with original material and molding technologies, and combining material development, material selection and processing technology.
Practical app l ication of these technologies will go beyond the MFPs Konica Minolta sells. The company will also provide them via its Environmental Digital Platform, sharing them with various companies, expanding the circle of cooperation globally, and dramatically increasing the effect.

Addressing Inconsistencies in Industry Associations' Positions on Climate Change Policies

Konica Minolta actively participates in industry associations and initiatives aligned with the Company's commitment to realizing the goals of the Paris Agreement and addressing climate change. The activities of these industry associations and initiatives, along with Konica Minolta's stance on climate change, are regularly reviewed to ensure alignment and coherence. Any significant discrepancies between these activities and Konica Minolta's approach are carefully assessed for consistency and compliance. If measures are found inadequate or substantial inconsistencies arise, Konica Minolta will consider withdrawing from the relevant organization or initiative.

Toward the Building of a Proper Supply Chain

Responsible Business Alliance (RBA)

Konica Minolta joined the RBA in October 2013 and has been acting as a member to strengthen its CSR procurement in the supply chain.

The RBA, which is made up of companies, including the world's leading electronics manufacturers and their major suppliers, works to improve worker rights (human rights and working conditions), ethics, health, and safety in the supply chain.

- Konica Minolta Joins "Electronic Industry Citizenship Coalition"
- RBA

Responsible Minerals Initiative：RMI

Konica Minolta promotes programs on responsible mineral procurement in cooperation with external organizations.

Konica Minolta is a member of RMI, which leads global initiatives on responsible mineral procurement. RMI's Responsible Minerals Reporting Template is adopted worldwide. RMI also operates a program that certifies which smelters or refiners are conflict-free, and it operates other activities designed to promote a responsible supply chain for mineral procurement.
In Japan, Konica Minolta participates in JEITA's Responsible Minerals Trade Working Group. This working group promotes programs on responsible mineral procurement among IT and electronics companies in Japan.

Toward the Realization of a Circular Economy

Participation in Japan Partnership for Circular Economy (J4CE)

In April 2021, Konica Minolta joined the Japan Partnership for Circular Economy (J4CE),* which was established by the Ministry of the Environment, Ministry of Economy, Trade and Industry and the Japan Business Federation. Konica Minolta is pursuing open innovation that transcends corporate and industrial boundaries, and fostering social implementation of a circular economy by publicly declaring its commitment to ambitious challenges that will bring society closer to a cyclical economy.

* Japan for Circular Economy (J4CE) is a platform for a decarbonized, decentralized society and circular economy established in March 2021 in a collaboration between the Ministry of the Environment, Ministry of the Economy, Trade and Industry and the Japan Business Federation.

Japan Partnership for Circular Economy (J4CE)

Toward Biodiversity Conservation

Endorsement of the Initiative on Declaration of Biodiversity by Keidanren

Konica Minolta supports the Initiative on Declaration of Biodiversity by Keidanren, established by the Keidanren and the Keidanren Committee on Nature Conservation. With the aim of realizing a sustainable society, the Company is promoting efforts to address the seven items that comprise the Declaration of Biodiversity by Keidanren and Action Policy (Revised Edition).

Keidanren Initiative for Biodiversity Conversation

Other

Participation in the Electrical and Electronics Industries' "Carbon Neutrality Action Plan"

Konica Minolta is participating in the Carbon Neutrality Action Plan, an industry-wide effort to reduce global warming promoted by the Liaison Group of Japanese Electrical and Electronics Industries for Global Warming. As Phase 2 of the Action Plan, a challenge target was set to reduce CO_2 emissions by about 46% from the fiscal 2013 level by 2030. To achieve this goal, we are working on reduction activities as a member company.

Electrical and Electronics Industries' "Carbon Neutrality Action Plan"

Publication of advocacy articles

Konica Minolta shares information on its cutting-edge environmental initiatives, such as its climate change response, with the world at summits and important international conferences.

Past advocacy articles

June 2015, G7 in Schloss Elmau, Germany
November 2015, COP21 in Paris, France
May 2016, G7 in Ise-Shima, Japan
November 2016, COP22 in Marrakesh, Morocco
May 2017, G7 in Taormina, Italy

ESG Data

This section collects and reports on a variety of sustainability-related data published on our website and past corporate reports. Environmental (E), Social (S) and Governance (G) data, which is summarized over time for easy comparison, is provided in Excel format.

- Environmental Data
- Social Data
- Governance Data

Important data is assured by KPMG AZSA Sustainability Co., Ltd. For more information on third-party assurance, please click here.

環境データ2024 Environmental Data 2024

2024年 10月1日更新 Updated October 1, 2024

☆ 当該情報は各年度に第三者保証を受けました。詳細は各年度のCSRレポート、ウェブサイトまたは環境データを参照ください。
☆ The figures for each year have been assured by a third party respectively. For more detail, please refer to the CSR report, the website or the Environmental Data in each year.

注：各データについての算定基準は、当該データが記載されている表の下に記載しています。
Note: Calculation standards for the figures are listed below the table containing the relevant data.

注：数値については四捨五入しているため、合計が合わない場合があります。
Note: Figures may not add up to totals due to rounding.

事業活動にともなう環境負荷の全体像 Overall View of Environmental Impacts Resulting from Business Activities

		単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
INPUT											
調達 Procurement											
資源 Resources	石油由来資源投入量 Petroleum-based resources	千t kt	48.2	49.1	49.5	52.4	50.8	39.0	34.5	39.3	32.5
資源 Resources	非石油由来資源投入量 Non-petroleum-based resources	千t kt	61.3	62.4	65.9	70.7	67.4	49.8	41.9	49.5	48.0
生産・研究開発 Production/ Research and Development											
エネルギー Energy	電力☆ Electricity☆	百万kWh Million kWh	388	376	315	309	300	283	294	296	284
エネルギー Energy	うち再生可能エネルギー由来電力※1☆ Of which, renewable electricity [1]☆	百万kWh Million kWh				4.7	14.3	19.7	23.4	42.1	45.2
エネルギー Energy	うち購入量※1☆ Of which, amount of purchased [1]☆	百万kWh Million kWh				2.1	12.2	16.0	19.3	37.8	36.5
エネルギー Energy	化石燃料※2, 3☆ Fossil fuels [2, 3]☆	TJ	2,349	2,258	2,464	2,426	2,380	2,323	2,396	2,314	2,258
水 Water	取水量☆ Total water withdrawal☆	千m^3 Thousand m^3	3,543	3,542	3,346	3,496	3,184	2,889	2,686	2,937	2,844
水 Water	循環水使用量 Water recycled/reused	千m^3 Thousand m^3	43.1	12.1	14.2	16.0	45.5	46.1	45.6	24.2	9.2
資源 Resources	内部リサイクル量 Amount of recycled internally	千t kt	4.6	4.8	5.2	5.8	5.6	6.1	6.7	5.0	5.6
物流 Distribution											
エネルギー Energy	化石燃料☆ Fossil fuels☆	TJ	377.1	444.6	390.2	364.5	476.9	312.4	572.4	1,160.6	390.2
資源 Resources	包装材料使用量 Packaging materials usage	千t kt	23.8	27.8	26.1	26.0	24.3	23.4	20.4	24.6	21.1
販売・サービス Sales and service											
エネルギー Energy	電力☆ Electricity☆	百万kWh Million kWh	68.1	72.1	77.2	87.5	79.7	69.0	77.2	67.9	62.9
エネルギー Energy	うち再生可能エネルギー由来電力※1☆ Of which, renewable electricity [1]☆	百万kWh Million kWh					6.0	8.1	13.3	11.2	11.1
エネルギー Energy	うち購入量※1☆ Of which, amount of purchased [1]☆	百万kWh Million kWh					5.3	7.4	12.7	10.3	10.1
エネルギー Energy	化石燃料<オフィス>※2☆ Fossil fuels (offices) [2]☆	TJ	66.2	83.2	76.5	61.1	83.8	78.7	69.8	66.6	73.9
エネルギー Energy	化石燃料<車両>※2☆ Fossil fuels (vehicles) [2]☆	TJ	710.2	690.8	739.0	697.3	667.6	426.1	489.6	502.6	482.8
水 Water	取水量 Total water withdrawal	千m^3 Thousand m^3	296	302	327	337	308	312	294	294	311
使用 Usage											
エネルギー Energy	電力☆ Electricity☆	百万kWh Million kWh	514.5	467.5	438.0	420.9	393.6	392.9	357.2	336.8	322.9
回収 Recovery											
資源 Resources	製品回収量 Product recovery	千t kt	16.1	15.2	16.8	17.9	14.2	13.6	11.2	13.6	13.2
OUTPUT											
調達 Procurement											
大気 Atmosphere	CO_2排出量☆ CO_2 emissions☆	千t-CO_2 kt-CO_2	403.6	395.2	416.8	437.0	415.8	295.0	247.1	296.4	271.5
生産・研究開発 Production/ Research and Development											
大気 Atmosphere	CO_2排出量(独自基準※4) ☆ CO_2 emissions (Konica Minolta Standards [4])☆	千t-CO_2 kt-CO_2	306.9	298.2	281.8	272.6	257.3	241.9	252.2	235.4	224.0
大気 Atmosphere	CO_2排出量(マーケット基準)☆※5 CO_2 emissions (market based)☆[5]	千t-CO_2 kt-CO_2								227.1	105.8
大気 Atmosphere	SOx	t	0	0	0	0	0	0	0	0	0
大気 Atmosphere	NOx	t	79.7	52.7	71.1	77.2	98.9	56.8	83.1	73.3	74.3
大気 Atmosphere	ばいじん Dust and soot	t	1.7	0.6	0.5	0.4	0.4	0.6	0.8	0.9	0.9
排水 Discharged water	排水量 Total water discharged	千m^3 Thousand m^3	3,082	3,096	2,710	2,922	2,857	2,546	2,380	2,585	2,484
排水 Discharged water	COD	t	1.1	0.09	0.6	0.6	0.1	0.2	0.05	0.4	0.6
排水 Discharged water	リン Phosphorous	t	0.6	0.02	0.02	0.1	0.01	0.01	0	0.09	0.16
排水 Discharged water	窒素 Nitrogen	t	3.2	1.6	1.8	2.8	0.7	1.7	0.5	1.4	2.1
廃棄物 Waste	総排出物量 Total waste volume	千t kt	20.1	19.6	20.1	22.6	19.9	19.1	21.0	19.8	19.2
廃棄物 Waste	内部減量化量 Waste reduced internally	千t kt		0.4	0.6	0.4	0	0	0	0	0
廃棄物 Waste	外部排出物量☆※6 Waste discharged externally☆ [6]	千t kt	15.5	14.5	14.4	16.3	14.2	13.1	14.3	14.8	13.4
廃棄物 Waste	再資源化量※7☆ Amount recycled [7]☆	千t kt	15.2	19.0	19.3	21.9	19.7	18.9	20.7	19.6	18.9
廃棄物 Waste	最終処分量※7☆ Final disposal [7]☆	t	46.2	70.8	128.8	57.0	6.3	10.0	10.4	12.1	8.5
化学物質 Chemical substances	VOC(揮発性有機化合物)大気排出量☆※8 Atmospheric emissions of VOCs ☆ [8]	t	229	218	212	210	230	174	192	173	157
化学物質 Chemical substances	PFC(パーフルオロカーボン)大気排出量 Atmospheric emissions of PFC (Perfluorocarbon)	t	0	0	0	0	0	0	0	0	0
物流 Distribution											
大気 Atmosphere	CO_2排出量☆ CO_2 emissions☆	千t-CO_2 kt-CO_2	27.3	32.1	28.3	26.4	34.4	22.6	40.9	82.6	28.1

販売・サービス Sales and service											
大気 Atmosphere	CO_2排出量<オフィス>(独自基準※4)☆ CO_2 emissions (offices, Konica Minolta Standards [4])☆	千t-CO_2 kt-CO_2	36.7	39.0	41.7	46.8	41.6	35.5	37.4	33.2	30.0
	CO_2排出量<オフィス>(マーケット基準) ☆※5 CO_2 emissions (offices, market based)☆[5]	千t-CO_2 kt-CO_2								33.5	20.7
	CO_2排出量<車両>(独自基準※4)☆ CO_2 emissions (vehicles, Konica Minolta Standards [4])☆	千t-CO_2 kt-CO_2	48.0	46.7	50.0	47.2	45.2	28.8	33.2	34.0	32.6
廃棄物 Waste	外部排出物量 Waste discharged externally	千t kt	3.2	3.3	3.6	3.7	3.4	3.4	3.2	3.2	3.4
	再資源化量 Amount recycled	千t kt	1.4	1.4	1.5	1.6	1.5	1.5	1.4	1.4	1.5
	最終処分量 Final disposal	t	98.1	100.2	108.4	111.5	102.0	103.3	97.4	97.3	103.0
使用 Usage											
大気 Atmosphere	CO_2排出量☆ CO_2 emissions☆	千t-CO_2 kt-CO_2	258.3	234.7	219.9	211.3	197.6	197.2	179.3	169.1	162.1
回収 Recovery											
資源(製品回収) Resources (product recovery)	製品回収再資源化量 Product recovered and recycled	千t kt	16.0	15.0	16.6	17.7	14.1	13.4	11.1	13.5	13.1

温室効果ガスの算定対象は地球温暖化対策推進法に規定される3,000t-CO_2を超えるものとしています。
In accordance with Japan's Act on Promotion of Global Warming Countermeasures, the scope of this calculation is greenhouse gases exceeding 3,000 t-CO_2.

※1：再生可能エネルギー由来電力、再生可能電力購入量については2021年度から保証を受けています。
*1: Regarding renewable electricity, amount of purchaced renewable electricity, the figures have been assured by a third party respectively from FY2021 onwards.

※2：化石燃料には蒸気・温水・冷水を含みます。
*2: Fossil fuels include steam, hot water, and cold water.

※3：2022年度の開示において、FY2022の化石燃料使用量について誤りが発見されたため、数値を修正しました。
*3: In our disclosure for fiscal year 2022, an error was discovered in the amount of fossil fuel use for FY2022, so the figures have been revised.

※4：Scope 2 独自基準の算定では、電力使用における排出係数に以下を使用しています。
電気：<日本>電気事業連合会が公表する2005年度全電源平均値
<海外>GHGプロトコルが公表する各国の2005年度CO_2排出係数
再生可能エネルギー由来電力を使用した場合、当該電力の排出係数はゼロとして算定しています。
*4: Scope 2 Konica Minolta Standards calculations use the following emission factors for electricity use.
Electricity in Japan: Fiscal 2005 average value of all electrical power sources, as specified by the Federation of Electric Power Companies of Japan
Electricity outside Japan: Fiscal 2005 emissions coefficients applicable to each country, as specified by the GHG Protocol.
When calculating emissions from the use of electricity derived from renewable energy sources, the emission factor is set to zero.

※5：Scope 2 マーケット基準の算定値は、2023年度から保証を受けています。
*5: The calculation values for Scope 2 market standards have been assured by a third party respectively from FY2023 onwards.

※6：外部排出物量については2022年度まで保証を受けています。
*6: Regarding waste discharged externally, the figures have been assured by a third party respectively to FY2022.

※7：再資源化量、最終処分量については2021年度と2022年度に保証を受けています。
*7: Regarding recycled resources and final disposal, the figures have been assured by a third party respectively on FY2021 and FY2022.

※8：VOC大気排出量の2015年度から2021年度において、過去の算定に誤りが発見されたため、数値を修正しました。
*8: Figures of Atmospheric emissions of VOCs for fiscal 2015-2021 have been corrected due to an error in tabulation.

CDPによる評価 Evaluation by CDP

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
気候変動 Climate change		A	A	A-	A-	A	A	A	A-
サプライヤーエンゲージメント Supplier engagement				A	A-	A	A	A	A

環境データ2024 Environmental Data 2024

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☆ The figures for each year have been assured by a third party respectively. For more detail, please refer to the CSR report, the website or the Environmental Data in each year.
注： 数値については四捨五入しているため、合計が合わない場合があります。
Note: Figures may not add up to totals due to rounding.

エネルギー・CO_2 Energy/CO_2

サプライチェーンCO_2排出量 CO_2 Emissions in the Supply Chain
（単位 unit：t-CO_2）

		概要 Overview	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
サプライチェーンCO_2排出量 総計 Total CO_2 emissions in the supply chain			1,421,835	1,342,630	1,339,459	1,410,086	1,325,601	1,131,851	1,083,944	1,245,400	1,055,863
スコープ 1 Scope 1		**Scope 1 合計☆ Total Scope 1☆**	167,360	162,195	175,266	169,835	166,845	147,379	158,938	151,422	147,677
		生産・研究開発 Production / R&D	116,525	111,899	122,120	120,324	118,166	115,270	122,918	114,899	112,182
		販売・サービス Sales and service	50,835	50,297	53,146	49,511	48,680	32,109	36,020	36,522	35,494
スコープ 2 (独自基準※1) Scope 2 (Konica Minolta Standards [1])		**Scope 2 (独自基準※1) 合計☆ Total Scope 2 (Konica Minolta Standards [1])☆**	224,298	221,665	198,174	196,742	177,200	158,890	163,846	151,128	138,908
		生産・研究開発 Production / R&D	190,370	186,253	159,647	152,319	139,090	126,604	129,273	120,459	111,824
		販売・サービス Sales and service	33,928	35,412	38,527	44,423	38,110	32,286	34,573	30,669	27,084
スコープ 2 (ロケーション基準) Scope 2 (location based)		**Scope 2 (ロケーション基準) 合計 Total Scope 2 (location based)**				199,277		161,180	169,430	167,856	156,820
		生産・研究開発 Production / R&D				162,487		135,011	139,770	141,653	132,551
		販売・サービス Sales and service				36,791		26,170	29,660	26,203	24,269
スコープ 2 (マーケット基準) Scope 2 (market based)		**Scope 2 (マーケット基準) 合計☆※2 Total Scope 2 (market based)☆[2]**				182,388		153,584	155,646	142,524	126,560
		生産・研究開発 Production / R&D				145,598		129,447	129,419	119,136	105,824
		販売・サービス Sales and service				36,791		24,138	26,227	23,388	20,736
スコープ 3 ※ Scope 3 *	**Scope 3 合計 Total Scope 3**		1,030,177	958,769	966,018	1,043,509	981,556	825,582	761,160	942,851	769,279
	カテゴリー 1☆ Category 1☆	購入した物品、サービス Purchased goods and services	403,562	395,235	416,845	437,036	415,783	295,044	247,088	296,379	271,543
	カテゴリー 2 Category 2	資本財 Capital goods	128,356	95,023	94,428	128,100	123,952	140,788	103,497	106,872	108,548
	カテゴリー 3 Category 3	燃料およびエネルギー関連活動 Fuel- and energy-related activities	7,381	11,196	12,227	20,518	18,517	11,787	12,353	17,071	18,347
	カテゴリー 4 Category 4	輸送・流通（上流） Upstream transportation and distribution	43,916	48,430	46,716	56,362	53,067	41,317	58,006	120,954	50,137
	カテゴリー 5 Category 5	事業から発生する廃棄物 Waste generated in operations	19,786	13,651	13,982	26,276	15,306	16,183	14,130	14,638	9,856
	カテゴリー 6 Category 6	出張 Business travel	27,312	23,187	23,022	20,642	18,579	4,546	5,475	10,032	8,825
	カテゴリー 7 Category 7	従業員の通勤 Employee commuting	13,931	13,003	12,133	11,798	11,629	5,322	6,357	7,135	7,482
	カテゴリー 8 Category 8	リース資産（上流） Upstream leased assets	423	776	776	624	497	497	497	498	498
	カテゴリー 9 Category 9	輸送・流通（下流） Downstream transportation and distribution	14,086	15,418	13,825	16,606	16,894	12,373	26,585	80,403	18,797
	カテゴリー 10 Category 10	販売した製品の加工 Processing of sold products	44,216	37,483	41,237	55,665	55,110	50,455	60,016	52,257	36,880
	カテゴリー 11☆ Category 11☆	販売した製品の使用 Use of sold products	258,259	234,705	219,868	211,282	197,599	197,213	179,334	169,061	162,119
	カテゴリー 12☆※3 Category 12☆[3]	販売した製品の廃棄 End-of-life treatment of sold products	64,507	62,999	63,771	55,722	52,310	48,066	46,168	65,032	74,303
	カテゴリー 13 Category 13	リース資産（下流） Downstream leased assets		3,861	3,790	0	0	0	0	279	236
	カテゴリー 14 Category 14	フランチャイズ Franchises	1,095	1,045	956	553	594	457	603	501	448
	カテゴリー 15 Category 15	投資 Investments	3,346	2,756	2,443	2,326	1,718	1,534	1,050	1,740	1,260

※スコープ３におけるCO_2排出量　算定方法

*Method of Calculation in Each Category of Scope 3 Emissions

※1：Scope 2 独自基準の算定では、電力使用における排出係数に以下を使用しています。
電気：＜日本＞電気事業連合会が公表する2005年度全電源平均値
＜海外＞GHGプロトコルが公表する各国の2005年度CO_2排出係数
再生可能エネルギー由来電力を使用した場合、当該電力の排出係数はゼロとして算定しています。
*1: Scope 2 Konica Minolta Standards calculations use the following emission factors for electricity use.
Electricity in Japan: Fiscal 2005 average value of all electrical power sources, as specified by the Federation of Electric Power Companies of Japan
Electricity outside Japan: Fiscal 2005 emissions coefficients applicable to each country, as specified by the GHG Protocol.
When calculating emissions from the use of electricity derived from renewable energy sources, the emission factor is set to zero.

※2：Scope 2 マーケット基準の算定では、電力使用における排出係数に以下を使用しています。2023年度から保証を受けています。
電気：＜日本＞電気事業者別排出係数を使用。電気事業者を特定できない場合は、全国平均排出係数を使用。
＜海外＞IEA Emissions Factors 2022 "CO_2 emissions per kwh of electricity only" の各国「Total」値
*2: Scope 2 market-based calculations use the following emission factors for electricity use. The figures have been assured by a third party respectively from FY2023 onwards.
Electricity in Japan: Uses the emission factor for each electric power company. If the electric power company cannot be identified, the national average emission factor is used.
Electricity outside Japan: IEA Emissions Factors 2022 "CO_2 emissions per kwh of electricity only" "Total" value for each country

※3：カテゴリー12の算定値は、2023年度から保証を受けています。
*3: The calculation values for Category 12 have been assured by a third party respectively from FY2023 onwards.

【カテゴリー12（販売した製品の廃棄） CO_2排出量】
対象範囲：情報機器/ヘルスケア/機能材料/光学コンポーネントの製品及び包装材（通い箱等により包装材を使用しない場合は製品のみ）
算定基準：販売した製品を構成する部材の重量と 処理方法別の排出原単位※4 を乗じて算定しています。昨年度に販売した製品が将来的に廃棄される量を、当該年度の排出とみなして計上しています。
情報機器は、SuMPO環境ラベルプログラムのエコリーフ公開値がある製品については廃棄ステージのGHG排出量を使用、エコリーフ公開値がない製品は重量の近い製品で代用、または処理方法別の排出原単位※4 を使用しています。
※4：処理方法別の排出原単位：環境省・経済産業省　サプライチェーンを通じた組織の温室効果ガス排出等の算定のための排出原単位データベース v3.3 を適用
【Category 12 CO_2 emissions during end-of-life treatment of sold products】
Boundary: Information equipment/healthcare/functional materials/optical component products and packaging materials (only products if no packaging materials are used due to returnable boxes, etc.)
Standards: Calculated by multiplying the weight of materials that make up the products sold by the emission intensity for each processing method*4. The amount of products sold in the previous fiscal year that will be disposed of in the future is counted as emissions for that fiscal year.
For information equipment, for products with EcoLeaf published values under the SuMPO Environmental Label Program, GHG emissions at the disposal stage are used. For products without EcoLeaf published values, a product of similar weight is used as a substitute, or the emission intensity by processing method*4 is used.
*4 Emission intensity by processing method: Based on the Ministry of the Environment and the Ministry of Economy, Trade and Industry Emissions Intensity Database v3.3 for calculating greenhouse gas emissions by organizations through the supply chain.

注：サプライチェーンCO_2排出量総計は、Scope 1、Scope 2（独自基準）、Scope 3の合算値です。
Note: The total supply chain CO_2 emissions is the combined total of Scope 1, Scope 2 (Konica Minolta standards), and Total Scope 3.

注：Scope 3の算定については、2024年度の開示において最新のGHGプロトコルに則り解釈を変更し、算定データの精緻化を図り過去データを見直しています。
Note: Regarding Scope 3 calculations, we have changed our interpretation in accordance with the latest GHG Protocol for our fiscal 2024 disclosure, and are refining our calculation data and reviewing past data.

製品ライフサイクルCO_2排出量☆ Product Lifecycle CO_2 Emissions☆

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
製品ライフサイクルCO_2排出量総計 Total Product lifecycle CO_2 emissions	千t-CO_2 kt-CO_2	1,081	1,046	1,038	1,041	992	821	790	851	748
調達 Procurement stage	千t-CO_2 kt-CO_2	404	395	417	437	416	295	247	296	272
生産/研究開発※1 Production/R&D [1]	千t-CO_2 kt-CO_2	307	298	282	273	257	242	252	235	224
物流 Distribution	千t-CO_2 kt-CO_2	27	32	28	26	34	23	41	83	28
販売・サービス（オフィス、車両）※1 Sales and service (offices and vehicles) [1]	千t-CO_2 kt-CO_2	85	86	92	94	87	64	71	67	63
製品使用 Product use	千t-CO_2 kt-CO_2	258	235	220	211	198	197	179	169	162

※1：生産/研究開発、販売・サービスのCO_2排出量のうち、Scope 2 分は独自基準により算定しています。
*1: Of the CO_2 emissions from production/R&D, and sales and services, Scope 2 emissions are calculated based on Konica Minolta standards.

【調達活動でのCO_2排出量】
対象範囲：コニカミノルタが設計かつ販売する、情報機器および消耗品、機能材料、光学コンポーネント、ヘルスケア製品
算定基準：情報機器および消耗品については販売数量や生産数量、その他製品については資源投入量に、それぞれの製品を構成する素材の排出原単位等を乗じて算出しています。
【CO_2 emissions in procurement stage】
Boundary: Office equipment and consumable supplies, optical components, equipment for healthcare system designed and sold by Konica Minolta, Inc.
Standards: Calculated by multiplying the sales amount or production amount of office equipment and consumables by a cradle-to-gate CO_2 emission factor for each of the materials that make up a product; and for other products, multiplying the amount of material used by a cradle-to-gate CO_2 emission factor for that material.

【生産/研究開発活動でのCO_2排出量】
対象範囲：全世界の生産・研究開発拠点
算定基準：各拠点のエネルギー使用量に、以下の係数を乗じて算出しています。
燃料：環境省・経済産業省「温室効果ガス排出量算定・報告マニュアル（Ver4.8）」に規定される係数
電気：＜日本＞電気事業連合会が公表する2005年度全電源平均値
＜海外＞GHGプロトコルが公表する各国の2005年度CO_2排出係数
再生可能エネルギー由来電力を使用した場合、当該電力の排出係数はゼロとして算定しています。
【CO_2 emissions in production/R&D stage】
Boundary: All production and R&D sites around the world
Standards: CO_2 emissions are calculated by multiplying the amount of energy used at each site by the following coefficients
Fuel: Coefficients stipulated in the Ministry of the Environment and the Ministry of Economy, Trade and Industry's "Greenhouse Gas Emissions Calculation and Reporting Manual (Ver. 4.8)"
Electricity in Japan: Fiscal 2005 average value of all electrical power sources, as specified by the Federation of Electric Power Companies of Japan
Electricity outside Japan: Fiscal 2005 emissions coefficients applicable to each country, as specified by the GHG Protocol.
When calculating emissions from the use of electricity derived from renewable energy sources, the emission factor is set to zero.

【物流活動でのCO_2排出量】
対象範囲：情報機器、光学コンポーネント、機能材料、ヘルスケア製品に関する、国際間物流、日本国内物流、中国およびマレーシアの生産物流（工場から港まで）
算定基準：主に貨物重量に輸送距離を乗じ、その値に輸送手段別のCO_2排出係数を乗じて算出しています。光学コンポーネントについては売上高より推計しています。
国際間物流、中国ならびにマレーシア生産物流 ：GHG Protocol Initiativeが公表したファイル"Mobile Combustion CO_2 Emissions Calculation Tool（Version 1.3）"に記載されているCO_2排出係数
日本国内物流 ： ロジスティクス分野におけるCO_2排出量算定方法共同ガイドラインVer.3.0 に規定される係数
再生可能エネルギー由来電力を使用した場合、当該電力の排出係数はゼロとして算定しています。
【CO_2 emissions in distribution stage】
Boundary: Japanese domestic distribution, Chinese and Malaysian production distribution (from factory to port), and international distribution of office equipment, optical components, performance materials, and equipment for healthcare systems
Standards: CO_2 emissions are calculated by multiplying transport distance by cargo weight, and then multiplying that value by the CO_2 emissions coefficient of each means of transportation. Estimated for optical components based on sales.
Chinese and Malaysian production distribution and international distribution: CO_2 emission coefficients listed in the file "Mobile Combustion CO_2 Emissions Calculation Tool (Version 1.3)" published by the GHG Protocol Initiative
Japanese domestic distribution: Coefficients stipulated in Japan's CO_2 Emissions Calculation Method for Logistics Operations—Joint Guidelines Ver.3.0

【販売活動でのCO_2排出量】
対象範囲：全世界の連結対象の全販売会社
算定基準（オフィス）：拠点のエネルギー使用量に、以下の係数を乗じて算出しています。エネルギー使用量には一部推定値を含みます。
燃料：環境省・経済産業省「温室効果ガス排出量算定・報告マニュアル（Ver4.8）」に規定される係数
電気：＜日本＞電気事業連合会が公表する2005年度全電源平均値
＜海外＞GHGプロトコルが公表する各国の2005年度CO_2排出係数
再生可能エネルギー由来電力を使用した場合、当該電力の排出係数はゼロとして算定しています。
算定基準（車両）：車両用燃料の使用量に、以下の係数を乗じて算出しています。燃料使用量には一部推定値を含みます。
燃料：環境省・経済産業省「温室効果ガス排出量算定・報告マニュアル（Ver4.8）」に規定される係数

【CO_2 emissions in Sales and service stage】
Boundary: All consolidated sales companies around the world
Standards (Offices): CO_2 emissions are calculated by multiplying the amount of energy used at sites by the following coefficients. The amount of energy used includes some estimated values.
Fuel: Coefficients stipulated in the Ministry of the Environment and the Ministry of Economy, Trade and Industry's "Greenhouse Gas Emissions Calculation and Reporting Manual (Ver. 4.8)"
Electricity in Japan: 2005 average value of all electrical power sources, as specified by the Federation of Electric Power Companies of Japan
Electricity outside Japan: 2005 emissions coefficients applicable to each country, as specified by the GHG Protocol.
When calculating emissions from the use of electricity derived from renewable energy sources, the emission factor is set to zero.
Standards (Vehicles): CO_2 emissions are calculated by multiplying the amount of vehicle fuel used by the following coefficients. The amount of fuel used includes some estimated values.
Fuel: Coefficients stipulated in the Ministry of the Environment and the Ministry of Economy, Trade and Industry's "Greenhouse Gas Emissions Calculation and Reporting Manual (Ver. 4.8)"

【製品使用時のCO_2排出量】
対象範囲：情報機器、ヘルスケア製品（光学コンポーネントについては、他社製品の一部として組み込まれるため除外しています）
算定基準：市場稼働台数（年度ごとの販売台数と製品寿命から推計）に、想定される機種ごとの年間電力消費量とCO_2排出係数（GHGプロトコルが公表する2005年度全世界平均値）を乗じて算出しています。
年間電力消費量は、情報機器は国際エネルギースタープログラムに規定されたTEC値（Ver 2.0）、ヘルスケア製品は製品仕様などに基づいています。

【CO_2 emissions during product Use】
Boundary: Office equipment and equipment for healthcare system （Optical components are excluded since they are used as parts of other companies' products）
Standards: CO_2 emissions are calculated by multiplying the number of units operating in the market (inferred from sales units each year and the life of the product) by the estimated annual amount of electrical consumption for each model and the CO_2 coefficient equal to the fiscal 2005 world average value specified by the GHG Protocol.
The annual amount of electricity consumption for office equipment is estimated based on the Typical Electricity Consumption (TEC Ver 2.0) value set by the International Energy Star Program, and for equipment or healthcare systems it is estimated based on each product's specifications.

【製品使用時のCO_2排出量】
対象範囲：情報機器、ヘルスケア製品（光学コンポーネントについては、他社製品の一部として組み込まれるため除外しています）
算定基準：市場稼働台数（年度ごとの販売台数と製品寿命から推計）に、想定される機種ごとの年間電力消費量とCO_2排出係数（GHGプロトコルが公表する2005年度全世界平均値）を乗じて算出しています。
年間電力消費量は、情報機器は国際エネルギースタープログラムに規定されたTEC値（Ver 2.0）、ヘルスケア製品は製品仕様などに基づいています。

【CO_2 emissions during product Use】
Boundary: Office equipment and equipment for healthcare system （Optical components are excluded since they are used as parts of other companies' products）
Standards: CO_2 emissions are calculated by multiplying the number of units operating in the market (inferred from sales units each year and the life of the product) by the estimated annual amount of electrical consumption for each model and the CO_2 coefficient equal to the fiscal 2005 world average value specified by the GHG Protocol.
The annual amount of electricity consumption for office equipment is estimated based on the Typical Electricity Consumption (TEC Ver 2.0) value set by the International Energy Star Program, and for equipment or healthcare systems it is estimated based on each product's specifications.

生産段階でのCO_2排出量☆ CO_2 Emissions at the Production Stage☆

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
生産段階でのCO_2排出量総計 CO_2 emissions at the production stage	千t-CO_2 kt-CO_2	307	298	282	273	257	242	252	235	224
日本 Japan	千t-CO_2 kt-CO_2	246	234	218	216	212	203	215	207	202
アジア（日本を除く） Asia (excluding Japan)	千t-CO_2 kt-CO_2	59	62	62	54	44	37	36	28	21
北米・欧州 North America/Europe	千t-CO_2 kt-CO_2	1	2	2	2	2	2	2	0.2	0.4

生産段階でのCO_2排出量（原単位推移） CO_2 Emissions at the Production Stage (per unit of sales)

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
原単位 Per unit of sales	t-CO_2/億円 t-CO_2/100 million yen	30	31	27	26	26	28	28	21	19

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.
計算式：生産段階でのCO2排出量総計÷グループ総売上高
Formula: Total CO_2 emissions at the production stage / Total group sales

非再生可能エネルギーの消費量 Total Non-Renewable Energy Consumption

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
非再生可能エネルギー消費量※1☆ Total non-renewable energy consumption[1]☆	MWh	1,323,847	1,290,350	1,303,180	1,277,815	1,229,191	1,110,007	1,155,088	1,066,715	1,072,879

注：集計範囲は全世界の連結対象の全社です。
Note: The scope of data covers all consolidated companies worldwide.

※1：非再生可能エネルギー消費量については2021年度から保証を受けています。
*1: Regarding non-renewable energy consumption, the figures have been assured by a third party respectively from FY2021 onwards.

再生可能エネルギーの利用状況 Status of Renewable Energy Use

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
再生可能エネルギー由来電力使用量総計※1☆ Total electricity derived from renewable energy sources [1]☆	MWh	1,147	1,150	1,552	4,686	20,297	27,774	36,732	53,319	56,239
発電量※2 Generated volume [2]	MWh	137	134	127	26	26	26	25	22	26
購入量※2 Purchased volume [2]	MWh	1,011	1,016	1,425	4,660	20,272	27,748	36,707	53,297	56,213
電力使用量（コジェネ発電量含まず） Electricity use (not including cogeneration)	MWh	455,713	448,155	392,306	396,386	380,014	352,297	370,856	363,951	347,147
コジェネ発電量 Generated volume from cogeneration	MWh	9,051	13,515	30,669	71,321	72,222	69,023	68,084	68,743	67,762
電力使用量（コジェネ発電量含む） Electricity use (including cogeneration)	MWh	464,763	461,670	422,975	467,707	452,236	421,321	438,941	432,694	414,909
再生可能エネルギー由来電力比率※3 Renewable energy-derived electricity utilization rate [3]	%	0.2%	0.2%	0.3%	1.1%	5.3%	6.5%	8.3%	12.3%	13.5%

注：集計範囲は全世界の連結対象の全社です。
Note: The scope of data covers all consolidated companies worldwide.

※1：再生可能エネルギー由来電力については2021年度から保証を受けています。
*1: Regarding electricity derived from renewable energy sources, the figures have been assured by a third party respectively from FY2021 onwards.

※2：GHGプロトコルの定義に従い、発電量・購入量の分類を見直しました。
*2: The classifications of electricity generated and purchased are reviewed according to GHG Protocol definitions.

※3：2015-2019年度は、コニカミノルタグループ全体の電力使用量（コジェネ発電量含まず）に占める再生可能エネルギー由来電力の比率。2020年度からは、コニカミノルタグループ全体の電力使用量に占める再生可能エネルギー由来電力の比率。
数値は小数点以下第2位を切り捨てています。
*3: Ratio of electricity derived from renewable energy sources to the entire Konica Minolta Group's electricity use (not including cogeneration) for FY2015-FY2019; ratio of electricity derived from renewable energy sources to the entire Konica Minolta Group's electricity use from FY2020. Figures are rounded down to the second decimal place.

エネルギー使用量☆ Energy Use☆

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
エネルギー使用量総計 Total energy use	TJ	6,144	5,942	5,551	5,448	5,318	5,095	5,269	5,049	5,041
日本 Japan ※	TJ	5,322	5,060	4,658	4,617	4,512	4,333	4,492	4,264	4,326
アジア（日本を除く） Asia (excluding Japan) ※	TJ	779	831	840	781	754	717	724	730	666
北米・欧州 North America/Europe	TJ	43	50	53	51	52	45	53	55	49

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

エネルギー使用量（原単位推移） Energy use (per unit of sales)

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
原単位 Per unit of sales ※	TJ/億円 TJ/100 million yen	0.60	0.62	0.54	0.51	0.53	0.59	0.58	0.45	0.43

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.
計算式：エネルギー使用量総計÷グループ総売上高
Formula: Total energy use / Total group sales

使用エネルギー内訳 Energy Use by Type

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
使用エネルギー総計 Total energy used	TJ	6,144	5,942	5,551	5,448	5,318	5,095	5,269	5,030	5,041
電力 Electricity ※	TJ	3,795	3,684	3,088	3,022	2,939	2,772	2,872	2,897	2,782
都市ガス Utility gas	TJ	2,175	2,071	2,272	2,202	2,158	2,137	2,220	1,926	2,059
LNG	TJ	123	135	138	158	161	130	116	167	143
その他 Others	TJ	50	51	55	65	60	56	60	40	57

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

環境データ2024 Environmental Data 2024

☆ 当該情報は各年度に第三者保証を受けました。詳細は各年度のCSRレポート、ウェブサイトまたは環境データを参照ください。
☆ The figures for each year have been assured by a third party respectively. For more detail, please refer to the CSR report, the website or the Environmental Data in each year.

注： 数値については四捨五入しているため、合計が合わない場合があります。
Note: Figures may not add up to totals due to rounding.

資源 Resources

資源投入 Input of Resources

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
石油由来資源（プラスチック資源） 投入量 Petroleum-based resources (Plastics) inputs	千t kt	48.2	49.1	49.5	52.4	50.8	39.0	34.5	39.3	32.5
石油由来資源投入量のうち再生由来材料の割合 Proportion of recycled materials in petroleum-based resource inputs	%	–	–	–	–	–	–	–	–	12.7
非石油由来資源 投入量 Nonpetroleum-based resources inputs	千t kt	61.3	62.4	65.9	70.7	67.4	49.8	41.9	49.5	48.0
アルミニウム Aluminum	千t kt	–	–	–	–	–	–	–	–	0.9
コバルト Cobalt	千t kt	–	–	–	–	–	–	–	–	–
銅 Copper	千t kt	–	–	–	–	–	–	–	–	–
鉄鋼 Steel	千t kt	–	–	–	–	–	–	–	–	33.8
ニッケル Nickel	千t kt	–	–	–	–	–	–	–	–	–
リチウム Lithium	千t kt	–	–	–	–	–	–	–	–	–
チタン Titanium	千t kt	–	–	–	–	–	–	–	–	–
非石油由来資源投入量のうち再生由来材料の割合 Proportion of recycled materials in non-petroleum-based resource inputs	%	–	–	–	–	–	–	–	–	0.0
内部リサイクル量 Internal recycling	千t kt	4.6	4.8	5.2	5.8	5.6	6.1	6.7	5.0	5.6
包装材料使用量 Packaging materials used	千t kt	23.8	27.8	26.1	26.0	24.3	23.4	20.4	24.6	21.1

【石油由来資源 投入量・非石油由来資源 投入量】
対象範囲：コニカミノルタが製造・販売する、情報機器および消耗品、機能材料、光学コンポーネント、ヘルスケア製品
算定基準：製品仕様等に基づいて、素材・部品重量に材質ごとの石油由来資源使用重量比率を乗じて算出しています。
【Petroleum-based resources input, Nonpetroleum-based resources input】
Boundary: Office equipment and consumable supplies, performance materials, optical components, and equipment for healthcare systems produced and sold by Konica Minolta, Inc.
Standards: Calculated by multiplying the raw material or part weight by content percentage of petroleum-based resources set for each material, based on the product specification

【内部リサイクル量】
対象範囲：全世界の生産・研究開発拠点
算定基準：生産工程から発生する排出物のうち、グループ外の業者に排出されず工場内で原料として再投入される量
【Amount of recycled internally】
Boundary: All production and R&D sites around the world
Standards: Amount of waste from production processes that is not discharged outside Konica Minolta sites and is re-inputed as raw material

【包装材料使用量】
対象範囲：情報機器および消耗品、機能材料、光学コンポーネント、ヘルスケア製品の包装に使用する素材・部品
算定基準：販売実績に基づく製品の販売台数に、各製品1台当たりの包材重量(製品仕様等に基づく)を乗じて算出しています。
【Packaging materials usage】
Boundary: Raw material and parts used in packaging for office equipment and consumable supplies, performance materials, optical components, and equipment for healthcare systems
Standards: Calculated by multiplying the weight of packaging material per single product (based on product specifications, etc.) by the number of units of the product sold, based on sales results

廃棄物 Waste

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
再資源化量 Total waste recycled	t	21,221	20,397	20,826	23,455	21,148	20,357	22,133	20,956	20,396
排出物総処分量 Total waste disposed	t	18,741	17,809	17,944	20,033	17,598	16,483	17,496	18,018	16,796
最終処分量 Total waste landfilled	t	144	171	237	168	108	113	108	109	112

注：集計範囲は全世界の連結対象の全社です。
Note: The scope of data covers all consolidated companies worldwide.

生産活動からの排出物量 Waste from production activities

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
総排出物量総計 Total waste volume	t	20,139	19,603	20,077	22,585	19,851	19,121	20,981	19,759	19,219
日本 Japan	t	14,337	14,084	15,008	17,758	15,779	16,093	18,191	16,250	15,710
アジア（日本を除く） Asia (excluding Japan)	t	5,330	4,976	4,411	4,138	3,319	2,559	2,361	3,036	3,036
北米・欧州 North America/Europe	t	472	543	658	690	754	469	429	473	473
外部排出物量総計☆※1 Waste discharged externally☆ [1]	t	15,499	14,497	14,360	16,346	14,225	13,066	14,275	14,802	13,388
日本 Japan	t	9,839	9,088	9,418	11,618	10,231	10,107	11,587	11,386	10,183
アジア（日本を除く） Asia (excluding Japan)	t	5,188	4,866	4,284	4,039	3,241	2,490	2,259	2,943	2,745
北米・欧州 North America/Europe	t	472	543	658	690	754	469	429	473	460
外部排出物量（原単位推移） Waste discharged externally (per unit of sales)	t/億円 t/100 million yen	1.5	1.5	1.4	1.5	1.4	1.5	1.6	1.3	1.2
再資源化量（内部リサイクル量+外部リサイクル量）総計※2☆ Total amount of recycled resources (internally and externally recycled) [2]☆	t	19,821	18,967	19,279	21,864	19,692	18,882	20,742	19,568	18,925
日本 Japan	t	14,063	13,583	14,207	17,018	15,548	15,790	17,958	16,065	15,682
アジア（日本を除く） Asia (excluding Japan)	t	5,286	4,854	4,409	4,156	3,390	2,623	2,356	3,030	2,783
北米・欧州 North America/Europe	t	472	529	662	690	754	470	429	473	460
最終処分量（埋立量）総計※2☆ Total amount of final disposal (landfill waste) [2]☆	t	46	71	129	57	6	10	10	12	8
日本 Japan	t	6	7	3	3	3	7	8	8	5
アジア（日本を除く） Asia (excluding Japan)	t	41	64	126	54	3	3	3	4	4
北米・欧州 North America/Europe	t	0	0	0	0	0	0	0	0	0
再資源化率 Percentage recycled or reused	%	98.4%	98.6%	98.8%	98.8%	99.2%	98.8%	98.9%	99.0%	98.5%
最終処分率 Percentage of final disposal	%	0.2%	0.4%	0.6%	0.3%	0.03%	0.05%	0.05%	0.06%	0.04%

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

※1：外部排出物量については2022年度まで保証を受けています。
*1: Regarding waste discharged externally, the figures have been assured by a third party respectively to FY2022.

※2：再資源化量、最終処分量については2021年度と2022年度に保証を受けています。
*2: Regarding recycled resources and final disposal, the figures have been assured by a third party respectively on FY2021 and FY2022.

【外部排出物量】
対象範囲：全世界の生産・研究開発拠点
算定基準：生産外部排出物重量※3 の実測値の合計
※3 生産外部排出物量：生産・研究開発拠点で生じる、コニカミノルタに排出者責任のあるすべての排出物（廃棄物等）のなかで、コニカミノルタの拠点外に排出される量。ただし、生産との関連のない排出物等は一部除外しています。
【Waste discharged Externally】
Boundary: All production and R&D sites around the world
Standards: The total actual weight of waste discharged externally from production*4
*4: Of the waste (refuse, etc.) generated at production and research and development sites for which Konica Minolta has responsibility as generator of waste, the amount discharged outside the Konica Minolta site. However, some wastes unrelated to production are excluded.

【再資源化量】
対象範囲：全世界の生産拠点および研究開発拠点
算定基準：再資源化重量（内部リサイクル量+外部リサイクル量）の合計です。
内部リサイクル量：生産工程から発生する排出物のうち、コニカミノルタの拠点外に排出されず原料として再投入される量
外部リサイクル量：外部排出物量のうち、コニカミノルタの拠点外に排出されたのちリサイクルされる量
【Amount recycled】
Boundary: All production and R&D sites around the world
Standards: The total of the weight of recycled materials (internally recycled amount + externally recycled amount)
Internally recycled amount: Amount of waste from production processes that is not discharged outside Konica Minolta sites and is re-inputed as raw material
Externally recycled amount: Amount of waste that is recycled after being discharged outside Konica Minolta sites

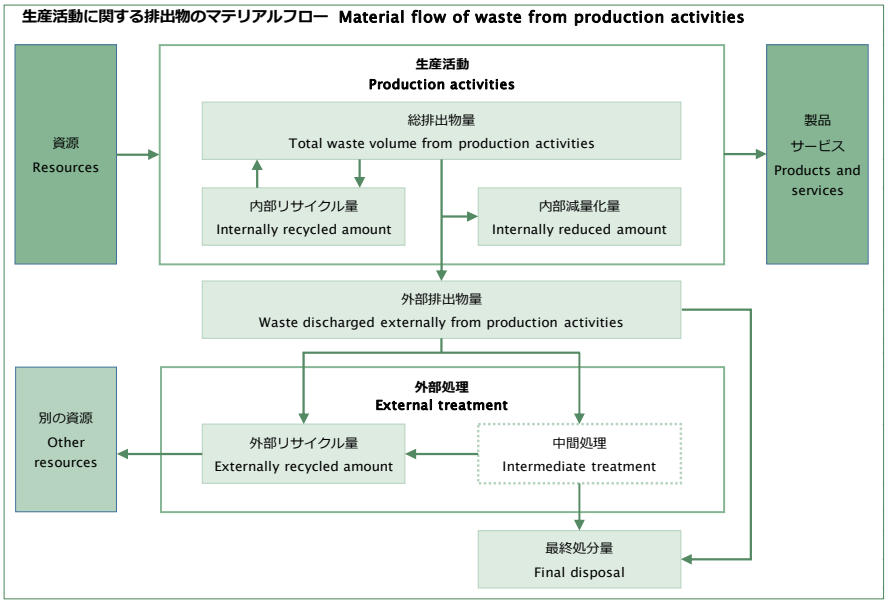
【最終処分量】
対象範囲：全世界の生産・研究開発拠点
算定基準：最終処分量重量（生産外部排出物量×最終処分率）の合計。最終処分率は個別に処理業者にヒアリングした値に基づいています。
再資源化後の残渣を除きます。直接埋立量と中間処理残渣埋立量の合計です。
【Final disposal】
Boundary: All production and R&D sites around the world
Standards: The total weight of final disposal (Weight of waste discharged externally from production × Percentage of final disposal)
Percentage of final disposal are calculated based on the value from industrial waste disposal companies.
Except for residues after recycling. The figures are the sum of direct landfill and landfill of residual after intermediate treatment.

製品回収・リサイクル Product Recovery and Recycling

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
製品回収量（全世界） Poduct recovery volume (worldwide)	千t kt	16.1	15.2	16.8	17.9	14.2	13.6	11.2	13.6	13.2
製品回収再資源化量（全世界） Recycling volume for recovered products (worldwide)	千t kt	16.0	15.0	16.6	17.7	14.1	13.4	11.1	13.5	13.1
製品回収再資源化率（全世界） Recycling ratio for recovered products (worldwide)	%	99.1%	98.8%	98.9%	99.4%	99.1%	99.2%	99.2%	99.0%	99.1%

注：集計範囲は情報機器事業の製品です（主要販社）。
Note: The scope of the aggregate includes Business Technologies Business (major sales companies) products.

生産活動に関する排出物のマテリアルフローは下記を参照ください。
See the figure below for the material flow of waste from production activities.



環境データ2024 Environmental Data 2024

☆ 当該情報は各年度に第三者保証を受けました。詳細は各年度のCSRレポート、ウェブサイトまたは環境データを参照ください。
☆ The figures for each year have been assured by a third party respectively. For more detail, please refer to the CSR report, the website or the Environmental Data in each year.

注： 数値については四捨五入しているため、合計が合わない場合があります。
Note: Figures may not add up to totals due to rounding.

水 Water

取水源別の取水量 Water Withdrawal by Source

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
取水量総計※1 ※5 Total water withdrawal [1, 5]	千m^3 Thousand m^3	3,839	3,845	3,673	3,833	3,492	3,201	2,980	3,231	3,155
上水 総計※1 Potable Water [1]	千m^3 Thousand m^3	1,621	1,636	1,726	1,743	1,588	1,488	1,441	1,485	1,479
上水（生産）※2 ※3 ☆ Potable Water (production activity) [2, 3] ☆	千m^3 Thousand m^3	1,324	1,333	1,398	1,407	1,280	1,176	1,147	1,192	1,168
上水（販売）※4 Potable Water (sales activity) [4]	千m^3 Thousand m^3	296	302	327	337	308	312	294	294	311
雨水※1 ☆ Rainwater [1] ☆	千m^3 Thousand m^3								0.2	1.1
地表水 Fresh Surface Water (lakes, rivers, etc.)	千m^3 Thousand m^3	0	0	0	0	0	0	0	0	0
地下水※1 ※3 ☆ Groundwater [1, 3] ☆	千m^3 Thousand m^3	2,218	2,209	1,947	2,089	1,904	1,714	1,539	1,745	1,675
海水 Seawater	千m^3 Thousand m^3	0	0	0	0	0	0	0	0	0
生産随伴水 Produced/Entrained Water	千m^3 Thousand m^3	0	0	0	0	0	0	0	0	0

※1：集計範囲は全世界の連結対象の全社です。
*1: The scope of data covers all consolidated companies worldwide.

※2：集計範囲は全世界の生産拠点および研究開発拠点です。取水量(上水道、工業用水)の合計です。
*2: The scope of data covers all production and R&D sites worldwide. The total amount of water intake (city water, industrial water)

※3：上水及び地下水については2021年度から保証を受けています。
*3: Regarding potable water and groundwater, the figures have been assured by a third party respectively from FY2021 onwards.

※4：集計範囲は全世界の連結対象の販売・サービス拠点です。取水量原単位に各拠点の人数を掛け推計しています。
*4: The scope of data covers all consolidated sales and service bases worldwide. Figures are estimated by multiplying the water withdrawal intensity by the number of people at each site.

※5：2023年度の総取水量における第三者保証カバー率は、集計対象（全世界の連結対象の全社）のうちの90%と推計しています。
*5: The coverage rate for third-party assurance of total water withdrawals in fiscal 2023 is estimated to be 90% of the total coverage (all consolidated companies worldwide).

注：2016年度から、工業用水も上水として計上しています。
Note: Industrial water is included in potable water since fiscal 2016.

取水量☆ Water Withdrawal☆

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
取水量総計（生産）※1 Total water withdrawal (production activity) [1]	千m^3 Thousand m^3	3,543	3,542	3,346	3,496	3,184	2,889	2,686	2,937	2,844
日本 Japan	千m^3 Thousand m^3	3,067	3,010	2,846	2,989	2,701	2,459	2,291	2,530	2,475
アジア（日本を除く） Asia (excluding Japan)	千m^3 Thousand m^3	474	530	497	503	481	429	393	405	367
北米・欧州 North America/Europe	千m^3 Thousand m^3	2	2	2	3	2	2	2	2	3

※1：集計範囲は全世界の生産拠点および研究開発拠点です。
*1: The scope of data covers all production and R&D sites worldwide.

注：土壌・地下水対策用の揚水量を含みます。
Note: The figures include water used for soil and groundwater remediation.

取水量（原単位推移） Total Water Withdrawal (per unit of sales)

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
原単位 Per unit of sales	千m^3/億円 Thousand m^3/100 million yen	0.34	0.37	0.32	0.33	0.32	0.33	0.29	0.26	0.25

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

計算式：取水量総計(生産) ÷ グループ総売上高
Formula: Total water withdrawal (production) / Total group sales

循環水使用量 Recycled Water Usage

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
循環水使用量総計 Total recycled water usage	千m^3 Thousand m^3	43.1	12.1	14.2	16.0	45.5	46.1	45.6	24.2	9.2
日本 Japan	千m^3 Thousand m^3	43.1	12.1	14.2	16.0	45.5	46.1	45.6	24.2	9.2
アジア（日本を除く） Asia (excluding Japan)	千m^3 Thousand m^3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
北米・欧州 North America/Europe	千m^3 Thousand m^3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

排水量 Water Discharged

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
排水量総計 Total water discharged	千m^3 Thousand m^3	3,080	3,095	2,829	3,066	2,857	2,546	2,380	2,585	2,484
日本 Japan ※	千m^3 Thousand m^3	2,641	2,597	2,364	2,607	2,389	2,127	1,985	2,191	2,127
アジア（日本を除く） Asia (excluding Japan)	千m^3 Thousand m^3	438	496	462	455	466	417	393	391	355
北米・欧州 North America/Europe	千m^3 Thousand m^3	2	2	3	3	2	2	2	2	3

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

※：集計の誤りがあったため2015-2017年度の数値を修正しました。
*: Figures for fiscal 2015-2017 have been corrected due to an error in tabulation.

排水先別の排水量 Water Discharge by Destination

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
公共流域（淡水の地表水） Public water area (fresh surface water)	千m^3 Thousand m^3	1,288	1,234	1,049	1,130	1,064	1,004	893	980	1,016
地下水 Groundwater	千m^3 Thousand m^3	0	0	0	0	0	0	0	0	0
海水 Seawater	千m^3 Thousand m^3	0	0	0	0	0	0	0	0	0
下水 ※ Sewage*	千m^3 Thousand m^3	1,792	1,861	1,780	1,936	1,793	1,542	1,487	1,605	1,468

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

※：集計の誤りがあったため2015-2016年度の数値を修正しました。
*: Figures for fiscal 2015-2016 have been corrected due to an error in tabulation.

排水負荷量 Drainage Load

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
COD負荷量（公共水域）総計 Total COD load (to public waters)	t	0.12	0.09	0.57	0.22	0.11	0.16	0.05	0.40	0.57
日本 Japan	t	0.12	0.09	0.57	0.22	0.11	0.16	0.05	0.40	0.57
アジア（日本を除く） Asia (excluding Japan)	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
北米・欧州 North America/Europe	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
リン排出量（公共水域）総計 Total phosphorus discharge (to public waters)	t	0.03	0.02	0.02	0.03	0.01	0.01	0.00	0.09	0.16
日本 Japan	t	0.03	0.02	0.02	0.03	0.01	0.01	0.00	0.09	0.16
アジア（日本を除く） Asia (excluding Japan)	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
北米・欧州 North America/Europe	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
窒素排出量（公共水域）総計 Total nitrogen discharge (to public waters)	t	1.68	1.58	1.76	2.17	0.70	1.73	0.51	1.37	2.15
日本 Japan	t	1.68	1.58	1.76	2.17	0.70	1.73	0.51	1.37	2.15
アジア（日本を除く） Asia (excluding Japan)	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
北米・欧州 North America/Europe	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

注：各データは、排出量測定の法的義務がある工場の値を積算したものです。
Note: Each data point is an accumulation of values from plants that are legally obligated to measure emissions.

環境データ2024 Environmental Data 2024

注：数値については四捨五入しているため、合計が合わない場合があります。
Note: Figures may not add up to totals due to rounding.

拠点別環境データ Environmental Data by Site

コニカミノルタ（株）国内拠点別環境データ（2023年度） Sites of Konica Minolta, Inc. in Japan (FY2023)

拠点名（所在地） Site name (location)	主要業務内容 Main business contents	CO_2排出量 CO_2 emissions ($t\text{-}CO_2$)	外部排出物量 Waste discharged externally (t)	最終処分量 Final disposal (t)	取水量 Water withdrawal (m^3)	雨水 Rainwater (m^3)	地下水 Ground water (m^3)	上水道 Potable water (m^3)	排水量 Water discharged (m^3)	VOC大気排出量 Atmospheric emissions of VOC (t)	PRTR対象物質大気排出量 Atmospheric emissions of PRTR substances (t)
東京サイト日野 Tokyo Site Hino （東京都日野市） (Hino, Tokyo)	ヘルスケア・印刷用機器材料、周辺機器などの開発・製造・販売 Development, manufacturing and sales of healthcare and printing equipment materials and peripherals	16,991	275	0	362,479	-	362,479	-	321,799	*1	0
東京サイト八王子 Tokyo Site Hachioji （東京都八王子市） (Hachioji, Tokyo)	情報機器、光学デバイス、ヘルスケア製品などの開発・販売 Development and sales of office equipment, optical devices, and healthcare products	14,096	408	0	98,609	842	89,205	8,562	98,609	*1	0
甲府サイト Kofu Site （山梨県中央市） (Chuo, Yamanashi Prefecture)	照明用部材の製造、ディスプレイ材料用プラスチックフィルムの製造 Manufacturing of parts for illumination, and plastic film for display materials	8,930	95	0	82,664	-	58,639	24,025	51,128	*1	0
瑞穂サイト Mizuho Site （愛知県豊川市） (Toyokawa, Aichi Prefecture)	情報機器関連の開発・生産管理 Development and Manufacturing management of office equipment-related products	4,033	316	4.4	12,612	-	-	12,612	12,001	*1	0
三河サイト Mikawa Site （愛知県豊川市） (Toyokawa, Aichi Prefecture)	情報機器関連の開発 Development of office equipment-related products	290	39	0	1,205	-	-	1,205	1,205	*1	0
Toyokawa Site 豊川サイト （愛知県豊川市） (Toyokawa, Aichi Prefecture)	情報機器関連の生産管理、プラネタリウムの開発・製造 Manufacturing management of office equipment-related products, and development and manufacturing of planetariums	305	4	0	2,641	-	-	1,641	2,641	*1	0
大阪狭山サイト Osakasayama Site （大阪府大阪狭山市） (Osakasayama, Osaka Prefecture)	光学デバイスの開発・製造 Development and manufacturing of optical products	5,093	55	0.1	50,177	-	21,503	28,674	37,204	*1	0
堺サイト Sakai Site （大阪府堺市） (Sakai, Osaka Prefecture)	産業用計測機器等の開発、製造、販売 Development, manufacturing and sales of measuring instruments for industrial applications	1,903	59	0	20,940	-	13,445	7,495	20,940	*1	0
高槻サイト Takatsuki Site （大阪府高槻市） (Takatsuki, Osaka Prefecture)	情報機器関連、産業光学システムの開発 Development of office equipment-related products and optical systems for industrial use	2,247	34	0	21,497	-	-	21,497	17,674	*1	0
神戸・西神・神戸第2サイト Kobe Site, Seishin Site and Kobe Second Site （兵庫県神戸市） (Kobe, Hyogo Prefecture)	ディスプレイ材料用プラスチックフィルムの開発、製造、販売 Development, manufacturing and sales of plastic film for display materials	116,495	1,752	0	696,143	-	230,225	465,918	439,326	51.5	43.8
熊本事業所 Kumamoto Office （熊本県玉名郡） (Tamana, Kumamoto Prefecture)	産業用インクジェットヘッドの製造 Manufacturing of ink jet heads for industrial use	1,807	9	0	14,897	-	14,897	-	14,152	*1	0

注：国内拠点のPRTR対象物質大気排出量算出において、取扱量が1トン以下の物質は集計対象外です。
Note: The amount of substances subject to the PRTR Law released to the atmosphere from sites in Japan do not need to be calculated if the quantity handled is no more than 1 ton

*1：算定対象外、または、算定基準で定める基準値以下
*1: Outside the scope of calculation or under the threshold defined in Standards for Calculation

関係会社　国内生産拠点別環境データ（2023年度）　Environmental Data of Affiliate Production Sites in Japan (FY2023)

拠点名・社名（所在地） Site name or Company name (location)	主要製品 Items produced	CO_2排出量 CO_2 emissions ($t\text{-}CO_2$)	外部排出物量 Waste discharged externally （t）	最終処分量 Final disposal （t）	取水量 Water withdrawal (m^3)	雨水 Rainwater (m^3)	地下水 Ground water (m^3)	上水道 Potable water (m^3)	排水量 Water discharged (m^3)	VOC大気排出量 Atmospheric emissions of VOC （t）	PRTR対象物質大気排出量 Atmospheric emissions of PRTR substances （t）
（株）コニカミノルタサプライズ本社・本社工場 Konica Minolta Supplies Manufacturing Co., Ltd. Head Office and Head Office Factory （山梨県甲府市） (Kofu, Yamanashi Prefecture)	複合機・プリンター・印刷用機器用消耗品 Consumables for MFPs, laser printers and printing equipment	9,335	496	0	261,132	-	242,508	18,624	261,132	46.9	39.7
（株）コニカミノルタサプライズ辰野工場 Konica Minolta Supplies Manufacturing Co., Ltd., Tatsuno Factory （長野県上伊那郡辰野町） (Tatsuno-machi, Nagano Prefecture)	複合機・プリンター・印刷用機器用消耗品 Consumables for MFPs, printers, and printing equipment	7,602	1,078	0	417,518	-	416,094	1,424	417,518		
コニカミノルタメカトロニクス（株）本社 Konica Minolta Mechatronics Co., Ltd. Head Office （愛知県豊川市八幡町） (Yawata-cho, Toyokawa, Aichi Prefecture)	複合機・プリンター用消耗品・機構部品 Consumables and mechanism elements for MFPs and printers	2,181	677	0	7,891	198	-	7,693	14,761	*2	0
コニカミノルタメカトロニクス（株）小田渕事業所 Konica Minolta Mechatronics Co., Ltd., Odabuchi Head Office （愛知県豊川市小田渕町） (Odabuchi, Toyokawa, Aichi Prefecture)	複合機・プリンター用消耗品・機構部品 Consumables and mechanism elements for MFPs and printers	357	54	0	0	-	-	0	0	*2	0
コニカミノルタメカトロニクス（株）植田事業所 Konica Minolta Mechatronics Co., Ltd., Ueta Plant (Toyohashi, Aichi Prefecture) （愛知県豊橋市） (Toyohashi, Aichi Prefecture)	複合機・プリンター用消耗品用部材 Parts for consumables for MFPs and laser printers	634	42	0	56,426	-	56,287	139	56,428	*2	0
コニカミノルタメカトロニクス（株）都留事業所 Konica Minolta Mechatronics Co., Ltd., Tsuru Plant （山梨県都留市） (Tsuru, Yamanashi Prefecture)	複合機・プリンター用電装基板 Electrical plates for MFPs and printers	1,015	145	0	5,999	-	596,283	5,999	5,999	*2	0
コニカミノルタIJプロダクト（株） KONICA MINOLTA IJ PRODUCT CO.,LTD. （山梨県笛吹市） (Fuefuki, Yamanashi Prefecture)	インクジェットヘッド・光学デバイス Inkjet printheads and optical devices	4,130	892	0.1	169,699	-	169,699	-	169,149	*2	0
コニカミノルタテクノプロダクト（株）本社 Konica Minolta Technoproducts Co., Ltd., Head Office （埼玉県狭山市） (Sayama, Saitama Prefecture)	ヘルスケア用画像機材 Healthcare imaging equipment	2,032	47	0	7,767	-	-	7,767	7,767	*2	0
コニカミノルタケミカル（株） Konica Minolta Chemical Co., Ltd. （静岡県袋井市） (Fukuroi, Shizuoka Prefecture)	化学品 Chemicals	2,686	3,708	0	184,528	-	-	184,528	177,109	28.5	4.9

注：国内拠点のPRTR対象物質大気排出量算出において、取扱量が1トン以下の物質は集計対象外です。
Note: The amount of substances subject to the PRTR Law released to the atmosphere from sites in Japan do not need to be calculated if the quantity handled is no more than 1 ton

*2：算定基準で定める基準値以下
*2: Under the threshold defined in Standards for Calculation

関係会社　海外生産拠点別環境データ（2023年度）　Environmental Data of Affiliate Production Sites Outside Japan (FY2023)

拠点名・社名（所在地） Site name or Company name (location)	主要製品 Items produced	CO_2排出量 CO_2 emissions ($t\text{-}CO_2$)	外部排出物量 Waste discharged externally (t)	最終処分量 Final disposal (t)	取水量 Water withdrawal (m^3)	雨水 Rainwater (m^3)	地下水 Ground water (m^3)	上水道 Potable water (m^3)	排水量 Water discharged (m^3)	VOC大気排出量 Atmospheric emissions of VOC (t)
Konica Minolta Business Technologies (Wuxi) Co., Ltd. （中国 江蘇省無錫市） (Wuxi, Jiangsu Province, China)	複合機、プリンターおよび消耗品 MFPs, printing equipment and consumables	0	670	0	34,341	-	-	34,341	34,341	*2
Konica Minolta Business Technologies (Dongguan) Co., Ltd. （中国 広東省東莞市） (Dongguan, Guangdong Province, China)	複合機、プリンターおよび消耗品 MFPs, printing equipment and consumables	13	670	0	79,234	-	-	79,234	79,234	*2
Konica Minolta Supplies Manufacturing U.S.A.,Inc. （米国 ニューヨーク州） (New York, USA)	複合機・プリンター用消耗品 Consumables for MFPs and laser printers	34	223	0	1,329	-	-	1,329	1,329	*2
Konica Minolta Supplies Manufacturing France S.A.S. （フランス ロレーヌ地域圏） (Lorraine region, France)	複合機・プリンター用消耗品 Consumables for MFPs and laser printers	384	238	0	1,236	-	-	1,236	1,236	*2
Konica Minolta Business Technologies (Malaysia) Sdn. Bhd. （マレーシア マラッカ州） (Malacca, Malaysia)	複合機、プリンターおよび消耗品 Consumables for MFPs and printing equipment	66	837	0	173,992	71	-	173,921	173,992	*2
Konica Minolta (Xiamen) Medical Products Co., Ltd. （中国 福建省廈門市） (Xiamen, Fujian Province, China)	ヘルスケア製品 Healthcare imaging equipment	170	214	0	440	-	-	440	177	*2
Konica Minolta Opto (Dalian) Co., Ltd. （中国 遼寧省大連市） (Dalian, Liaoning Province, China)	光学デバイス Optical Devices	18,832	77	3.9	68,805	-	-	68,805	58,484	30.6
Konica Minolta Optical Products (Shanghai) Co., Ltd. （中国 上海市） (Shanghai, China)	光学デバイス Optical Devices	2,343	15	0	10,020	-	-	10,020	9,018	*2

注：海外拠点は、PRTR制度の対象外です。
Note: Sites outside Japan are not controlled by Japan's PRTR System.

*2：算定基準で定める基準値以下
*2: Under the threshold defined in Standards for Calculation

環境データ2024 Environmental Data 2024

注：数値については四捨五入しているため、合計が合わない場合があります。
Note: Figures may not add up to totals due to rounding.

大気排出・化学物質 Atmospheric Emissions and Chemical Substances

大気排出 Atmospheric Emissions

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
SO_X排出量総計 Total SO_X emissions	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.25
日本 Japan	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.25
アジア（日本を除く） Asia (excluding Japan)	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
北米・欧州 North America/Europe	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
NO_X排出量総計 Total NO_X emissions	t	53.2	52.1	90.1	77.2	98.9	56.8	83.1	73.3	74.3
日本 Japan	t	53.2	52.1	90.1	77.2	98.9	56.8	83.1	73.3	74.3
アジア（日本を除く） Asia (excluding Japan)	t	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
北米・欧州 North America/Europe	t	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
ばいじん排出量総計 Total soot and dust emissions	t	0.86	0.53	0.52	0.41	0.41	0.58	0.80	0.90	0.92
日本 Japan	t	0.86	0.53	0.52	0.41	0.41	0.58	0.80	0.90	0.92
アジア（日本を除く） Asia (excluding Japan)	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
北米・欧州 North America/Europe	t	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
PRTR対象物質の大気排出量 Atmospheric emissions of PRTR substances	t	80.7	71.5	69.5	85.3	87.8	66.2	68.1	65.9	88.5
VOC大気排出量（環境影響度指数）※1 Atmospheric emissions of VOC (Environmental impact index) [1]	ポイント Points	767	708	709	697	846	639	661	605	565
VOC大気排出量（環境影響度指数 原単位推移）※1 Atmospheric emissions of VOC (Environmental impact index per unit of sales) [1]	ポイント/億円 Points/ 100 million yen	0.074	0.074	0.069	0.066	0.085	0.074	0.073	0.054	0.049

※1：VOC大気排出量の2015年度から2021年度において、過去の算定に誤りが発見されたため、数値を修正しました。
*1: Figures of Atmospheric emissions of VOC (Environmental impact index) and Atmospheric emissions of VOC (Environmental impact index per unit of sales) for fiscal 2015-2021 have been corrected due to an error in tabulation.

注：集計範囲は全世界の生産拠点および研究開発拠点です。
Note: The scope of data covers all production and R&D sites worldwide.

注：SOx排出量、NOx排出量、ばいじん排出量は、排出量測定の法的義務がある工場の値を積算したものです。
Note: SOx emissions, NOx emissions, and dust and soot emissions represent the sum of values from plants that are legally obligated to measure emissions.

【VOC大気排出量（環境影響度指数）】
対象範囲：全世界の生産拠点のうち、環境影響度指数 1ポイント／物質以上の物質を対象として、計算された個々の物質の環境影響度指数の総和が１０ポイント以上となる拠点
算定基準：VOC大気排出の環境影響度指数の総和
環境影響度指数：コニカミノルタ独自の指数。環境影響度指数(ポイント)＝VOC 大気排出量（t）×有害性係数×立地係数。
有害性係数：直接的または間接的な、人への健康影響および環境影響の重篤度により、1 倍、10 倍、100 倍で設定（神奈川県の安全影響度評価における係数の考え方を参考に、コニカミノルタが独自に設定）
立地係数：工業団地外5、工業団地内1で設定
【Atmospheric emissions of VOC (Environmental impact index)】
Boundary: Production sites around the world with ten or more environmental impact index points, when points are added for every compound that is rated of one point or more.
Standards: The sum of the environmental impact index for atmospheric emissions of VOCs
Environmental impact index: An index unique to Konica Minolta.
Environmental impact index (point) = Atmospheric emissions of VOCs [t] × Hazard coefficient × Location coefficient
Hazard coefficient: Set at 1-fold, 10-fold, or 100-fold depending on the severity of the impact on human health and the environment (set independently by Konica Minolta based on the coefficient used in the safety evaluations conducted by Kanagawa Prefecture in Japan)
Location coefficient: Outside the industrial estate 5, inside the industrial estate 1

FY2023 PRTR対象物質 Substances controlled by Pollution Release and Transfer Register (PRTR) system fiscal 2023

（単位 unit：t）

PRTR法管理番号 PRTR Law identification number	化学物質名 Name of chemical substance	排出量 Amount discharged			外部移動量 Amount transferred externally		リサイクル Recycled
		大気 To air	公共水域 To water	土壌 To soil	廃棄物※ Waste*	下水道 Sewage	
7	アクリル酸ノルマルーブチル n-Butyl acrylate	0.9	0	0	7.6	0	0
18	アニリン Aniline	0	0	0	0.9	0	0
81	キノリン Ferric chloride	0	0	0	10.5	0	0
186	ジクロロメタン(別名：塩化メチレン) Dichloromethane (also known as methylene dichloride)	45.4	0	0	361.1	0	0.8
232	N,N-ジメチルホルムアミド(DMF) N,N-Dimethylformamide	0	0	0	662.7	0	0
240	スチレン Styrene	4.1	0	0	22.8	0	0
277	トリエチルアミン Triethylamine	0	0	0	1.4	0	0
300	トルエン Toluene	9.0	0	0	512.8	0	0
342	ピリジン Pyridine	0	0	0	0.9	0	0
395	ペルオキソ二硫酸の水溶性塩 Water-soluble salts of peroxodisulfuric acid	0	0	0	1.4	0	0
412	マンガン及びその化合物(Mnに換算) Manganese and its compounds (Mn equivalent)	0	0	0	0.1	0	0
415	メタクリル酸 Methacrylic acid	0.4	0	0	2.2	0	0
438	メチルナフタレン Methylnaphthalene	0	0	0	0	0	0
674	テトラヒドロフラン Tetrahydrofuran	28.5	0	0	1.3	0	0
731	ヘプタン Heptane	0.3	0	0	4.9	0	0
746	N-メチル-2-ピロリドン N-Methyl-2-pyrrolidone	0	0	0	22.1	0	0

注：集計範囲は日本国内のコニカミノルタグループ生産拠点
*: Boundary of data: Charts cover Konica Minolta Group production sites in Japan.

※：PRTR（環境汚染物質排出・移動登録）制度の定義に従い、再資源化していても有価売却でない場合は廃棄物として集計しました。
*: In accordance with PRTR system definitions, even if materials were recycled later, they were counted here as waste if they were not sold at a profit.

環境データ2024 Environmental Data 2024

環境会計 Environmental Accounting

百万円 Million yen

環境保全活動の分類 Types of Environmental Conservation Activities	主な取り組み内容 Major Initiatives	FY2015			FY2016			FY2017			FY2018			FY2019			FY2020			FY2021			FY2022			FY2023		
		投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits	投資額 Investment	費用額 Expenditures	経済効果 Economic Benefits
1.事業エリア内コスト Business area cost		622	3,367	20,093	1,528	3,325	19,375	581	3,418	19,958	788	3,446	20,613	762	3,352	21,395	866	3,216	19,531	636	3,425	21,616	657	3,856	20,132	667	3,892	23,066
1) 公害防止 Pollution prevention cost	排水処理施設の維持・保全、VOC大気放出低減、化学物質管理 Implemented wastewater treatment facilities maintenance, reduced atmospheric emission of VOCs, and carried out chemicals management	73	1,328	0	62	1,361	0	93	1,367	0	126	1,378	0	122	1,341	0	138	1,286	0	102	1,370	0	105	1,542	0	107	1,557	0
2) 温暖化防止 Preventing global warming cost	省エネ推進 Promoted energy conservation	365	720	2,420	1,457	745	3,534	372	752	3,361	504	758	3,362	488	737	3,410	554	708	2,885	407	754	3,106	421	848	3,381	427	856	3,873
3) 資源循環 Resource circulation cost	溶剤回収 Recovered solvents	185	1,319	17,672	9	1,219	15,841	116	1,299	16,598	158	1,309	17,251	152	1,274	17,985	173	1,222	16,646	127	1,302	18,510	131	1,465	16,751	133	1,479	19,193
2.上・下流コスト Upstream / downstream costs	製品回収・リサイクル Collected and recycled products	0	2,002	3,044	0	1,921	3,157	0	1,966	3,810	0	1,988	3,659	0	1,916	3,010	0	1,762	3,039	0	1,797	2,930	0	2,058	3,120	0	2,089	3,741
3.管理活動コスト Administration cost	環境ISO維持・推進 Implemented environmental management systems	3	1,295	0	0	1,326	0	0	1,257	0	0	1,194	0	0	1,134	0	0	1,078	0	0	1,024	0	0	973	0	0	924	0
4.研究開発コスト R&D cost	製品の開発・生産における、省エネ・省資源・有害物質フリー技術の開発 Development of energy-saving, resource-saving, and hazardous substance-free technologies in product development and production	334	7,266	0	233	6,573	0	232	7,258	0	317	7,504	0	307	6,679	0	348	5,049	0	256	4,676	0	264	4,853	0	269	5,047	0
5.社会活動コスト Social activity cost	自然環境保全活動 Implemented environmental conservation activities	0	101	0	0	35	0	0	11	0	0	3	0	0	2	0	0	1	0	0	3	0	0	2	0	0	2	0
6.環境損傷コスト Environmental remediation cost	土壌汚染の修復・保全 Restored contaminated soil	13	70	0	6	767	0	0	61	0	13	166	0	10	49	0	0	30	0	8	49	0	3	35	0	3	35	0
7.その他コスト※ Other costs*		0	45	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	6	0	0	0	0
合計 Total		973	14,146	23,136	1,767	13,947	22,533	813	13,971	23,769	1,118	14,301	24,273	1,079	13,132	24,405	1,214	11,135	22,570	901	10,973	24,546	925	11,782	23,251	939	11,988	26,806

注：FY2017の経済効果は、算定範囲を他年度とそろえて算出しなおしたため、環境報告書2018に記載した数字と異なります。
Note: The economic benefits for FY2017 have been recalculated by aligning the scope of calculation with other fiscal years, and therefore differ from the figures shown in the Environmental Report 2018.

※：FY2022のその他コストには、中国無錫工場における大気汚染の条例違反に対する罰金、水質防止法違反(化学品の流出)を含む。
*: Other costs in FY2022 include fines for violations of air pollution ordinances and violations of water quality control laws (chemical spills) at the Wuxi plant in China.

環境保全効果 Environmental Conservation Benefits

ライフステージ Stage	効果項目 Type of benefit	単位 Unit	効果 Benefits								
			FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
生産 Production	水使用量の削減※1 Water use reduced[1]	t	25,014	25,247	54,887	111,834	125,505	131,068	139,460	154,477	170,688
	電力使用量の削減※1 Electricity reduced[1]	MWh	123,050	127,336	188,210	194,428	203,034	220,071	209,657	207,251	219,108
	都市ガス使用量の削減※1 Natural gas reduced[1]	千m³ Thousand m³	11,335	13,397	13,649	15,265	16,294	16,782	14,845	17,935	18,596
	重油使用量の削減※1 Heavy oil reduced[1]	kl	98	98	98	0	0	0	0	0	0
	削減対象化学物質の削減※1 Emissions of target chemical substances reduced[1]	t	12	16	16	16	16	16	16	16	16
	資源投入量の削減※1 Resource input reduced[1]	t	133,160	100,779	10,335	105,326	107,184	100,669	103,685	89,916	115,589
	廃棄物の外部リサイクル・リユース※2 External recycling and reuse of waste[2]	t	13,532	12,965	13,074	14,189	12,922	11,975	13,478	13,868	12,548
販売 Sales	容器包装の削減※1 Packaging reduced[1]	t	247	544	7	38	419	930	3016	0	3507
	使用済み製品からのリサイクル・リユース※2 Recycling and reuse of materials from used products[2]	t	16,102	15,092	16,618	17,739	14,117	13,447	11,099	13,464	13,116
使用 Usage	CO_2排出量の削減※3 CO_2 emissions reduced[3]	t	6,607	5,146	10,891	15,005	14,824	34,993	13,337	28,239	19,028

※1：各活動を実施しなかったと仮定した場合の推定使用量から、実績使用量を差し引いて算定しています。
*1: Calculated by subtracting the actual consumption amount from the consumption amount estimated for cases in which the environmental conservation activity was not implemented.

※2：活動によるリサイクル・リユース量を環境保全効果として算定しています。
*2: The environmental conservation benefits are calculated as the volume recycled and reused.

※3：当年度の主要な新製品について、その製品の従来機の使用による想定CO_2排出量から、新製品の使用による想定CO_2排出量を差し引いて算定しています。
*3: CO_2 emissions are calculated for major new products that were shipped in this fiscal year by subtracting the estimated CO_2 emissions associated with the new products in use from the estimated CO_2 emissions associated with the conventional products in use.

お客様使用時の効果 Impact of End User Usage

ライフステージ Stage	効果項目 Type of benefit	単位 Unit	効果 Benefits								
			FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
使用 Usage	消費電力削減量※1 Electricity consumption reduced[1]	MWh	15,619	12,165	21,695	29,890	29,530	69,707	26,568	56,253	37,904
	消費電力削減額※2 Electricity bills reduced[2]	百万円 Million yen	225	175	312	430	425	1,004	383	810	546

※1：各年度に出荷した主要な新製品について、その製品の従来機の使用による想定消費電力量から、新製品の使用による想定消費電力量を差し引いて算定しています。
*1: Electricity consumption reduced is calculated for major new products that were shipped each fiscal year by subtracting the estimated energy consumption of the new products in use from the estimated energy consumption of the conventional products in use.

※2：上記消費電力削減量に、日本国内生産拠点の電力料金の平均単価を乗じて算定しています。
*2: Calculated by multiplying the average electrical power unit price over the Group's production sites in Japan by the amount of electricity consumption reduced.

集計範囲 Boundary for Fiscal 2023 Results

コニカミノルタ株式会社 Konica Minolta, Inc.

国内関係会社 計10社（2019年度以降の社数） 10 Japanese affiliates (number of companies included in fiscal 2019 results)

- コニカミノルタプラネタリウム株式会社 Konica Minolta Planetarium Co., Ltd.
- コニカミノルタ情報システム株式会社 Konica Minolta Information System Co., Ltd.
- 株式会社コニカミノルタサプライズ※1 Konica Minolta Supplies Manufacturing Co., Ltd.[1]
- コニカミノルタメカトロニクス株式会社※2 Konica Minolta Mechatronics Co.,Ltd.[2]
- コニカミノルタケミカル株式会社 Konica Minolta Chemical Co., Ltd.
- コニカミノルタテクノプロダクト株式会社 Konica Minolta Technoproducts Co., Ltd.
- コニカミノルタジャパン株式会社※3 Konica Minolta Japan, Inc.[3]
- コニカミノルタエンジニアリング株式会社 Konica Minolta Engineering Co., Ltd.
- コニカミノルタビジネスアソシエイツ株式会社※4 Konica Minolta Business Associates Co., Ltd.[4]
- キンコーズ・ジャパン株式会社 Kinko's Japan Co., Ltd.

海外関係会社 計23社（2019年度以降の社数） 23 affiliates outside Japan (number of companies included in fiscal 2019 results)

- Konica Minolta Business Technologies (Dongguan) Co., Ltd.
- Konica Minolta Business Technologies (Wuxi) Co., Ltd.
- Konica Minolta Business Solutions (China) Co., Ltd.
- Konica Minolta Supplies Manufacturing U.S.A., Inc.
- Konica Minolta Business Solutions U.S.A., Inc.
- Konica Minolta Business Solutions Europe GmbH
- Konica Minolta Business Solutions Deutschland GmbH
- Konica Minolta Business Solutions (UK) Ltd.
- Konica Minolta Supplies Manufacturing France S.A.S.
- Konica Minolta Business Solutions France S.A.S.
- Konica Minolta Business Solutions Australia Pty. Ltd.
- Konica Minolta Business Technologies (MALAYSIA) SDN. BHD.
- Konica Minolta Opto (Dalian) Co., Ltd.
- Konica Minolta Optical Products (Shanghai) Co., Ltd.
- Konica Minolta Opto (Shanghai) Co., Ltd.
- Konica Minolta Sensing Americas, Inc.
- Konica Minolta Sensing Europe B.V.
- Konica Minolta Sensing Singapore, Pte. Ltd.
- Instrument Systems GmbH
- Konica Minolta Healthcare Americas, Inc.
- Konica Minolta Medical & Graphic Imaging Europe B.V.
- Konica Minolta Medical & Graphic (SHANGHAI) Co., Ltd.
- Konica Minolta (Xiamen) Medical Products Co., Ltd.（2019年度から新たに追加/newly added in fiscal 2019 results)

※1：2018年度に株式会社コニカミノルタサプライズとコニカミノルタサプライズ関西株式会社が合併。それ以前は2社として各々を集計
*1: Konica Minolta Supplies Manufacturing Co., Ltd. and Konica Minolta Supplies Manufacturing Kansai Co., Ltd. merged in fiscal 2018. Prior to that, each company was counted separately.

※2：2019年度にコニカミノルタオプトプロダクト株式会社、コニカミノルタオプトデバイス株式会社、コニカミノルタメカトロニクス株式会社が合併。それ以前は3社として各々を集計。
旧コニカミノルタメカトロニクス株式会社は、2016年度に豊機精密工業株式会社とコニカミノルタ電子株式会社が合併。
*2: Konica Minolta Opto Products Co., Ltd., Konica Minolta Opto Device Co., Ltd., and Konica Minolta Mechatronics Co., Ltd. merged in fiscal 2019. Prior to that, each company was counted separately.
The former Konica Minolta Mechatronics Co., Ltd. was established in a merger with Toyohashi Precision Products Co., Ltd. and Konica Minolta Electronics Co., Ltd. in fiscal 2016.

※3：2016年度にコニカミノルタヘルスケア株式会社とコニカミノルタビジネスソリューション株式会社が合併。それ以前は2社として各々を集計
*3: Konica Minolta Healthcare Co., Ltd. and Konica Minolta Business Solutions Japan Co., Ltd. merged in fiscal 2016. Prior to that, each company was counted separately.

※4：2017年度にコニカミノルタテクノサーチ株式会社とコニカミノルタビジネスアソシエイツ株式会社が合併。それ以前は2社として各々を集計
*4: Konica Minolta Technosearch Co., Ltd. and Konica Minolta Business Associates Co., Ltd. merged in fiscal 2017. Prior to that, each company was counted separately.

社会データ2024　Social Data 2024

2024年10月16日更新　Updated October 16, 2024
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	FY2022	FY2023
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	6,394	6,358
正規従業員☆ 注1 Regular employees☆ Note1		人 persons	6,198	5,770	5,282	5,207	5,102	4,910	4,545	4,407	4,269
非正規従業員 注2 Non-regular employees Note2		人 persons	2,152	1,841	1,874	1,892	1,861	1,839	1,782	1,987	2,089
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	7,798	7,427
正規従業員☆ 注1 Regular employees☆ Note1		人 persons	5,766	6,102	6,009	6,071	5,944	5,896	5,737	5,626	5,426
非正規従業員 注2 Non-regular employees Note2		人 persons	1,818	943	1,023	2,511	2,301	1,906	2,024	2,172	2,001
海外グループ会社 Group companies outside Japan		人 persons	33,516	34,050	34,432	35,688	36,176	32,932	32,421	31,692	31,604
正規従業員☆ 注1 Regular employees☆ Note1		人 persons	31,368	32,107	32,008	33,082	32,915	30,173	28,839	29,742	30,320
非正規従業員 注2 Non-regular employees Note2		人 persons	2,148	1,943	2,424	2,606	3,261	2,759	3,582	1,950	1,284
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	45,884	45,389
正規従業員☆ 注1 Regular employees☆ Note1		人 persons	43,332	43,979	43,299	44,360	43,961	40,979	39,121	39,775	40,015
従業員の男女人数☆ Number of Employees, by Gender☆	男性 Men	人 persons	30,499	31,044	30,551	30,926	30,560	28,366	26,986	27,290	27,500
	女性 Women	人 persons	12,833	12,761	12,548	13,176	13,142	12,358	11,893	12,246	12,516
	不明※1 Gender not reported*1	人 persons	0	174	200	258	259	255	242	239	0
地域別従業員数 Employees by Region	日本 Japan	人 persons	11,964	11,872	11,291	11,278	11,046	10,806	10,282	10,033	9,695
	欧州 Europe	人 persons	9,824	10,568	10,706	11,275	11,020	10,216	9,952	10,046	10,189
	北米 North America	人 persons	8,848	8,519	9,266	9,270	9,227	8,170	7,892 ※2*2	7,611	7,693
	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	10,995 ※2*2	12,085	12,438
非正規従業員 注2 Non-regular employees Note2		人 persons	6,118	4,727	5,321	7,009	7,423	6,504	7,388	6,109	5,374

☆ 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 集計範囲はコニカミノルタ（株）および連結対象の子会社
Note: The scope of the data includes Konica Minolta, Inc. and its consolidated subsidiaries.

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

※1 一部に男女別に集計していない事業所があります
*1 Some offices do not count men and women separately.

※2「地域別従業員数」の「北米」「アジア（日本を除く）その他」について、FY2021の数値に誤りがあり訂正しました。
*2 The figures for FY2021 in Employees by Region, North America and Asia(not including Japan) and other were incorrect and have been corrected.

グローバル従業員意識調査結果※1　Global Employee Survey *1

		単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
コニカミノルタグループ(全世界) Konica Minolta Group (worldwide)	エンゲージメント※2 Employee engagement score*2	-							6.4	6.6	6.8
	公平性※3 Equity*3	-							7.1	7.4	7.6
	意見の自由※4 Freedom of opinion*4	-							6.9	7.2	7.3

注：集計範囲はコニカミノルタ（株）および国内外の主要関係会社約100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）。回答者の割合は、コニカミノルタ（株）と連結対象の関係会社のうち人数ベースで2021年度は87%、2022年度は84%以上、2023年度は87%以上。
Note: The scope of the data includes regular employees at Konica Minolta, Inc. and approximately 100 major affiliated companies in Japan and abroad (excluding non-regular employees such as non-executive directors, staff contracted from other companies, employees dispatched from agencies, and temporary or part-time employees). The response rate was 87% in FY2021, over 84% in FY2022, and over 87% in FY2023, based on the number of employees at Konica Minolta, Inc. and its consolidated subsidiaries.

※1 グローバル従業員意識調査結果：該当設問の回答平均点（0～10段階で回答）
*1 GES score: The average score of responses, on a scale of 0 to 10, to relevant questions in the Global Employee Survey

※2 エンゲージメント：該当設問「社外の人に、コニカミノルタで働く事をどの程度勧めますか」
*2 Engagement: Applicable question "How likely is it you would recommend Konica Minolta as a place to work?"

※3 公平性：該当設問「自身が所属する部門・チームでは、あらゆるバックグラウンドを持つ人々が公平に扱われている」
*3 Equity: Applicable question "people of all backgrounds treated fairly in my department/team?"

※4 意見の自由：該当設問「自身が所属する部門・チームにおいて自身の意見が尊重されている」
*4 Freedom of opinion: Applicable question "Is your opinion respected in your department/team?"

従業員の採用　Number of Newly Hired Employees

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
コニカミノルタ(株)　新規採用者数 注 Konica Minolta, Inc. Note	人 persons			176	186	180	66	103	209	196
男性 Men	人 persons			128	138	136	50	73	161	139
女性 Women	人 persons			48	48	44	16	30	48	57
不明※ Gender not reported*	人 persons			-	-	-	-	-	-	-
コニカミノルタグループ（全世界）† Konica Minolta Group (worldwide)†										
新規採用者数合計 Total number of new employee hires	人 persons			6,218	7,648	7,950	2,003	5,489	7,226	4,970
内部候補者によって補充された比率　Percentage of open positions filled by internal candidates (internal hires)	%			73%	79%	46%	62%	80%	58%	88%
海外現地法人現地採用比率 Percentage of local hires at subsidiaries outside Japan　社長 President	%	61%	60%	63%	65%	65%	65%	66%	58%	69%
海外現地法人現地採用比率 Percentage of local hires at subsidiaries outside Japan　幹部社員 Senior staff	%	53%	53%	55%	52%	54%	51%	54%	40%	46%

注：集計範囲はコニカミノルタ（株）の正規従業員
Note：Figures are for regular employees of Konica Minolta, Inc.

※ 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.

† コニカミノルタ(株)、国内外の主要関係会社約50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%、2022年度は88%以上、2023年度は86%以上をカバーする。(以下、同じ。)
† The scope of the data includes regular employees at Konica Minolta, Inc. and approximately 50 major affiliated companies in Japan and abroad, excluding non-regular employees such as non-executive directors, staff contracted from other companies, employees dispatched from agencies, and temporary or part-time employees. This data covers over 89% of the consolidated group by number of employees in 2015, over 93% in FY2016 and FY2017, 92% in FY2018 and 2019, 89% in FY2020, 87% in FY2021, over 88% in FY2022, and over 86% in FY2023. (The same applies hereafter.)

女性従業員の活躍状況　Promotion of Women

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
コニカミノルタ(株) 注 Konica Minolta Inc. Note											
新卒採用に占める女性比率※1　Percentage of women in new graduates*1	%							23%	35%	37%	39%
キャリア採用に占める女性比率※2 Percentage of women in mid-career hires*2	%							33%	18%	22%	-
女性従業員比率　Percentage of women in total work force	%						18.9%	19.4%	19.9%	20.4%	-
女性管理職比率※3　Percentage of all management positions, including junior, middle and top management, held by women*3	%	3.4%	4.4%	5.5%	6.2%	6.9% (6.9%)	7.3% (7.2%)	8.9% (9.1%)	9.8% (9.9%)	10.6% (10.7%)	-
女性初級管理職比率※4　Percentage of junior management positions held by women*4	%						12.8%	17.6%	19.1%	19.4%	-
女性役員※5比率　Percentage of top management positions*5 held by women	%						4.1%	5.2%	5.9%	6.5%	-
コニカミノルタグループ（全世界）† Konica Minolta Group（worldwide）†											
女性従業員比率 Percentage of women in total work force	%	29.6%	29.0%	29.0%	29.7%	29.9%	31.1%	31.2%	31.4%	31.9%	
女性管理職比率 Percentage of all management positions, including junior, middle and top management, held by women	%	15.3%	16.4%	18.9%	18.6%	18.3%	19.8%	19.5%	20.3%	21.1%	
女性初級管理職比率※4 Percentage of junior management positions held by women*4	%						21.4%	20.3%	21.4%	22.1%	
女性役員※5比率　Percentage of top management positions*5 held by women	%						15.0%	15.2%	16.9%	16.9%	
売上を生み出す部門の女性比率（%） Percentage of management positions in revenue-generating functions held by women	%						19.0%	23.0%	19.5%	16.7%	
STEM※6 関連業務に携わる女性比率（%）　Percentage of STEM*6-related positions held by women	%						19.3%	21.9%	21.4%	21.7%	

注：集計範囲にグループ会社への出向者を含む。2020年度より各年度の3月31日現在の数値を算出しています。
Note：The scope of the data includes employees seconded to group companies. From 2020, Figures are calculated as of March 31 of each fiscal year.

※1 前年度に内定し、当該年度に新卒で入社した人の割合
*1 The percentage of individuals who were offered employment in the previous fiscal year and joined the company as new graduates in the relevant fiscal year.

※2 当該年度に入社した人の割合
*2 Percentage of employees who joined the company in the relevant fiscal year

※3 女性管理職比率：役員を含む管理職における女性の割合。（　）内は各年度の翌4月1日時点の役員を含まない管理職における女性の割合（女性管理職比率のKPIとして使用）。
*3 Percentage of management positions held by women: The percentage of women in management positions, including executives. The figure in parentheses indicates the percentage of women in management positions, excluding executives, as of April 1 following each fiscal year. This figure is used as a KPI for the percentage of management positions held by women.

※4 女性初級管理職：会社のマネジメントの階層の中で一番下位の管理職
*4. Junior management positions: The lowest level of management in the company's hierarchy of management

※5 役員：CEOから1階層以内
*5. Executives: Within one level from the CEO.

※6/ *6. STEM: Science, Technology, Engineering and Mathematics

報酬 ☆† Average Remuneration ☆†

			単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
役員※1 Executive level*1	ベース給+ボーナス等他の現金インセンティブ※2 BS+Other cash incentives*2	男性 Men	千円 thousand JPY						18,057	20,254	22,382	28,656
		女性 Women							18,779	21,867	22,843	30,777
	ベース給※4 Base Salary (BS)*4	男性 Men	千円 thousand JPY						14,350	15,708	17,299	18,943
		女性 Women							15,491	16,779	17,318	19,458
管理職 Management level	ベース給+ボーナス等他の現金インセンティブ※3 BS+Other cash incentives*3	男性 Men	千円 thousand JPY						8,494	9,016	9,381	10,536
		女性 Women							7,692	8,181	8,271	9,644
	ベース給※4 Base Salary (BS)*4	男性 Men	千円 thousand JPY						7,029	7,371	7,570	8,214
		女性 Women							6,738	6,935	6,901	7,790
非管理職 Non-management level	ベース給※4 Base Salary (BS)*4	男性 Men	千円 thousand JPY						3,974	4,227	4,461	4,884
		女性 Women							3,628	3,912	4,148	4,512

☆ 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 役員：CEOから1階層以内
*1. Executives: Within one level from the CEO.

※2 各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。
*2. 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.

※3 各年度中に支払われた基本給、ボーナス
*3. Annual base salary and other cash incentives such as bonus in each year.

※4 各年度中に支払われた基本給
*4. Annual base salary in each year.

男女労働者の賃金差異※1 Wage Disparity Between Men and Women Employees *1

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
全労働者 All Workers	%								73.6	76.6
正規雇用従業員 Regular Employees									73.9	76.5
パート・有期雇用労働者 Part-time/Fixed-term Employees									58.9	72.8

注：集計範囲はコニカミノルタ（株）
Note: The scope of the data includes Konica Minolta, Inc.

※1「女性の職業生活における活躍の推進に関する法律」（平成27年法律第64号）の規定に基づき算出
*1. Calculated based on Japan's Act on Promotion of Women's Participation and Advancement in the Workplace (Act No. 64 of 2015).

キャリア人財の活躍状況 Status of Mid-career Hires

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
新規採用に占めるキャリア人財比率 Percentage of mid-career hires	%			45%	53%	40%	41%	61%	69%	57%
従業員に占めるキャリア人財比率 Percentage of mid-career hires among employees	%		14.5%	15.2%	15.9%	16.8%	16.8%	18.1%	21.2%	32.2%
管理職に占めるキャリア人財比率 Percentage of all management positions, including junior, middle and top management, held by mid-career hires	%		13.0%	15.5%	17.6%	20.1%	20.9%	24.6%	27.5%	39.2%
経営層※に占めるキャリア人財比率 Percentage of top management positions* mid-career hires	%		13.1%	13.9%	14.2%	16.3%	15.6%	19.1%	22.2%	32.4%

注：集計範囲はコニカミノルタ（株）の正規従業員
Note：Figures are for regular employees of Konica Minolta, Inc.

※ 部長相当職以上で、執行役員以上を除く
＊ Senior Managers and above, excluding Executive Officers and above

外国籍従業員の活躍状況 Status of Non-Japanese Employees in Japan

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
新卒採用に占める外国籍従業員比率 Percentage of non-Japanese employees among newly hired employees	%	8%	15%	14%	19%	10%	5%	8%	11%	2%
従業員に占める外国籍従業員比率 Percentage of non-Japanese nationals among employees	%		0.9%	1.1%	1.3%	1.5%	1.6%	1.6%	1.6%	1.6%
管理職に占める外国籍従業員比率 Percentage of all management positions held by non-Japanese nationals	%		0.1%	0.2%	0.2%	0.2%	0.5%	0.4%	0.5%	0.6%
経営層※に占める外国籍従業員比率 Percentage of top management positions* held by non-Japanese naitonals	%		0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	0.4%	0.4%

注：集計範囲はコニカミノルタ（株）の正規従業員
Note：Figures are for regular employees of Konica Minolta, Inc.

※ 部長相当職以上で、執行役員以上を除く
* Senior Managers and above, excluding Executive Officers and above

人種別比率（米国のみ） Race/Ethnicity (USA employees only)

		単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
アジア系 Asian	管理職比率 Percentage of all management positions held by Asian people	%						8.5%	9.5%	7.5%	6.6%
	全体比率 Percentage of Asian people in total work force	%						8.4%	8.5%	8.5%	8.1%
アフリカ系 Black or African	管理職比率 Percentage of all management positions held by Black or African people	%						3.9%	4.8%	4.9%	3.2%
	全体比率 Percentage of Black or African people in total work force	%						7.2%	7.4%	7.4%	7.5%
ヒスパニック系 Hispanic or Latino	管理職比率 Percentage of all management positions held by Hispanic or Latino people	%						8.6%	6.6%	6.7%	7.8%
	全体比率 Percentage of Hispanic or Latino people in total work force	%						7.1%	8.9%	9.1%	9.8%
白人系 White	管理職比率 Percentage of all management positions held by white people	%						75.0%	72.2%	74.7%	78.4%
	全体比率 Percentage of white people in total work force	%						69.3%	67.4%	67.2%	67.9%
不明 Others (not reported)	管理職比率 Percentage of all management positions held by others	%						5.5%	6.9%	6.1%	3.9%
	全体比率 Percentage of others in total work force	%						6.4%	7.8%	7.8%	6.8%

障がい者雇用率 Percentage of Employees with Disabilities

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024
コニカミノルタ (株) ☆ 注1 Konica Minolta, Inc. ☆ Note 1	%	2.02%	2.03%	2.19%	2.28%	2.32%	2.39%	2.55%	2.55%	2.68%	2.89%
コニカミノルタグループ（全世界）† Konica Minolta Group (worldwide)†	%						1.1%	1.1%	1.2%	1.6%	-

☆ 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年度から2023年度までの実績値は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 to FY2023.

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イツ（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.

再雇用者数 Number of Rehired Retirees

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
定年退職者数 ※ Number of retirees *	人 persons	168	166	175	161	193	170	246	288	283
うち、再雇用者数 Number of rehired among retirees	人 persons	98	103	104	116	150	132	196	219	223
再雇用者比率 Percentage of rehiring	%	58%	62%	59%	72%	78%	78%	80%	76%	79%

注：集計範囲はコニカミノルタ（株）の正規従業員
Note：Figures are for regular employees of Konica Minolta, Inc.

※ 定年度退職者数＝定年度退職者＋再雇用者数
* Retirees＝retired employees＋rehired employees

組合組織率 Percentage of Unionization

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
コニカミノルタグループ（全世界）† Konica Minolta Group (worldwide)†	%	86%	85%	85%	87%	84%	88%	90%	90%	86%

注：集計範囲は非管理職の正規従業員
Note：Figures are for non-managerial regular employees.

従業員の定着状況 Retention Status of Employees

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
自己都合退職率 Voluntary employee turnover rate	%	0.7%	0.9%	1.1%	2.0%	3.1%	2.7%	3.1%	3.6%	3.6%
退職率 Total employee turnover rate	%	-	-	6.8%	2.5%	3.3%	2.9%	3.2%	3.7%	3.6%
新入社員3年度未満離職率 ※ Percentage of new employees leaving within three years *	%	6.3%	8.8%	11.6%	10.1%	8.9%	14.6%	14.7%	14.1%	15.0%

注：集計範囲はコニカミノルタ(株)の正規従業員
Note：Figures are for regular employees of Konica Minolta Inc.

※ 3年度未満離職率は、各年度度明け4月1日時点における、3年度前新入社員の離職率
* 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 each year).

ワーク・ライフ・バランスに関する指標 Indicators Related to Work-Life Balance

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
有給休暇取得率 Percentage of paid leave taken	%	57.5%	60.5%	60.9%	60.0%	75.0%	51.7%	56.4%	67.3%	70.1%
一人当たり年間所定外労働時間 ※ Annual overtime hours worked per employee *	時間 hours	58	52	45	46	53	49	53	55	56
一人当たり年間総実労働時間 ※ Annual total hours worked per	時間 hours	1,787	1,763	1,756	1,776	1,754	1,764	1,778	1,770	1,758

注：集計範囲はコニカミノルタ（株）の正規従業員
Note：Figures are for regular employees of Konica Minolta, Inc.

※ 裁量労働者については、みなし労働時間で超過時間を算出
* In the case of discretionary workers, excess hours were calclated by deemed working hours.

主な両立支援制度の利用状況　Work-Life Balance Support Program Use

		単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
母性健康管理休暇 Maternal health management leave	男性 Men	人 persons	-	-	-	-	-	-	-	-	-
	女性 Women	人 persons	4	2	6	4	6	1	6	2	2
出産休暇 Maternity leave	男性 Men	人 persons	-	-	-	-	-	-	-	-	-
	女性 Women	人 persons	32	19	31	26	23	13	31	22	29
配偶者出産休暇 Spousal maternity leave	男性 Men	人 persons	144	108	122	104	108	94	64	52	73
	女性 Women	人 persons	-	-	-	-	-	-	-	-	-
育児休職 ※1 Childcare leave*1	男性 Men	人 persons	14	14	27	35	35	58	45	57	76
		%							43.4	64.8	75.2
	女性 Women	人 persons	53	42	46	45	55	43	47	51	53
		%							100	100	100
育児短時間勤務 Shorter working hours for childcare	男性 Men	人 persons	3	2	3	3	5	4	4	4	1
	女性 Women	人 persons	158	132	117	91	82	65	43	37	45
育児在宅勤務 Work-at-home during child-rearing	男性 Men	人 persons	3	4	4	4	4	- ※2 *2	- ※2 *2	- ※2 *2	- ※2 *2
	女性 Women	人 persons	20	27	30	24	24	- ※2 *2	- ※2 *2	- ※2 *2	- ※2 *2
介護休職 Nursing care leave	男性 Men	人 persons	1	2	1	1	0	1	1	1	0
	女性 Women	人 persons	0	0	0	0	0	1	3	4	2
介護短時間勤務 Shorter working hours for nursing care	男性 Men	人 persons	0	0	0	0	0	0	1	1	0
	女性 Women	人 persons	0	1	2	1	3	1	1	1	0

注：対象はコニカミノルタ（株）の正規従業員
Note：Figures are for regular employees of Konica Minolta, Inc.

※1 育児休職取得率の算定方法：育休取得人数（前年度からの継続含む）÷出産した人数（男性の場合、配偶者が出産した人数）。100%を超える場合は100%とみなす。
*1 Method of calculating the rate of taking childcare leave: Number of employees who took childcare leave (including those continuing from the previous year) divided by the number of employees who gave birth (for men, the number of spouses who gave birth). If the rate exceeds 100%, it is regarded as 100%.

※2 在宅勤務が全従業員に定着したため集計していません。
*2. The figure is not calculated since telecommuting has become common among all employees.

育児休職復職率　Percentage of Employees who Return to Work after Childcare Leave

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
復職率　Work resumption rate	%	100%	100%	100%	100%	100%	100%	99%	99%	96%

注：対象はコニカミノルタ（株）の正規従業員
Note：Figures are for regular employees of Konica Minolta, Inc.

人財育成教育研修実施状況　Training & Development Inputs

		単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
コニカミノルタ(株) **Konica Minolta, Inc.**	のべ受講者数(年間) Total persons attended (annual)	人 persons					約9,600 Approx. 9,600	約8,600 Approx. 8,600	約8,600 Approx. 8,600	約10,100 Approx. 10,100	約16,500 Approx. 16,500
	のべ受講時間(年間) Total hours attended (annual)	時間 hours					約83,000 Approx. 83,000	約64,000 Approx. 64,000	約59,000 Approx. 59,000	約83,000 Approx. 83,000	約60000 Approx. 60,000
	従業員一人当たりの年間平均研修時間 Average hours of training per year per employee	時間 hours					約16 Approx. 16	約13 Approx. 13	約13 Approx. 13	約18 Approx. 18	約14 Approx. 14
コニカミノルタグループ(全世界) † **Konica Minolta Group (worldwide) †**	従業員一人当たりの年間平均教育研修時間 Average hours per FTE of training and development	時間 hours						16.7	16.4	10.8	18.9
	従業員一人当たりの年間平均教育研修費用 Average amount spent per FTE on training and development	千円 thousand JPY						22	76	26	29

DX専門技術人財※1数　Number of DX specialized technical human resources*1

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
画像AIエンジニア※2 Image AI Engineer*2	人 persons								49	81
データサイエンティスト※3 Data Scientist*3	人 persons				254	71	154	218	332	415
データエンジニア※4 Data Engineer*4	人 persons								49	93
コニカミノルタ プロダクトオーナー※5 Konica Minolta Product Owners*5	人 persons				168	129	47	56	121	132
コニカミノルタスクラムマスター※6 Konica Minolta Scrum Master*6	人 persons								27	31
コニカミノルタ システムアーキテクト※7 Konica Minolta System Architect*7	人 persons						67	0	82	100
ITアーキテクト※8 IT Architects*8	人 persons					9	12	10	27	34
コニカミノルタソリューションディベロッパー（エッジ/組込み）※9 Konica Minolta Solution Developer（ Edge/Embedded）*9	人 persons								8	28
コニカミノルタソリューションディベロッパー（フロント/サーバー）※10 Konica Minolta Solution Developer（Front/Server）*10	人 persons								119	150
コニカミノルタセキュリティエンジニア（開発・運用）※11 Konica Minolta Security Engineer (Dev/Ops) *11	人 persons									21
合計 Total	人 persons								814	1085

注：集計範囲はコニカミノルタ（株）の正規従業員。FY2022より集計方法を変えています。FY2021以前：当該スキルの社内資格試験に新規で合格した人数（初級レベルを含む）　FY2022以降：当該スキルについて、実務レベル以上の実力を保有すると社内認定された従業員数
Note：Figures are for regular employees of Konica Minolta, Inc. From FY2022, the calculation method has been changed. Figures for FY2021 and earlier refer to the number of employees who have passed internal certification exams for the relevant skills (including elementary level); figures for FY2022 and later refer to the number of employees who have been internally certified as working-level competence in the relevant skills

※1 DX専門技術人財：製品・サービスおよび業務プロセスで得られるデータとデジタル技術／AI技術を活用し、社内外の課題を解決するソリューションを形にできる専門人財
*1. DX specialized technical human resources : Specialists who leverage data from products, services, and business processes, as well as digital and AI technologies, to create solutions for internal and external challenges.

※2 画像AIエンジニア：機械学習・ディープラーニング技術等をベースとした画像認識アルゴリズムを軸とし、差別化された価値あるソリューションの開発・改良・運用を行うことができる人財
*2. Image Ai Engineer: Talent with skills to develop, improve and operate differentiated and valuable solutions with a focus on image recognition algorithms based on machine learning, deep learning technologies

※3 データサイエンティスト：各種データから意思決定やワークフローの課題を抽出し、解決策を構築できる人財
* 3. Data Scientist: Talent with skills to identify decision-making and workflow issues by reviewing various types of data and then establish solutions

※4 データエンジニア：データ活用でビジネス課題を解決するために、たまったデータを分析可能な形にできる人財
*4. Data Engineer: Talent with skills to solve business problems by turning accumulated data into an analyzable form

※5 コニカミノルタ プロダクトオーナー：ビジネスとソフトウェア技術の両方に精通し、ソフトウェア開発への投資対効果を最大化する人財
*5. Konica Minolta Product Owner: Talent well versed in both business and software technology who can maximize return on investment in software development

※6 コニカミノルタスクラムマスター：組織とチームに効果的にアジャイルを導入・推進し、リリース達成とその支援に責任を持つことができる人財
*6. Konica Minolta Scrum Master: Talent with skills to effectively implement and promote Agile into the organization and teams and take responsibility for releases and support

※7 コニカミノルタシステムアーキテクト：主にクラウドのインフラとシステム構成、アプリケーションアーキテクチャを設計する人財
* 7. Konica Minolta System Architect: Talent with skills to design cloud infrastructure and system configurations and application architectures.

※8 ITアーキテクト：ITサービスを顧客へ提供するためのプロセスやアーキテクチャの実現を担う人財
*8. IT Architect: Talent responsible for realizing the processes and architecture to provide IT services to customers

※9 コニカミノルタソリューションディベロッパー（エッジ/組込み）：IoTソリューションに搭載するエッジデバイス/組込みシステムを開発、実装する人財
*9. Talent with skills to develop and implement edge devices/embedded systems for IoT solutions

※10 コニカミノルタソリューションディベロッパー（フロント・サーバー）：製品サービスを構成するWebアプリケーション・バックエンドシステムをクラウド上に実装する人財
*10. Talent with skills to implement the web application back-end systems for product services in the cloud

※11 コニカミノルタセキュリティエンジニア（開発・運用）：サービスをセキュアに提供するために必要な開発・運用プロセスおよびそれを支えるシステムの構築をリードする人財
*11. Konica Minolta Security Engineer (Dev/Ops)：Talent with skills to lead the development and operational processes necessary for providing secure services, and to construct the supporting systems

従業員の健康管理への対応　Promoting Health Management

	単位 Unit	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
最も健康リスクの高い従業員数(2013年度を100とした場合の指数) Employees with the highest health risks (Indexed with FY2013 as 100)	-	100	59	29	41	26	17	16	20	9	12	8
従業員一人当たりの入院費(2013年度を100とした場合の指数) Hospitalization expenses per employee (Indexed with FY2013 as 100)　コニカミノルタグループ Konica Minolta Group	-	100	91	99	91	107	99	108	96	119	115	—
従業員一人当たりの入院費(2013年度を100とした場合の指数) Hospitalization expenses per employee (Indexed with FY2013 as 100)　健保連平均 Average for the National Federation of Health Insurance Association	-	100	96	112	113	116	120	136	129	135	134	—
特定保健指導該当者における初回面談実施率 Initial interview implementation rate with those eligible for specific health guidance	%				39.5%			75.6%	64.4%	51.7%	51.0%	79.2%
特定保健指導該当者における面談完了率 Interview completion rate with those eligible for specific health guidance	%				30.3%			71.5%	55.7%	49.8%	50.3%	—
メンタル不調によるのべ休務日数（年間）※1 Total days of leave taken due to mental health problems（annual）*1	日 days		12,251	9,580	11,200	8,973	6,893	7,887	9,077	8,683	10,790	9,285
メンタル不調による休務者割合 ※1 Percentage of employees taking leave due to mental health problems *1	%		0.64%	0.60%	0.57%	0.57%	0.39%	0.42%	0.61%	0.48%	0.69%	0.68%
休務者の延べ休務日数 Total Number of Days of Leave of Absence for Persons on Leave	日 days		14,657	10,535	13,440	11,295	8,810	9,416	10,044	10,616	12,675	11,570
月次超過時間が80時間以上の従業員数 Number of employees who logged 80 or more hours of monthly overtime	人 persons			557	449	304	253	219	243	872	977	870
喫煙率　Trend in smoking rate	%		29.5%	28.5%	27.9%	27.0%	26.1%	24.8%	22.2%	21.4%	20.9%	20.4%
構内喫煙所数（屋内） Number of smoking areas on the premises (indoor)	箇所 sites		114	78	35	11	2	2	0	0	0	0
構内喫煙所数（屋外） Number of smoking areas on the premises (outdoor)	箇所 sites		30	32	42	44	44	44	0	0	0	0
従業員一人当たりのプレゼンティーズム※2損失額（1ヵ月平均） Loss due to presenteeism*2 per employee (monthly average)	円 JPY				68,398	61,115	64,803	45,976	67,015	71,824	77,814	73,314

注：集計範囲はコニカミノルタ国内グループ全従業員
Note：Figures are for all employees of the Konica Minolta Group in Japan

※1 集計期間は各年度4月1日時点
*1 Figures are calculated as of April 1 of each fiscal year.

※2 プレゼンティーズム：何らかの健康問題によって、業務の能率が落ちている状況
*2 Presenteeism: a status in which work efficiency declines due to some health problem

各種がん検診受診率　Cancer Screening Uptake Rate

	単位 Unit	FY2013	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
肺　Lungs	%							99.1%	99.3%	99.0%	99.3%	99.1%
胃※　Stomach	%							95.8%	87.9%	90.5% ※2*2	93.3%	30.7% ※1*1
大腸　Large intestine	%							94.1%	94.4%	94.9%	94.8%	94.8%
前立腺　Prostate	%							97.6%	99.0%	99.1%	99.2%	99.0%
乳　Breasts	%	46.5%	55.1%	63.8%	64.9%	63.9%	66.3%	66.0%	60.5%	67.8% ※2*2	69.8%	70.9%
子宮頸 Uterine cervix	%	19.8%	18.2%	21.0%	42.9%	38.5%	41.4%	40.9%	36.4%	43.8% ※2*2	47.4%	49.4%

注：集計範囲はコニカミノルタ国内グループ全従業員
Note：Figures are for all employees of the Konica Minolta Group in Japan

※1 胃がん検診：2023年度より検査方法を変更しています（2022年度までは健康診断の一環としてABC検査を実施。2023年度からは健康保険組合負担による外部医療機関での任意の内視鏡検査にて集計）。
*1. Stomach Cancer Screening: The method of examination has changed since FY2023. (Until FY2022, the ABC test was performed as part of the health checkup. Since FY2023, the data has been compiled based on optional endoscopic exams at external medical institutions with the cost covered by the National Federation of Health Insurance Societies.)

※2「胃」「乳」「子宮頸」について、FY2021の数値に誤りがあり訂正しました。
*2. The FY2021 figures in "Stomach," "Breasts" and "Uterine cervix" were incorrect and have been corrected.

労働災害発生状況　Occupational Accidents

			単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
就業中の死亡事故発生件数 Number of fatal accidents during work	グループ正規従業員 注1 Group regular employees Note 1		件 case	0	0	0	0	0	0	0	0	0
	グループ派遣社員 Employees dispatched from an agency		件 case	0	0	0	0	0	0	0	0	0
	業請従業員 注2 Staff contracted from other companies Note 2		件 case	0	0	0	0	0	0	0	0	0
休業災害発生状況 Accidents causing absence from work	休業者数 Number of employees taking leave from work	国内拠点 注3 At sites in Japan Note 3	人 persons	6	4	7	8	7	8	6	6	6
		海外拠点 注4 At sites outside Japan Note 4	人 persons	12	6	5	5	6	1	4	3	0
	休業度数率※1 Rate of lost-worktime injuries*1	国内拠点 注3 At sites in Japan Note3	※1 /*1	0.23	0.13	0.22	0.25	0.23	0.27	0.21	0.21	0.22
		海外拠点 注4 At sites outside Japan Note4	※1 /*1	0.44	0.21	0.20	0.20	0.23	0.04	0.17	0.14	0.00
		国内/海外拠点 注5 At sites in / outside Japan Note5	※1 /*1	0.34	0.17	0.21	0.23	0.23	0.17	0.19	0.18	0.12
	休業日数 Number of days of absence	国内拠点 注3 At sites in Japan Note3	日 days	14	44	237	59	195	254	106	34	40
		海外拠点 注4 At sites outside Japan Note 4	日 days	340	52	98	86	73	2	184	110	0
	休業強度率※2 Severity rate of accidents causing absence from work*2	国内拠点 注3 At sites in Japan Note 3	※2 /*2	0.0004	0.0012	0.0062	0.0015	0.0052	0.0071	0.0031	0.0010	0.0012
		海外拠点 注4 At sites outside Japan Note 4	※2 /*2	0.0103	0.0015	0.0032	0.0029	0.0023	0.0001	0.0066	0.0042	0.0000

注1 国内拠点と海外生産拠点の正規従業員と派遣社員
Note 1. Regular employees and temporary employees at sites in Japan and production sites outside Japan

注2 生産拠点の業請従業員
Note 2. Contract workers at production sites in Japan

注3 集計範囲は国内のコニカミノルタグループの従業員と派遣社員
Note 3. Figures are for employees of Konica Minolta Group Japan, including those dispatched from an agency

注4 集計範囲は中国のグループ会社およびマレーシアの生産会社の従業員と派遣社員
Note 4. Figures are for employees of Group companies in China and manufacturing companies in Malaysia, including those dispatched from an agency.

注5 集計範囲は国内のコニカミノルタグループの従業員と派遣社員および中国のグループ会社およびマレーシアの生産会社の従業員と派遣社員
Note 5. Figures are for employees of Konica Minolta Group in Japan, as well as employees of the Group companies in China and manufacturing companies in Malaysia, including those dispatched from an agency

※1 度数率：在籍労働者ののべ実労働時間数100万時間当たりの休業者数
*1. Rate of lost-worktime injuries: The number of persons absent from work per one million total actual working hours for current employees

※2 強度率：在籍労働者ののべ実労働時間数1000時間当たりののべ労働損失日数
*2. Accident severity rate: The total number of days absent from work per 1,000 total actual working hours for current employees

製品事故発生状況　Product-related Accidents

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
製品の重大事故発生件数 ※1 Number of serious product-related accidents *1	件 case	0	0	0	0	0	0	0	0	0
製品の重大セキュリティ事故発生件数 ※2 Number of serious security incidents in products and services *2	件 case	0	0	0	0	0	0	0	0	0

注：集計対象はすべてのコニカミノルタ製品
Note： Scope: All Konica Minolta products

※1 重大事故：製品使用者の生命、身体に重大な被害を及ぼした場合、製品以外の財産に重大な被害を及ぼした場合を対象とします。
*1. Serious product-related accidents refer to those accidents that cause serious harm to the product user's life and/or body and accidents that cause serious damage to assets other than the product.

※2 重大セキュリティ事故：製品セキュリティに関し、製品使用者のビジネスに深刻かつ重大な影響を及ぼした場合を対象とします。
*2. Serious security incidents refer to those product-security incidents that cause serious and significant harm to the product user's business

お客様満足度調査によるNPS※スコア推移（情報機器事業）　NPS* Score from Customer Satisfaction Surveys (Business Technologies Business)

	単位 Unit	FY2014	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
NPS増加点（2014年比） NPS score increase（compared to FY2014）	-	0	3	6	9	6	8	11	0	-	-
NPSスコア NPS score	ポイント Pt							22	11	2	10

注：調査対象：直販の顧客企業
Note：Survey subjects: Corporate customers to which Konica Minolta sells directly

※ Net Promoter Score®（NPS®）：企業や製品、サービスを他者に推奨する割合を測定した指標
* Net Promoter Score®（NPS®）: an indicator that measures the percentage of customers who recommend the company and its products and services to others.

Net Promoter Score®およびNPS®は、ベイン・アンド・カンパニー、フレッド・ライクヘルド、サトメトリックス・システムズの登録商標です。 Net Promoter Score® and NPS® are registered trademarks of Bain & Company, Inc., Fred Reichheld and Satmetrix Systems, Inc.

CSR調達への取り組み　Implementing CSR Procurement

		単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
お取引先へのCSRの要請割合 Percentage of suppliers requested to carry out CSR activities		%			100%	-	-	-	100%	-	-
CSR診断数 Number of CSR assessments	グループ生産拠点 Group production sites	件 case			3	18	2	4	13	4	9
	重要なお取引先　Important suppliers	件 case			50	15	41	40	30	28	30
CSR監査数 Number of CSR audits	特に重要なグループ生産拠点 Particularly important group production sites	件 case			2	0※	0	0	2	3	3
	特に重要なお取引先 Particularly important supplier	件 case			1	0	1	1	1	4	2

※ 特に重要なグループ生産会社2拠点の指摘事項改善確認を実施　Confirmation of improvement of issues pointed out at 2 important group production sites

コニカミノルタグループ調達金額　Konica Minolta Group Procurement Amount

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
調達金額　Total value of the Group's procurement	億円 100 million JPY		5,200	5,500	5,700	5,300	4,600	4,500	5,700	5,457

調達地域比率（調達金額ベース）　Procurement amount, by region (Based on monetary amount of procurement)

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
日本　Japan	%		33%	34%	35%	36%	37%	39%	34%	31%
中国　China	%		32%	29%	27%	26%	22%	19%	20%	17%
ASEAN	%		13%	14%	11%	11%	13%	17%	13%	15%
米国　US	%		11%	12%	13%	14%	15%	14%	19%	21%
欧州　Europe	%		11%	11%	14%	14%	13%	11%	14%	15%

調達分類比率（調達金額ベース）　Procurement classification analysis (Based on monetary amount of procurement)

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
物品　Goods	%				73%	73%	75%	72%	74%	73%
サービス　Services	%				27%	27%	25%	28%	26%	27%

紛争鉱物調査に関する対応　Addressing the Issue of Conflict Minerals

	単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
お取引先からの回答回収率 Response rate from suppliers regarding the conflict minerals survey	%	95%	97%	99%	98%	95%	98%	96%	96%	95%
お客様からの紛争鉱物調査要請への対応率 Response rate from customers to survey requests	%	100%	100%	100%	100%	100%	100%	100%	100%	100%
RMAP適合製錬／精製業者(数) ※1 The number of RMAP-compliant smelters or refiners *1	社数 companies	210	244	252	252	232	235	235	221	230
RMIが認識している製錬／精製業者(数) ※2 The number of smelters or refiners recognized by RMI *2	社数 companies	303	311	313	312	296	318	338	335	355

注：デジタルワークプレイス事業、プロフェッショナルプリント事業、ヘルスケア事業、インダストリー事業における紛争鉱物調査結果
Note：Results of Digital Workplace Business, Professional Print Business, Healthcare Business and Industry Business Conflict Minerals Survey

※1/*1. RMAP: Responsible Minerals Assurance Process

※2/*2. RMI: Responsible Minerals Initiative

社会貢献活動実績　Social Contribution Achievements

		単位 Unit	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
社会貢献活動の内訳 Social Contribution Achievements Breakdown	金銭的支援　Cash contributions	万円相当 10 thousand JPY equivalent					13,600	12,200	17,100	18,700	3,600
	物品支援　In-kind giving						9,100	47,200	4,800	5,500	
	人的支援 Time (employee volunteering)						20,200	10,600	13,600	8,400	-

注：2023年度より集計範囲を国内グループ会社に変更しています（2022年度まではグローバルに集計）。
Note: From FY2023, the scope of the data has been changed to domestic group companies (until FY2022, the data was collected globally).

ガバナンスデータ2024 Governance Data 2024

2024年8月20日更新 Updated August 20, 2024

取締役会の出席率 Attendance Rates for the Board of Directors

		FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
取締役会の構成 Board of directors structure	取締役数 Board of Directors		10	10	12	12	12	11	9	9
	うち独立社外取締役 Outside / Independent directors		4	4	5	5	5	5	5	5
	うち女性取締役 Women directors		0	0	0	1	1	1	1	1
開催回数 Number of meetings	取締役会 Board of Directors		13	14	12	12	12	14	13	16
	指名委員会 Nominating Committee		7	10	7	6	7	10	10	7
	監査委員会 Audit Committee		13	13	13	13	13	13	13	13
	報酬委員会 Compensation Committee		8	8	6	7	9	12	8	5
	計 Total		41	45	38	38	41	49	44	41
全取締役の出席率（%） Attendance rates for all directors (%)	取締役会 Board of Directors		99	99	100	100	99	100	100	100
	指名委員会 Nominating Committee		97	100	100	100	97	100	100	100
	監査委員会 Audit Committee		100	100	99	100	100	100	100	100
	報酬委員会 Compensation Committee		100	98	100	100	100	100	97	100
	計 Total		99	99	99	100	99	100	99	100
社外取締役の出席率（%） Attendance rates for outside directors (%)	取締役会 Board of Directors		100	98	100	100	100	100	100	100
	指名委員会 Nominating Committee		100	100	100	100	100	100	100	100
	監査委員会 Audit Committee		100	100	98	100	100	100	100	100
	報酬委員会 Compensation Committee		100	96	100	100	100	100	96	100
	計 Total		100	99	99	100	100	100	99	100

取締役、執行役ごとの報酬等の額 Amount of Compensation Paid to Directors and Executive Officers

			合計（百万円） Total (million yen)	固定報酬 Total base salary		業績連動報酬 Performance-linked compensation		株式報酬 Stock bonus		株式報酬型ストック・オプション Stock compensation-type stock options	
				人員（名） Persons	金額（百万円） Amount (million yen)	人員（名） Persons	金額（百万円） Amount (million yen)	人員（名） Persons	金額（百万円） Amount (million yen)	人員（名） Persons	金額（百万円） Amount (million yen)
FY2023※1*1	取締役 Directors	社外 Outside	88	6	88	-	-	-	-	-	-
		社内 Inside	40	1	31	-	-	1	8	-	-
		計 Total	128	7	120	-	-	1	8	-	-
	執行役 Executive officers		406	9	250	9	102	9	54	-	-
FY2022※2*2	取締役 Directors	社外 Outside	79	6	79	-	-	-	-	-	-
		社内 Inside	74	3	55	-	-	3	18	-	-
		計 Total	153	9	134	-	-	3	18	-	-
	執行役 Executive officers		338	7	291	7	35	7	11	-	-
FY2021※3*3	取締役 Directors	社外 Outside	64	6	64	-	-	-	-	-	-
		社内 Inside	169	3	127	-	-	3	42	-	-
		計 Total	234	9	192	-	-	3	42	-	-
	執行役 Executive officers		391	10	280	10	29	10	81	-	-
FY2020※4*4	取締役 Directors	社外 Outside	64	6	64	-	-	-	-	-	-
		社内 Inside	188	3	124	-	-	3	64	-	-
		計 Total	253	9	188	-	-	3	64	-	-
	執行役 Executive officers		724	22	465	22	121	22	137	-	-
FY2019※5*5	取締役 Directors	社外 Outside	63	6	63	-	-	-	-	-	-
		社内 Inside	159	4	127	-	-	4	31	-	-
		計 Total	222	10	190	-	-	4	31	-	-
	執行役 Executive officers		615	24	525	24	55	24	34	-	-

注: 業績連動報酬については、当事業年度において費用計上すべき額を記載しています。株式報酬については、取締役（社外取締役を除く）及び執行役に対して付与されるポイントの見込み数に応じた将来の当社株式交付等の報酬見込額を算定し、当事業年度において費用計上すべき額を記載しています。なお、その額には、中期経営計画期間の目標達成率に応じて交付する中期株式報酬（業績連動型）を含めています。
Note: Regarding the performance-linked compensation, the amounts which were recorded as expense in the period are stated. Regarding the stock-based compensation, the amounts shown are those to be recorded as expenses in the fiscal year concerned, based on calculation of the expected amount of compensation including future granting of the company's shares, in accordance with the expected number of points granted to Directors (excluding outside directors) and executive officers.The amount includes the amount of medium-term stock bonus (performance-linked) to be delivered in proportion to the achievement rate of the targets of the medium-term business plan.

※1 人数には、2023年６月20日開催の第119回定時株主総会開催日に退任した社外取締役１名及び執行役（取締役兼務）１名を含んでいます。2024年３月31日現在、社外取締役は５名、社内取締役（執行役非兼務）は１名、執行役は８名です。社内取締役は、上記の１名のほかにのべ５名（執行役兼務）いますが、その者の報酬等は執行役に含めて記載しています。
*1 The numbers include one outside director and one executive officer (concurrently holding inside director posts) who stepped down as of the date of the 119th Shareholders' Meeting held on June 20, 2023. At the end of the period (March 31, 2024), the company has five outside directors, one inside director (not concurrently holding executive officer posts) and 8 executive officers. In addition to the three inside directors shown above, the company has another three inside directors who concurrently hold executive officer posts, and the compensation to these directors is included in compensation to executive officers.

※2 人数には、2022年６月17日開催の第118回定時株主総会開催日に退任した社外取締役１名及び社内取締役２名を含んでいます。2023年３月31日現在、社外取締役は５名、社内取締役（執行役非兼務）は１名、執行役は７名。社内取締役は、上記の３名のほかに３名（執行役兼務）おりますが、その者の報酬等は執行役に含めて記載しています。
*2 The numbers include one outside director and two inside directors who stepped down as of the date of the 118th Shareholders' Meeting held on June 17, 2022. At the end of the period (March 31, 2023), the company has five outside directors, one inside director (not concurrently holding executive officer posts) and 7 executive officers. In addition to the three inside directors shown above, the company has another three inside directors who concurrently hold executive officer posts, and the compensation to these directors is included in compensation to executive officers.

※3 人数には、2021年６月17日開催の第117回定時株主総会開催日に退任した社外取締役及び執行役の各１名を含んでいます。2022年３月31日現在、社外取締役は５名、社内取締役（執行役非兼務）は３名、執行役は９名。社内取締役は、上記の３名のほかに４名（執行役兼務）おりますが、その者の報酬等は執行役に含めて記載しています。
*3 The numbers include one outside director and one executive officer who stepped down as of the date of the 117th Shareholders' Meeting held on June 17, 2021. At the end of the period (March 31, 2022), the company has five outside directors, three inside directors (not concurrently holding executive officer posts) and 9 executive officers. In addition to the three inside directors shown above, the company has another four inside directors who concurrently hold executive officer posts, and the compensation to these directors is included in compensation to executive officers.

※4 人数には、2020年6月30日開催の第116回定時株主総会開催日に退任した社外取締役1名および同年5月31日付で退任した執行役１名を含んでいます。2021年3月31日現在、社外取締役は5名、社内取締役（執行役非兼務）は3名、執行役は23名。社内取締役は、上記の3名のほかに４名（執行役兼務）いますが、その者の報酬等は執行役に含めて記載しています。
*4 The numbers include one outside director who stepped down as of the date of the 116th Shareholders' Meeting held on June 30, 2020 and one executive officer who retired on May 31, 2020. As of March 31, 2021, the company has five outside directors, three inside directors (not concurrently holding executive officer posts) and 23 executive officers. In addition to the three inside directors shown above, the company has another four inside directors who concurrently hold executive officer posts, and the compensation to these directors is included in compensation to executive officers.

※5 人数には、2019年6月18日開催の第115回定時株主総会開催日に退任した社外取締役並びに社内取締役の各1名を含んでいます。2020年3月31日現在、社外取締役は5名、社内取締役（執行役非兼務）は3名、執行役は24名。 社内取締役は、上記の4名のほかに4名（執行役兼務）いますが、その者の報酬等は執行役に含めて記載しています。また、第115回定時株主総会開催日に執行役を退任し、取締役に就任した1名については、執行役分と取締役分をそれぞれ分けて人員並びに報酬額を記載しています。
*5 The numbers include one outside director and one inside director who stepped down as of the date of the 115th Shareholders' Meeting held on June 18, 2019. At the end of the period (March 31, 2020), the company has five outside directors, three inside directors (not concurrently holding executive officer posts) and 24 executive officers. In addition to the four inside directors shown above, the company has another four inside directors who concurrently hold executive officer posts, and the compensation to these directors is included in compensation to executive officers. Also, with respect to the one person who stepped down from an executive officer position and became a director as of the date of the 115th Shareholders' Meeting, this person's presence and compensation as an executive officer and director are split and included in the respective categories.

報酬等の総額が１億円以上である者の報酬等の総額等

Total Compensation for Those Individuals with a Total Compensation of 100 million Yen or More

(百万円 million yen)

	役職・氏名 Position / Name	会社区分 Company type	合計 Total	固定報酬 Total base salary	業績連動報酬※3 Performance-linked compensation ※3	株式報酬※4 Stock bonus※4	株式報酬型ストック・オプション Stock compensation-type stock options
FY2023	専務執行役 藤井 清孝※1 Kiyotaka Fujii※1 Senior Executive Officer	提出会社 Submitting company	118	35	13	6	-
		連結子会社 Consolidated subsidiary Ambry Genetics Corporation		63	-	-	-
FY2022	該当なし N/A	-	-	-	-	-	-
FY2021	該当なし N/A	-	-	-	-	-	-
FY2020	取締役 代表執行役社長兼CEO 山名 昌衛 Shoei Yamana President & CEO	提出会社 Submitting company	100	60	13	27	-
	執行役 Richard K. Taylor※2 Executive Officer Richard K. Taylor※2	連結子会社 Consolidated subsidiary Konica Minolta Business Solutions U.S.A., Inc.	169	93	75	-	-
FY2019	執行役 Richard K. Taylor※2 Executive Officer Richard K. Taylor※2	連結子会社 Consolidated subsidiary Konica Minolta Business Solutions U.S.A., Inc.	147	91	56	-	-

※1. 専務執行役 藤井清孝は、当事業年度において連結子会社３社（REALM IDx, Inc.、Ambry Genetics Corporation、Invicro, LLC）の会長ですが、その報酬はAmbry Genetics Corporationから支給しています。
*1. Senior Executive Vice President and Executive Officer Kiyotaka Fujii is the chairperson of three consolidated subsidiaries (REALM IDx, Inc., Ambry Genetics Corporation, and Invicro, LLC) during the current fiscal year, and receives compensation from Ambry Genetics Corporation.

※2. 執行役Richard K. Taylorは、連結子会社Konica Minolta Business Solutions U.S.A., Inc.のCEO（2021年３月31日付退任）。
*2. Executive Officer Richard K. Taylor is the CEO of the consolidated subsidiary, Konica Minolta Business Solutions U.S.A., Inc.（Resigned on March 31, 2021）

※3. 業績連動報酬については、当事業年度において費用計上すべき額を記載。
*3. Regarding the performance-linked compensation, the amounts which were recorded as expense in the period are stated.

※4. 「役員報酬について」に記載の取締役及び執行役が受ける個人別の報酬決定に関する方針第6条に基づき、執行役Richard K.Taylorは株式報酬制度の対象外。
*4. Based on Article 6 of the policy for determining the individual compensation entitlement of directors and executive officers described in "Compensation for Directors and Executive Officers" above, executive officer Richard K. Taylor is not covered by the stock compensation plan.

コンプライアンス Compliance

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
コンプライアンス推進活動 Activities to Promote Compliance									
グループ行動憲章に関する教育受講率※1 Participation rate in education on the Group Charter of Corporate Behavior*1				99.9%	100%	100%	100%	100%	100%
コンプライアンス最優先確認書の提出率※1 Submission rate of written compliance acknowledgement*1				99.9%	100%	100%	100%	100%	100%
内部通報合計（件） Total number of reports to the internal hotlines					79	58	63	49	42
日本 Japan					32	14	21	11	13
人権関連※2 Human rights issues*2					19	8	17	7	7
サプライヤーからの通報 from suppliers						0	0	0	0
公表を必要とする重要問題 Significant incidents that warrant disclosure					0	0	0	0	0
海外 Overseas					47	44	42	38	29
人権関連※2 Human rights issues*2					24	21	19	17	14
サプライヤーからの通報 from suppliers							0	0	0
公表を必要とする重要問題 Significant incidents that warrant disclosure					0	0	0	0	0
コンプライアンス問題の発生件数(件) Number of incidents of compliance issues									
詐欺、横領 Fraud, embezzlement	0	0	0	0	0	0	0	0	0
贈賄、腐敗行為 Bribe, corruption	1	0	0	0	0	0	0	0	0
独占禁止法、下請法 Antitrust law violations	0	0	0	0	0	0	0	0	0
景品表示法違反件数 Number of infractions of the Act against Unjustifiable Premiums and Misleading Representations					0	0	0	0	0
個人情報漏洩※3 Personal information leakage*3	0	0	0	0	0	0	0	0	0
利益相反 Conflict of Interest								0	0
マネーロンダリング、インサイダー取引 Money Laundering or Insider trading								0	0
差別やハラスメントで公表を必要とする重要問題 Discrimination or Harassment (Significant incidents that warrant disclosure)								0	0
その他 Others	0	0	0	0	0	0	0	0	0
政治献金(円) Political contributions (JPY)				0	0	0	0	0	—

※1. 全世界グループ会社の役員・従業員対象。
*1. Data covers officers and employees of all Group companies.

※2. 人権関連：パワハラ／セクハラ／差別／不適切な扱い
*2. Human rights issues (power harassment/sexual harassment/discrimination/improper treatment)

※3. 顧客の個人情報漏洩に関する規制機関・第三者機関等からの具現化した不服申し立て
*3. The number of substantiated complaints concerning customer privacy from regulatory bodies, third-parties, etc.)

政治献金やその他の支出 Political Contributions and Other Expenditures

(百万円 million yen)

	FY2015	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022	FY2023
ロビー活動 Lobbying, interest representation or similar	0	0	0	0	0	0	0	0	0
政治活動・政治団体への支出 Local, regional or national political campaigns / organizations / candidates	0	0	0	0	0	0	0	0	—
業界団体などへの支出 Trade associations or tax-exempt groups (ex. Think tanks)	56.2	58.3	54.0	56.9	61.7	64.7	65.4	70.6	79.5
その他 (投票法案又は国民投票に関連する支出) Other (ex. Spending related to ballot measures or referendums)	0	0	0	0	0	0	0	0	0

2023年度の主な支出先 Major Recipients of Contributions in FY2023

団体名　Name of the organization (支出　Expentidures)	団体の概要　Outline of the organization
一般社団法人ビジネス・機械・情報システム産業協会 Japan Business Machine and Information System Industries Association	一般社団法人 ビジネス機械・情報システム産業協会(JBMIA)は、ビジネス機械とそれに付随する情報システム産業の発展に貢献する団体です。 The Japan Business Machine and Information System Industries Association (JBMIA) is an organization that supports the development of the business equipment and ancillary information system industry.
一般社団法人 日本経済団体連合会 Japan Business Federation	経団連は、日本の代表的な企業1,542社、製造業やサービス業等の主要な業種別全国団体106団体、地方別経済団体47団体などから構成されています（2024年4月1日現在）。 The Japan Business Federation is made up 1,542 of Japan's most representative companies, 106 national organizations representing key industries such as the manufacturing and service industries, and 47 economic organizations representing specific regions, among others (as of April 1, 2024).
一般社団法人 電子情報技術産業協会 Japan Electronics and Information Technology Industries Association	一般社団法人電子情報技術産業協会（JEITA）はIT・エレクトロニクス分野において日本を代表する業界団体として、当業界と日本経済の発展に重要な役割を担っている団体です。 As an industry organization representing Japan in the IT and electronics sector, the Japan Electronics and Information Technology Industries Association (JEITA) plays an important role in developing this industry and the Japanese economy.
一般社団法人 グローバル・コンパクト・ネットワーク・ジャパン United Nations Global Compact Network Japan（1,240,000 JPY）	国連グローバル・コンパクト（UNGC）は、各企業・団体が責任ある創造的なリーダーシップを発揮することによって、社会の良き一員として行動し、持続可能な成長を実現するための世界的な枠組み作りに参加する自発的な取り組みです。世界各国のローカルネットワークは、持続可能な発展を目指すプラットフォームとして活動しています。グローバル・コンパクト・ネットワーク・ジャパン（GCNJ）は、2003年12月に日本におけるローカルネットワークとして発足しました。 The United Nations Global Compact (UNGC) is a voluntary initiative in which companies and organizations act as good citizens by exercising responsible and creative leadership and participate in developing global frameworks to achieve a sustainable society. Local networks around the world function as platforms that aim for sustainable development. The Global Compact Network Japan (GCNJ) was established as a local network in Japan in December 2003.
The Responsible Business Alliance（35,000USD）	大手電子機器企業のグループによって2004年に設立された責任ある企業同盟（RBA）は、以前は電子産業市民連合（EICC）であり、権利と健康の支援に取り組む電子機器、小売、自動車、玩具の企業で構成される非営利団体です。 The Responsible Business Alliance (RBA) was established in 2004 by a group of major electronic equipment companies, and was previously known as the Electronic Industry Citizenship Coalition (EICC). This non-profit organization is made up of electronic parts, retail, auto and toy companies involved in supporting rights and health.
bitkom	Bitkomは1999年に設立され、IT、ソフトウェア、通信、製造業などを中心に2,200社以上の企業が参加しており、その内訳はグローバル企業、1000社以上の中小企業、500社以上のスタートアップです。 bitkom was established in 1999, and has more than 2,200 participating companies, particularly IT, software, telecommunications and manufacturers. These include global companies, more than 1,000 small- and medium-sized companies and over 500 start-ups.
I&P europe	I&P Europe - Imaging and Printing Associationは、画像・印刷業界の製品メーカーや技術プロバイダーが参加するヨーロッパの団体です。 I&P Europe - Imaging and Printing Association is a European association of product manufacturers and technology providers for the imaging and printing industry.
RE100(日本語) RE100(English)（6,000USD）	RE100は、The Climate GroupとCDPによって運営される企業の自然エネルギー100%を推進する国際ビジネスイニシアティブです。企業による自然エネルギー100%宣言を可視化するともに、自然エネの普及・促進を求めるもので、世界の影響力のある大企業が参加しています。 RE100 is an international business initiative administered by The Climate Group and CDP that supports companies making the transition to 100% renewable energy. As well as making companies' pledges to use 100% renewable energy visible, it seeks to spread and promote natural energy. Major companies with a global reach participate.
気候変動イニシアティブ Climate Change Initiative	気候変動対策に積極的に取り組む企業や自治体、団体、NGOなど、国家政府以外の多様な主体のゆるやかなネットワークです。 The Climate Change Initiative is a loose network of diverse entities other than national governments, including companies, local governments, organizations and NGOs that are actively involved in addressing climate change.
The Information Technology Industry Council (ITI)	ITIは、世界をリードするイノベーション企業のためにアドボカシーを行う組織です。 The Information Technology Industry Council (ITI) is the premier advocacy and policy organization for the world's leading innovation companies.

List of Policies

Konica Minolta's Policies and regulations are listed here. Please refer to the correct page of the activity report for information on initiatives based on these policies.

- Konica Minolta Group Charter of Corporate Behavior

- Basic Policy on Corporate Governance
- Disclosure Policy
- Konica Minolta Group Tax Policy

- Konica Minolta Occupational Safety and Healthcare Policy
- Konica Minolta Group Health Declaration
- Konica Minolta Group Diversity Management Commitment
- Konica Minolta Group Human Rights Policy
- Konica Minolta Group Basic Policy on the Use of Artificial Intelligence
- Konica Minolta Group Information Security Policy
- Global Personal Data Protection Policy of Konica Minolta Group
- Konica Minolta Environmental Policy
- Konica Minolta Quality Policy
- Konica Minolta Procurement Policy
  - Konica Minolta Supply Chain Code of Conduct
  - Konica Minolta Responsible Minerals Policy
- Konica Minolta Basic Policy on Corporate Citizenship

- Policy for Fulfilling Stewardship Responsibilities

External Assurance

Konica Minolta engaged KPMG AZSA Sustainability Co., Ltd. to provide assurance on whether its data on CO_2 emissions from procurement, research & development, production, product distribution, sales and service, product usage, and product disposal; Scope1 CO_2 emissions; Scope2 CO_2 emissions (Konica Minolta standards and market based); energy use; electricity derived from renewable energy sources; non-renewable energy consumption; atmospheric emissions of volatile organic compounds (VOCs); water withdrawal (potable water, ground water, and rainwater); the average remuneration by gender and job position; and the number of regular employees (by gender) have been measured, gathered, and disclosed in accordance with the criteria set by the Group. Indicators that have been assured by KPMG AZSA Sustainability Co., Ltd. are marked with ★ or ☆.

Independent Assurance Report

To the Director, President & CEO, Representative Executive Officer of Konica Minolta, Inc.

We were engaged by Konica Minolta, Inc. (the "Company") to undertake a limited assurance engagement of the environmental and social performance indicators marked with ★ or ☆ (the "Indicators") for the period from April 1, 2023 to March 31, 2024 included in its Konica Minolta, Inc. Sustainability Report 2024 (the "Report") for the fiscal year ended March 31, 2024.

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 Report.

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' and the 'ISAE 3410, Assurance Engagements on Greenhouse Gas Statements' 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 Report, 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 Report 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.
- Visiting the Company's Seishin Site selected on the basis of a risk analysis.
- 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 Report are not prepared, in all material respects, in accordance with the Company's reporting criteria as described in the Report.

Our Independence and Quality Management

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 Management 1, we design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

/s/ Yoshimitsu Nagasaka
Yoshimitsu Nagasaka, Director
KPMG AZSA Sustainability Co., Ltd.
Tokyo, Japan
December 4, 2024

Notes to the Reader of Independent Assurance Report:
This is a copy of the Independent Assurance Report and the original copies are kept separately by the Company and KPMG AZSA Sustainability Co., Ltd.

Guidelines Index

In setting goals for sustainability activities, Konica Minolta refers international guidelines including the UN Global Compact and ISO26000.
Konica Minolta reports in accordance with the GRI Standards for the period from April 1, 2022 to March 31, 2023.

GRI Standards Index | ISO26000 Index | UN Global Compact Index | SASB INDEX

General Disclosures | Material topics | Economic | Environmental | Social

GRI 1 used GRI 1: Foundation 2021

Universal Standards

GRI2：General Disclosures 2021

GRI Standards	Requirements	References (Reasons for omission)
1. The organization and its reporting practices		
2-1	a. report its legal name; b. report its nature of ownership and legal form; c. report the location of its headquarters; d. report its countries of operation.	Corporate Information > Company Overview Corporate Information > Company Overview Global Network
2-2	a. list all its entities included in its sustainability reporting; b. if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting; c. if the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. whether the approach involves adjustments to information for minority interests; ii. how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; iii. whether and how the approach differs across the disclosures in this Standard and across material topics.	Corporate Information > Business Units Sustainability Report Editorial Policy
2-3	a. specify the reporting period for, and the frequency of, its sustainability reporting; b. specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this; c. report the publication date of the report or reported information; d. specify the contact point for questions about the report or reported information.	Sustainability Report Editorial Policy Investor Relations > Financial Data by Year
2-4	a. report restatements of information made from previous reporting periods and explain: i. the reasons for the restatements; ii. the effect of the restatements.	Sustainability Reporting Policy Sustainability Report Archives

GRI Standards	Requirements	References (Reasons for omission)
2-5	a. describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved; b. if the organization's sustainability reporting has been externally assured: i. provide a link or reference to the external assurance report(s) or assurance statement(s); ii. describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. describe the relationship between the organization and the assurance provider.	Sustainability Reporting Policy External Assurance
2.Activities and workers		
2-6	a. report the sector(s) in which it is active; b. describe its value chain, including: i. the organization's activities, products, services, and markets served; ii. the organization's supply chain; iii. the entities downstream from the organization and their activities; c. report other relevant business relationships; d. describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	Corporate Information > At a Glance Financial Results / Presentation Materials Stakeholder Engagement Responsible Supply Chain: Konica Minolta's Supply Chain Management
2-7	a. report the total number of employees, and a breakdown of this total by gender and by region; b. report the total number of: i. permanent employees, and a breakdown by gender and by region; ii. temporary employees, and a breakdown by gender and by region; iii. non-guaranteed hours employees, and a breakdown by gender and by region; iv. full-time employees, and a breakdown by gender and by region; v. part-time employees, and a breakdown by gender and by region; c. describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; d. report contextual information necessary to understand the data reported under 2-7-a and 2-7-b; e. describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	ESG Data (See Social Data) External Assurance
2-8	a. report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. the most common types of worker and their contractual relationship with the organization; ii. the type of work they perform; b. describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. in head count, full-time equivalent (FTE), or using another methodology; ii. at the end of the reporting period, as an average across the reporting period, or using another methodology; c. describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	ESG Data (See Social Data)

GRI Standards	Requirements	References (Reasons for omission)
3.Governance		
2-9	a. describe its governance structure, including committees of the highest governance body; b. list the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people; c. describe the composition of the highest governance body and its committees by: i. executive and non-executive members; ii. independence; iii. tenure of members on the governance body; iv. number of other significant positions and commitments held by each member, and the nature of the commitments; v. gender; vi. under-represented social groups; vii. competencies relevant to the impacts of the organization; viii. stakeholder representation.	Corporate Governance > Corporate Governance System Basic Approach and Systems for Sustainability Management Corporate Governance Report
2-10	a. describe the nomination and selection processes for the highest governance body and its committees; b. describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. views of stakeholders (including shareholders); ii. diversity; iii. independence; iv. competencies relevant to the impacts of the organization.	Corporate Governance > Corporate Governance System > Governance Structure and Operations Corporate Governance Report
2-11	a. report whether the chair of the highest governance body is also a senior executive in the organization; b. if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.	Corporate Governance > Corporate Governance System > Governance Structure and Operations
2-12	a. describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development; b. describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including: i. whether and how the highest governance body engages with stakeholders to support these processes; ii. how the highest governance body considers the outcomes of these processes; c. describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.	Basic Approach and Systems for Sustainability Management Material Issue Evaluation and Identification Process
2-13	a. describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including i. whether it has appointed any senior executives with responsibility for the management of impacts; ii. whether it has delegated responsibility for the management of impacts to other employees; b. describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.	Basic Approach and Systems for Sustainability Management Material Issue Evaluation and Identification Process

GRI Standards	Requirements	References (Reasons for omission)
2-14	a. report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information; b. if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.	Basic Approach and Systems for Sustainability Management Material Issue Evaluation and Identification Process
2-15	a. describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated; b. report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: i. cross-board membership; ii. cross-shareholding with suppliers and other stakeholders; iii. existence of controlling shareholders; iv. related parties, their relationships, transactions, and outstanding balances.	Corporate Governance Corporate Governance Report
2-16	a. describe whether and how critical concerns are communicated to the highest governance body; b. report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	Risk Management Basic Concept and Promotion System of Compliance
2-17	a. report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Corporate Governance Report
2-18	a. describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people; b. report whether the evaluations are independent or not, and the frequency of the evaluations; c. describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	Corporate Governance Report
2-19	a. describe the remuneration policies for members of the highest governance body and senior executives, including: i. fixed pay and variable pay; ii. sign-on bonuses or recruitment incentive payments; iii. termination payments; iv. clawbacks; v. retirement benefits; b. describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.	Corporate Governance > Corporate Governance System > Governance Structure and Operations
2-20	a. describe the process for designing its remuneration policies and for determining remuneration, including: i. whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration; ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration; iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives; b. report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Corporate Governance

GRI Standards	Requirements	References (Reasons for omission)
2-21	a. report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees(excluding the highest-paid individual); b. report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual); c. report contextual information necessary to understand the data and how the data has been compiled.	-
4. Strategy, policies and practices		
2-22	a. report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	Message from the CEO
2-23	a. describe its policy commitments for responsible business conduct, including: i. the authoritative intergovernmental instruments that the commitments reference; ii. whether the commitments stipulate conducting due diligence; iii. whether the commitments stipulate applying the precautionary principle; iv. whether the commitments stipulate respecting human rights; b. describe its specific policy commitment to respect human rights, including: i. the internationally recognized human rights that the commitment covers; ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; c. provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this; d. report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level; e. report the extent to which the policy commitments apply to the organization's activities and to its business relationships; f. describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	List of Policies Basic Approach and Systems for Sustainability Management Konica Minolta Group Charter of Corporate Behavior Konica Minolta Group Human Rights Policy Human Rights Responsible Supply Chain
2-24	a. describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. how it allocates responsibility to implement the commitments across different levels within the organization; ii. how it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. how it implements its commitments with and through its business relationships; iv. training that the organization provides on implementing the commitments.	Basic Approach and Systems for Sustainability Management Human Rights Responsible Supply Chain
2-25	a. describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to; b. describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in; c. describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to; d. describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms; e. describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	Basic Concept and Promotion System of Compliance Human Rights > Remedy and Grievance Mechanism

GRI Standards	Requirements	References (Reasons for omission)
2-26	a. describe the mechanisms for individuals to: i. seek advice on implementing the organization's policies and practices for responsible business conduct; ii. raise concerns about the organization's business conduct.	Basic Concept and Promotion System of Compliance Human Rights > Remedy and Grievance Mechanism
2-27	a. report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by: i. instances for which fines were incurred; ii. instances for which non-monetary sanctions were incurred; b. report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by: i. fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods; c. describe the significant instances of non-compliance; d. describe how it has determined significant instances of non-compliance.	Basic Concept and Promotion System of Compliance
2-28	a. report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	Basic Approach and Systems for Sustainability Management Participation in Initiative
5. Stakeholder engagement		
2-29	a. describe its approach to engaging with stakeholders, including: i. the categories of stakeholders it engages with, and how they are identified; ii. the purpose of the stakeholder engagement; iii. how the organization seeks to ensure meaningful engagement with stakeholders.	Basic Approach and Systems for Sustainability Management Stakeholder Engagement Human Rights
2-30	a. report the percentage of total employees covered by collective bargaining agreements; b. for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	Human Rights

General Disclosures | Material topics | Economic | Environmental | Social

GRI3：Material topics 2021

GRI Standards	Requirements	References (Reasons for omission)
3-1	a. describe the process it has followed to determine its material topics, including: i. how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. how it has prioritized the impacts for reporting based on their significance; b. specify the stakeholders and experts whose views have informed the process of determining its material topics.	Material Issue Evaluation and Identification Process
3-2	a. list its material topics; b. report changes to the list of material topics compared to the previous reporting period.	Sustainability Strategy Material Issue Evaluation and Identification Process
Material Issue 1: Improving Fulfillment in Work and Corporate Dynamism		
3-3	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Material Issue 1: Improving Fulfillment in Work and Corporate Dynamism Attracting, Developing and Promoting the Active Participation of Human Resources Building Organization, Culture and DNA Basic Concept and Vision of DEI

GRI Standards	Requirements	References (Reasons for omission)
Material Issue 2: Supporting Healthy, High-Quality Living		
3-3	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Material Issue 2: Supporting Healthy, High-Quality Living Health & Productivity Management
Material Issue 3: Ensuring Social Safety and Security		
3-3	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Material Issue 3: Ensuring Social Safety and Security Achieving Top-Tier Quality and Reliability Management of Chemical Substances in Products Enhancing the Security of Products and Services

GRI Standards	Requirements	References (Reasons for omission)
Material Issue 4: Addressing Climate Change		
3-3	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Material Issue 4: Addressing Climate Change Addressing Climate Change：Konica Minolta's Approach Addressing Climate Change：Plan and Results Sustainability Strategy
Material Issue 5: Using Limited Resources Effectively		
3-3	a. describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights; b. report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships; c. describe its policies or commitments regarding the material topic; d. describe actions taken to manage the topic and related impacts, including: i. actions to prevent or mitigate potential negative impacts; ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. actions to manage actual and potential positive impacts; e. report the following information about tracking the effectiveness of the actions taken: i. processes used to track the effectiveness of the actions; ii. goals, targets, and indicators used to evaluate progress; iii. the effectiveness of the actions, including progress toward the goals and targets; iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures; f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	Material Issue 5: Using Limited Resources Effectively Building a Recycling-Oriented Society：Konica Minolta's Approach Building a Recycling-Oriented Society：Plan and Results Sustainability Strategy

General Disclosures Material topics Economic Environmental Social

Topic Standards

*Disclosures on material topics

Economic

GRI Standards	Requirements	References (Reasons for omission)
GRI 201: Economic Performance		
201-1	a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'. b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	Financial Results / Presentation Materials Audited Financial Report
201-2	a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. a description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. a description of the impact associated with the risk or opportunity; iii. the financial implications of the risk or opportunity before action is taken; iv. the methods used to manage the risk or opportunity; v. the costs of actions taken to manage the risk or opportunity.	Climate-related Financial Information Disclosure（TCFD） Sustainability Targets and Results ESG Data (See Environmental Data)
201-3	a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities. b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made. c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage. d. Percentage of salary contributed by employee or employer. e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	Financial Results / Presentation Materials

GRI Standards	Requirements	References (Reasons for omission)
201-4	a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. tax relief and tax credits; ii. subsidies; iii. investment grants, research and development grants, and other relevant types of grant; iv. awards; v. royalty holidays; vi. financial assistance from Export Credit Agencies (ECAs); vii. financial incentives; viii. other financial benefits received or receivable from any government for any operation. b. The information in 201-4-a by country. c. Whether, and the extent to which, any government is present in the shareholding structure.	-
GRI 202: Market Presence		
202-1	a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage. b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage. c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used. d. The definition used for 'significant locations of operation'.	Human Rights
202-2	a. Percentage of senior management at significant locations of operation that are hired from the local community. b. The definition used for 'senior management'. c. The organization's geographical definition of 'local'. d. The definition used for 'significant locations of operation'.	ESG Data (See Social Data)
GRI 203: Indirect Economic Impacts		
203-1	a. Extent of development of significant infrastructure investments and services supported. b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant. c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	Contributing to Society
203-2	a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts. b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	-
GRI 204: Procurement Practices		
204-1	a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally). b. The organization's geographical definition of 'local'. c. The definition used for 'significant locations of operation'.	-
GRI 205: Anti-corruption		
205-1	a. Total number and percentage of operations assessed for risks related to corruption. b. Significant risks related to corruption identified through the risk assessment.	Putting Compliance into Practice

GRI Standards	Requirements	References (Reasons for omission)
205-2	a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region. b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region. c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations. d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region. e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.	Putting Compliance into Practice ESG Data (See Governance Data)
205-3	a. Total number and nature of confirmed incidents of corruption. b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption. c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption. d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	Putting Compliance into Practice
GRI 206: Anti-competitive Behavior		
206-1	a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant. b. Main outcomes of completed legal actions, including any decisions or judgments.	Putting Compliance into Practice
GRI 207: TAX		
207-1	a. A description of the approach to tax, including: i. whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. the governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. the approach to regulatory compliance; iv. how the approach to tax is linked to the business and sustainable development strategies of the organization.	Putting Compliance into Practice Konica Minolta Group Tax Policy
207-2	a. A description of the tax governance and control framework, including: i. the governance body or executive-level position within the organization accountable for compliance with the tax strategy; ii. how the approach to tax is embedded within the organization; iii. the approach to tax risks, including how risks are identified, managed, and monitored; iv. how compliance with the tax governance and control framework is evaluated. b. A description of the mechanisms for reporting concerns about unethical or unlawful behavior and the organization's integrity in relation to tax. c. A description of the assurance process for disclosures on tax and, if applicable, a reference to the assurance report, statement, or opinion.	Putting Compliance into Practice Konica Minolta Group Tax Policy Basic Concept and Promotion System of Compliance Risk Management
207-3	a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including: i. the approach to engagement with tax authorities; ii. the approach to public policy advocacy on tax; iii. the processes for collecting and considering the views and concerns of stakeholders, including external stakeholders.	Putting Compliance into Practice Konica Minolta Group Tax Policy

GRI Standards	Requirements	References (Reasons for omission)
207-4	a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes. b. For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax. c. The time period covered by the information reported in Disclosure 207-4.	Corporate Information > Company Overview

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GRI Standards	Requirements	References (Reasons for omission)
GRI 301: Materials ＊Disclosures on material topics		
301-1 ＊	a. Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by: i. non-renewable materials used; ii. renewable materials used.	ESG Data (See Environmental Data >Resources) Eco Leaf Environmental Label
301-2 ＊	a. Percentage of recycled input materials used to manufacture the organization's primary products and services.	Eco Leaf Environmental Label
301-3 ＊	a. Percentage of reclaimed products and their packaging materials for each product category. b. How the data for this disclosure have been collected.	Recovery and Recycling of Used Products Reduction of Use of Packaging Materials Information unavailable / incomplete: Data on recycled packaging materials has not been compiled at this time.
GRI 302: Energy ＊Disclosures on material topics		
302-1 ＊	a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used. c. In joules, watt-hours or multiples, the total: i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples. f. Standards, methodologies, assumptions, and/or calculation tools used. g. Source of the conversion factors used.	ESG Data (See Environmental Data > Energy・CO_2) Information unavailable / incomplete: Data on energy sold has not been compiled at this time.
302-2 ＊	a. Energy consumption outside of the organization, in joules or multiples. b. Standards, methodologies, assumptions, and/or calculation tools used. c. Source of the conversion factors used.	ESG Data (See Environmental Data) Information unavailable / incomplete: Data other than energy used in transportation and distribution (upstream) and product use has not been compiled at this time.
302-3 ＊	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	ESG Data (See Environmental Data > Energy・CO_2)

GRI Standards	Requirements	References (Reasons for omission)
302-4 *	a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples. b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all. c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. d. Standards, methodologies, assumptions, and/or calculation tools used.	ESG Data (See Environmental Data)
302-5 *	a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples. b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it. c. Standards, methodologies, assumptions, and/or calculation tools used.	ESG Data (See Environmental Data)
GRI 303: Water and Effluents		
303-1	a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts caused or contributed to, or directly linked to the organization's activities, products or services by a business relationship (e.g., impacts caused by runoff). b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used. c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts. d. An explanation of the process for setting any water-related goals and targets that are part of the organization's management approach, and how they relate to public policy and the local context of each area with water stress.	Consideration of Biodiversity/Water Resources in Production Activities
303-2	a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: i. how standards for facilities operating in locations with no local discharge requirements were determined; ii. any internally developed water quality standards or guidelines; iii. any sector-specific standards considered; iv. whether the profile of the receiving waterbody was considered.	Consideration of Biodiversity/Water Resources in Production Activities
303-3	a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	ESG Data (See Environmental Data > Water)

GRI Standards	Requirements	References (Reasons for omission)
303-4	a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids). d. Priority substances of concern for which discharges are treated, including: i. how priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. the approach for setting discharge limits for priority substances of concern; iii. number of incidents of non-compliance with discharge limits. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	ESG Data (See Environmental Data > Water)
303-5	a. Total water consumption from all areas in megaliters. b. Total water consumption from all areas with water stress in megaliters. c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact. d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	-
GRI 304: Biodiversity		
304-1	a. For each operational site owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas, the following information: i. Geographic location; ii. Subsurface and underground land that may be owned, leased, or managed by the organization; iii. Position in relation to the protected area (in the area, adjacent to, or containing portions of the protected area) or the high biodiversity value area outside protected areas; iv. Type of operation (office, manufacturing or production, or extractive); v. Size of operational site in km2 (or another unit, if appropriate); vi. Biodiversity value characterized by the attribute of the protected area or area of high biodiversity value outside the protected area (terrestrial, freshwater, or maritime ecosystem); vii. Biodiversity value characterized by listing of protected status (such as IUCN Protected Area Management Categories, Ramsar Convention, national legislation).	Not applicable

GRI Standards	Requirements	References (Reasons for omission)
304-2	a. Nature of significant direct and indirect impacts on biodiversity with reference to one or more of the following: i. Construction or use of manufacturing plants, mines, and transport infrastructure; ii. Pollution (introduction of substances that do not naturally occur in the habitat from point and non-point sources); iii. Introduction of invasive species, pests, and pathogens; iv. Reduction of species; v. Habitat conversion; vi. Changes in ecological processes outside the natural range of variation (such as salinity or changes in groundwater level). b. Significant direct and indirect positive and negative impacts with reference to the following: i. Species affected; ii. Extent of areas impacted; iii. Duration of impacts; iv. Reversibility or irreversibility of the impacts.	Not applicable
304-3	a. Size and location of all habitat areas protected or restored, and whether the success of the restoration measure was or is approved by independent external professionals. b. Whether partnerships exist with third parties to protect or restore habitat areas distinct from where the organization has overseen and implemented restoration or protection measures. c. Status of each area based on its condition at the close of the reporting period. d. Standards, methodologies, and assumptions used.	Not applicable
304-4	a. Total number of IUCN Red List species and national conservation list species with habitats in areas affected by the operations of the organization, by level of extinction risk: i. Critically endangered ii. Endangered iii. Vulnerable iv. Near threatened v. Least concern	One endangered species has been found at our group sites, the Golden Orchid (Cephalanthera falcata) at the Tokyo Site Hino. It is classified as Vulnerable (VU) on the 4th Version of the Japanese Red Lists maintained by Japan's Ministry of the Environment.
GRI 305: Emissions ＊Disclosures on material topics		
305-1 ＊	a. Gross direct (Scope 1) GHG emissions in metric tons of CO^2 equivalent. b. Gases included in the calculation; whether CO^2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO^2 emissions in metric tons of CO^2 equivalent. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	Eco Vision 2050 ESG Data (See Environmental Data) Information unavailable / incomplete: Data on biogenic carbon dioxide (CO^2) emission has not been compiled at this time.

GRI Standards	Requirements	References (Reasons for omission)
305-2 *	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO^2 equivalent. b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO^2 equivalent. c. If available, the gases included in the calculation; whether CO^2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. f. Consolidation approach for emissions; whether equity share, financial control, or operational control. g. Standards, methodologies, assumptions, and/or calculation tools used.	Eco Vision 2050 ESG Data (See Environmental Data)
305-3 *	a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO^2 equivalent. b. If available, the gases included in the calculation; whether CO^2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO^2 emissions in metric tons of CO^2 equivalent. d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation. e. Base year for the calculation, if applicable, including: i. the rationale for choosing it; ii. emissions in the base year; iii. the context for any significant changes in emissions that triggered recalculations of base year emissions. f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source. g. Standards, methodologies, assumptions, and/or calculation tools used.	Eco Vision 2050 ESG Data (See Environmental Data) Information unavailable / incomplete: Data on biogenic carbon dioxide (CO^2) emission has not been compiled at this time.
305-4 *	a. GHG emissions intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). d. Gases included in the calculation; whether CO^2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.	ESG Data (See Environmental Data > Energy・CO_2)
305-5 *	a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO^2 equivalent. b. Gases included in the calculation; whether CO^2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Base year or baseline, including the rationale for choosing it. d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3). e. Standards, methodologies, assumptions, and/or calculation tools used.	Creating Products and Solutions to Solve Environmental Issues (Green Products Certification System) Production Activities to Solve Environmental Issues (Green Factory Certification System) ESG Data(Environmental Data)
305-6 *	a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent. b. Substances included in the calculation. c. Source of the emission factors used. d. Standards, methodologies, assumptions, and/or calculation tools used.	Not applicable

GRI Standards	Requirements	References (Reasons for omission)
305-7	a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOX ii. SOX iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations b. Source of the emission factors used. c. Standards, methodologies, assumptions, and/or calculation tools used.	ESG Data (See Environmental Data > Chemical Substances)
GRI 306: Waste	＊Disclosures on material topics	
306-1 ＊	a. For the organization's significant actual and potential waste-related impacts, a description of: i. the inputs, activities, and outputs that lead or could lead to these impacts; ii.whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.	Material Issue 5: Using Limited Resources Effectively Identifying Environmental Material Issues
306-2 ＊	a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated. b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations. c. The processes used to collect and monitor waste-related data.	Material Issue 5: Using Limited Resources Effectively Management of Chemical Substances in Products Resource Conservation and Recycling in Production Operations Ensuring Product and Chemical Substance Safety Consideration of Biodiversity/Water Resources in Production Activities Decarbonization of Suppliers (Carbon Neutral Partner Activities) Green Procurement System Reduction of Use of Packaging Materials Recovery and Recycling of Used Products ESG Data (See Environmental Data > Resources)
306-3 ＊	a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste. b. Contextual information necessary to understand the data and how the data has been compiled.	Overall View of Environmental Impacts ESG Data (See Environmental Data > Resources)
306-4 ＊	a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations. d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	Overall View of Environmental Impacts ESG Data (See Environmental Data > Resources) Information unavailable / incomplete: Disclosure by hazardous / non-hazardous category is not provided.

GRI Standards	Requirements	References (Reasons for omission)
306-5 *	a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste. b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations. d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: i. onsite; ii. offsite. e. Contextual information necessary to understand the data and how the data has been compiled.	Overall View of Environmental Impacts ESG Data (See Environmental Data > Resources) Information unavailable / incomplete: Disclosure by hazardous / non-hazardous category is not provided.
GRI 307: Environmental Compliance		
307-1	a. Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with environmental laws and/or regulations, a brief statement of this fact is sufficient.	Environmental Management System
GRI 308: Supplier Environmental Assessment		
308-1	a. Percentage of new suppliers that were screened using environmental criteria.	Implementing CSR Procurement
308-2	a. Number of suppliers assessed for environmental impacts. b. Number of suppliers identified as having significant actual and potential negative environmental impacts. c. Significant actual and potential negative environmental impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	Implementing CSR Procurement

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Social

GRI Standards	Requirements	References (Reasons for omission)
GRI 401: Employment		
401-1	a. Total number and rate of new employee hires during the reporting period, by age group, gender and region. b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	ESG Data (See Social Data)
401-2	a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. life insurance; ii. health care; iii. disability and invalidity coverage; iv. parental leave; v. retirement provision; vi. stock ownership; vii. others. b. The definition used for 'significant locations of operation'.	Human Resources Systems and Operations
401-3	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	ESG Data (See Social Data)
GRI 402: Labor/Management Relations		
402-1	a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them. b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	Human Rights
GRI 403: Occupational Health and Safety ＊Disclosures on material topics		
403-1 ＊	a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	Managing Occupational Safety and Health

GRI Standards	Requirements	References (Reasons for omission)
403-2 *	a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	Managing Occupational Safety and Health ESG Data (See Social Data)
403-3 *	a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Managing Occupational Safety and Health
403-4 *	a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers. b. Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	Managing Occupational Safety and Health
403-5 *	a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	Managing Occupational Safety and Health
403-6 *	a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	Health & Productivity Management Information unavailable / incomplete: Data for groups outside of Japan has not been compiled at this time.
403-7 *	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	Implementing CSR Procurement

GRI Standards	Requirements	References (Reasons for omission)
403-8 *	a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system; ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Managing Occupational Safety and Health Information unavailable / incomplete: Only the number and percentage of workers covered by the occupational health and safety system is disclosed at this time.
403-9 *	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Managing Occupational Safety and Health ESG Data (See Social Data) Information unavailable / incomplete: For non-employee workers, only agency workers and contractors are compiled at this time.

GRI Standards	Requirements	References (Reasons for omission)
403-10 *	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. how these hazards have been determined; ii. which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Health & Productivity Management ESG Data (See Social Data) Information unavailable / incomplete: Data for non-employee workers has not been compiled at this time.
GRI 404: Training and Education *Disclosures on material topics		
404-1 *	a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. gender; ii. employee category.	Attracting, Developing and Promoting the Active Participation of Human Resources ESG Data (See Social Data) Information unavailable / incomplete: Information by gender and employee category has not been compiled at this time.
404-2 *	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	Attracting, Developing and Promoting the Active Participation of Human Resources
404-3 *	a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	Attracting, Developing and Promoting the Active Participation of Human Resources Information unavailable / incomplete: Data has not been compiled at this time.
GRI 405：Diversity and Equal Opportunity *Disclosures on material topics		
405-1 *	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups). b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	Promoting Women's Workplace Participation ESG Data (See Social Data) Information unavailable / incomplete: Percentage by age group is not disclosed at this time.

GRI Standards	Requirements	References (Reasons for omission)
405-2 *	a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation. b. The definition used for 'significant locations of operation'.	ESG Data (See Social Data) Information unavailable / incomplete: Ratio is not disclosed at this time. Remuneration by gender/ class is disclosed.
GRI 406: Non-discrimination		
406-1	a. Total number of incidents of discrimination during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	Basic Concept and Promotion System of Compliance
GRI 407: Freedom of Association and Collective Bargaining		
407-1	a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining	Human Rights
GRI 408: Child Labor		
408-1	a. Operations and suppliers considered to have significant risk for incidents of: i. child labor; ii. young workers exposed to hazardous work. b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor	Human Rights
GRI 409: Forced or Compulsory Labor		
409-1	a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. type of operation (such as manufacturing plant) and supplier; ii. countries or geographic areas with operations and suppliers considered at risk. b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	Human Rights
GRI 410: Security Practices		
410-1	a. Percentage of security personnel who have received formal training in the organization's human rights policies or specific procedures and their application to security. b. Whether training requirements also apply to third-party organizations providing security personnel.	-

GRI Standards	Requirements	References (Reasons for omission)
GRI 411: Rights of Indigenous Peoples		
411-1	a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period. b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	-
GRI 412: Human Rights Assessment		
412-1	a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.	Implementing CSR Procurement Human Rights
412-2	a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations. b. Percentage of employees trained during the reporting period in human rights policies or procedures concerning aspects of human rights that are relevant to operations.	-
412-3	a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. b. The definition used for 'significant investment agreements'.	-
GRI 413: Local Communities		
413-1	a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: i. social impact assessments, including gender impact assessments, based on participatory processes; ii. environmental impact assessments and ongoing monitoring; iii. public disclosure of results of environmental and social impact assessments; iv. local community development programs based on local communities' needs; v. stakeholder engagement plans based on stakeholder mapping; vi. broad based local community consultation committees and processes that include vulnerable groups; vii. works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. formal local community grievance processes.	-
413-2	a. Operations with significant actual and potential negative impacts on local communities, including: i. the location of the operations; ii. the significant actual and potential negative impacts of operations.	-
GRI 414: Supplier Social Assessment		
414-1	a. Percentage of new suppliers that were screened using social criteria.	Implementing CSR Procurement
414-2	a. Number of suppliers assessed for social impacts. b. Number of suppliers identified as having significant actual and potential negative social impacts. c. Significant actual and potential negative social impacts identified in the supply chain. d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment. e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	Implementing CSR Procurement Human Rights

GRI Standards	Requirements	References (Reasons for omission)
GRI 415: Public Policy		
415-1	a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/ beneficiary. b. If applicable, how the monetary value of in-kind contributions was estimated.	ESG Data (See Governance Data)
GRI 416: Customer Health and Safety ＊Disclosures on material topics		
416-1 ＊	a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	Achieving Top-Tier Quality and Reliability
416-2 ＊	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Achieving Top-Tier Quality and Reliability
GRI 417: Marketing and Labeling		
417-1	a. Whether each of the following types of information is required by the organization's procedures for product and service information and labeling: i. The sourcing of components of the product or service; ii. Content, particularly with regard to substances that might produce an environmental or social impact; iii. Safe use of the product or service; iv. Disposal of the product and environmental or social impacts; v. Other (explain). b. Percentage of significant product or service categories covered by and assessed for compliance with such procedures.	Creating Products and Solutions to Solve Environmental Issues (Green Products Certification System) Environmental Labels and Certifications Management of Chemical Substances in Products Recovery and Recycling of Used Products Achieving Top-Tier Quality and Reliability Providing Useful Products to Meet Social Needs
417-2	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Putting Compliance into Practice
417-3	a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, by: i. incidents of non-compliance with regulations resulting in a fine or penalty; ii. incidents of non-compliance with regulations resulting in a warning; iii. incidents of non-compliance with voluntary codes. b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.	Putting Compliance into Practice
GRI 418: Customer Privacy ＊Disclosures on material topics		
418-1 ＊	a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. complaints received from outside parties and substantiated by the organization; ii. complaints from regulatory bodies. b. Total number of identified leaks, thefts, or losses of customer data. c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	Information Security

GRI Standards	Requirements	References (Reasons for omission)
GRI 419: Socioeconomic Compliance		
419-1	a. Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of: i. total monetary value of significant fines; ii. total number of non-monetary sanctions; iii. cases brought through dispute resolution mechanisms. b. If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient. c. The context against which significant fines and non-monetary sanctions were incurred.	Putting Compliance into Practice

General Disclosures | Material topics | Economic | Environmental | Social

Guidelines Index

In setting goals for CSR activities, Konica Minolta refers international guidelines including the UN Global Compact and ISO26000. The CSR Report, which consists of the pamphlet and the web-based information, is in accordance with the Global Reporting Initiative Standards: Core Option..

GRI Standards Index | ISO26000 Index | UN Global Compact Index | SASB INDEX

ISO26000

Core subjects	issues	Website
Organizational governance	1. Organizational governance	Basic Approach and Systems for Sustainability Management
		Corporate Governance
Human rights	1. Due diligence 2. Human rights risk situations 3. Avoidance of complicity 4. Resolving grievances 5. Discrimination and vulnerable groups 6. Civil and political rights 7. Economic, social, and cultural rights 8. Fundamental principles and rights at work	Implementing CSR Procurement
		Practicing Responsible Minerals Procurement
		Human Rights
		Group Compliance Promotion System
Labour practices	1. Employment and employment relationships 2. Conditions of work and social protection 3. Social dialogue 4. Health and safety at work 5. Human development and training in the workplaces	Diversity > Basic Concept and Vision of DEI
		Human Rights
		Building Organization, Culture and DNA
		Health & Productivity Management
		Managing Occupational Safety and Health
		Attracting, Developing and Promoting the Active Participation of Human Resources
The environment	1. Prevention of pollution 2. Sustainable resource use 3. Climate change mitigation and adaptation 4. Protection of the environment, biodiversity and restoration of natural habitats	Environmental Management System
		Creating Products and Solutions to Solve Environmental Issues (Green Products Certification System)
		Production Activities to Solve Environmental Issues (Green Factory Certification System)
		Sales Activities to Solve Environmental Issues (Green Marketing Activities)
Fair operating practices	1. Anti-corruption 2. Responsible political involvement 3. Fair competition 4. Promoting social responsibility in the value chain 5. Respect for property rights	Compliance
		Responsible Supply Chain > Basic Concept

Core subjects	issues	Website
Consumer issues	1. Fair marketing, factual and unbiased information and fair contractual practices 2. Protecting consumers' health and safety 3. Sustainable consumption 4. Consumer service, support, and complaint and dispute resolution 5. Consumer data protection and privacy 6. Access to essential services 7. Education and awareness	Environmental Labels and Certifications Achieving Top-Tier Quality and Reliability Creating New Quality Value Putting Compliance into Practice Information Security
Community involvement and development	1. Community involvement 2. Education and culture 3. Employment creation and skills development 4. Technology development and access 5. Wealth and income creation 6. Health 7. Social investment	Contributing to Society

Guidelines Index

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GRI Standards Index | ISO26000 Index | UN Global Compact Index | SASB INDEX

Global Compact

Items	Principles	Website
Human Rights	Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: make sure that they are not complicit in human rights abuses.	Implementing CSR Procurement
		Practicing Responsible Minerals Procurement
		Human Rights
Labour	Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation.	Implementing CSR Procurement
		Human Rights
		Diversity > Basic Concept and Vision of DEI
Environment	Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies.	Environmental Management System
		Creating Products and Solutions to Solve Environmental Issues (Green Products Certification System)
		Production Activities to Solve Environmental Issues (Green Factory Certification System)
		Sales Activities to Solve Environmental Issues (Green Marketing Activities)
Anti-Corruption	Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	Putting Compliance into Practice

Guidelines Index

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GRI Standards Index | ISO26000 Index | UN Global Compact Index | SASB INDEX

HARDWARE

SICS Industry：Technology & Communications Sector HARDWARE

TOPIC	CODE	ACCOUNTING METRIC	Website
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	Enhancing the Security of Products and Services For more information on MFP security features, click below. Providing Useful Products to Meet Social Needs > Security Functions for MFPs
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) technical employees and (d) all other employees	ESG Data(Ref.Social Data) To learn about Konica Minolta's initiatives for diversity and inclusion, click below. Konica Minolta Group Diversity Management Commitment Basic Concept and Vision of DEI
Product Lifecycle Management	TC-HW-410a.1	Percentage of products by revenue that contain IEC 62474 declarable substances	Management of Chemical Substances in Products > Compliance with IEC 62474 For more information on chemical substance management, click below. Systems for Eliminating Chemical Substance Risks • Prior Risk Assessment of Chemical Substances Green Procurement System To check substances prohibited or controlled in Konica Minolta products, as outlined in the Green Procurement Guidelines, click below. SDS (MSDS) Environmental Labels and Certifications • Environmental Labels Environmental Management System • Product Assessment System

TOPIC	CODE	ACCOUNTING METRIC	Website
Product Lifecycle Management	TC-HW-410a.2	Percentage of eligible products, by revenue, meeting the requirements for EPEAT registration or equivalent	Environmental Labels and Certifications • EPEAT (Electronic Product Environmental Assessment Tool) To read about how Konica Minolta incorporates environmentally friendly principles into product design, click below. Environmental Management System • Product Assessment System Turning Waste into High-Value Materials (High-Functionality Recycling) • Incorporating Resource Saving and Circular Economy Concepts in Products Resource Conservation and Recycling in Production Operations • Promoting Resource Conservation and Recycling at Production Sites Promoting Decarbonization in Distribution • Reconsidering Distribution Routes and Consolidating Logistics Facilities • Milk Run Logistics (Common Collection of Cargos) Reduction of Use of Packaging Materials Promoting Decarbonization with Products and Solutions • Energy Conservation in MFPs and Digital Printers
	TC-HW-410a.3	Percentage of eligible products, by revenue, certified to an energy efficiency certification	Environmental Labels and Certifications • International Energy Star Program
	TC-HW-410a.4	Weight of end-of-life products and e-waste recovered, percentage recycled	ESG Data (Ref.Environmental Data > Resources) For more information on product recycling initiatives, click below. Recovery and Recycling of Used Products
Supply Chain Management	TC-HW-430a.1	Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities	Human Rights > Tracking Responses • Employees of Our Suppliers, Partners, and Others Implementing CSR Procurement • CSR Assessments Using a Self-Assessment Questionnaire • CSR Audits
	TC-HW-430a.2	Tier 1 suppliers' (1) non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent, and (2) associated corrective action rate for (a) priority non-conformances and (b) other non-conformances	
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	Practicing Responsible Minerals Procurement > Framework for Initiatives Turning Waste into High-Value Materials (High-Functionality Recycling) • Incorporating Resource Saving and Circular Economy Concepts in Product > High-Functionality Recycling That Increases the Value of Materials (Application of Recycled Materials) Konica Minolta's Supply Chain Management • Supply Chain Management

Sustainability Reporting Policy

The Konica Minolta Sustainability Website (hereinafter, the "site") reports on specific initiatives to address material issues that Konica Minolta (hereinafter, the "Company") is pursuing. The Company also issues an annual Integrated Report that summarizes information of interest to investors and shareholders, as well as financial and non-financial information that is of great importance to Konica Minolta. The purpose of the site, however, is to provide even more detailed sustainability information.
In recent years, with the growing investor interest in non-financial corporate information, the Company decided to disclose all of its sustainability information promptly and comprehensively on this website. It stopped publishing both its CSR Report and Environmental Report in 2020.
The online content is prepared based on various global guidelines and the information needs of stakeholders.
A PDF version of the site is posted on this website about two months after the content is initially posted.

Report Boundary

Information on the site covers Konica Minolta, Inc. and its consolidated subsidiaries. When data is given on a specific subset of companies, the boundary is separately indicated.
Note: At this site, “Konica Minolta” refers to the Konica Minolta Group.
In addition, in the event of changes in consolidated subsidiaries during the period, such as the acquisition or the opening or closing of new bases, environment-related data for production companies with a significant environmental impact are reflected in the actual results on a monthly basis.

Reporting Period

In principle, the site covers activities undertaken from April 1, 2023 to March 31, 2024. Some sections may include information on earlier initiatives or more recent activities. At the site, “fiscal 2023” refers to the fiscal year that started April 1, 2023 and ended March 31, 2024.

Publication Date

October 2024 (Next report: scheduled for September 2025; previous report: October 2023)

Adherence to Global Guidelines

- Global Reporting Initiative (GRI) Standards
  Konica Minolta reports in accordance with the GRI Standards for the period from April 1, 2023 to March 31, 2024.
- Sustainability Accounting Standards Board (SASB)
- United Nations Global Compact
- ISO 26000, ISO30414
- Environmental Reporting Guidelines 2018

For a comparison of the GRI Standards, SASB, United Nations Global Compact, and ISO26000, please see the Guideline Comparison Chart.

External Assurance

External Assurance has been performed by KPMG AZSA Sustainability Co., Ltd. for some of the Company's environmental and social initiative data for fiscal 2023 (April 1, 2023 to March 31, 2024). Please refer to the external assurance statement for more information.

Related Information

Obtain other Konica Minolta publications from the Document Download page.
● Integrated Report (Annual Report) ● Corporate Governance Report ● Intellectual Property Report ● IT Performance Report

For inquiries regarding the information on this site:

Corporate Planning Division, Konica Minolta, Inc.

› Contact

Disclaimer

In addition to facts about past or present circumstances, this site contains descriptions of the Group's current plans and projections for the future. These descriptions are based on information that is currently available and have been deemed reasonable based on the Group's current status. The Group's actual performance could differ from its predictions due to future changes in the business environment.