



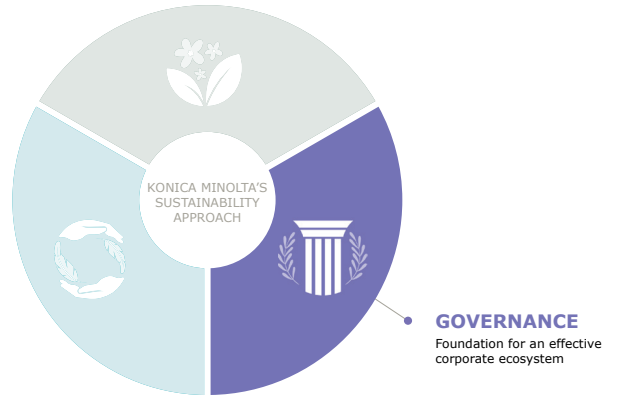
KONICA MINOLTA



environmental  
social  
governance

# ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) FACTS AND FIGURES

We aim to be a company that contributes to the sustainable growth of society and individuals alike. That's why we've created an environmental, social and governance framework to address these global issues.



## GOVERNANCE



### SUSTAINABLE AND RESPONSIBLE BUSINESS CONDUCT



#### WHISTLEBLOWING POLICY

We're fully aligned with the EU Whistleblowing Directive.



#### DATA PROTECTION AND GDPR POLICY

We give customers the security that their data is highly protected. We don't just fulfil GDPR requirements, we exceed them.



#### ARTIFICIAL INTELLIGENCE POLICY

We ensure a common understanding of the appropriate use of artificial intelligence throughout the entire group.

#### EUROPEAN ANTI-MONEY-LAUNDERING POLICY AND ANTI-FRAUD/ CORRUPTION POLICY

We're committed to prevent fraud, corruption and money laundering.



### GOVERNANCE, RISK MANAGEMENT AND INTERNAL CONTROLS

**EFFECTIVE EXPORT CONTROL PROCEDURES ENSURE FULL COMPLIANCE WITH EXISTING SANCTIONS AND EMBARGOES.**



#### INTERNAL CONTROLS

We're continuously focussing on improving our system of internal controls.

Two major efforts we're undertaking are:

- Annual J-SOX compliance process (internal controls over financial reporting)
- Annual internal control self-assessment



# COMPLIANCE FIRST

- ✓ We continually stay on top of legal and regulatory developments as well as potential challenges
- ✓ We report on compliance quarterly
- ✓ There's a robust network of compliance-responsible individuals in each subsidiary
- ✓ We are closely aligned with the Konica Minolta, Inc. Corporate Compliance Group
- ✓ We regularly exchange with the Regional Compliance Coordinators in the Americas, APAC and Australia
- ✓ Our online compliance and training programme must be completed annually

## RISK MANAGEMENT

We've established and maintain a risk management system which helps our subsidiaries achieve independence in identifying, documenting and addressing risks, while also providing a suitable framework for our European headquarters to manage key risks.

Risks are evaluated twice a year and the respective counter measures are reviewed and adjusted once a quarter if necessary.



## PRODUCTS AND SERVICES – MANAGEMENT AND QUALITY WITH BUSINESS PARTNERS

### SUPPLIER CODE OF CONDUCT

This sets out environmental, social and governance rules that all suppliers must consider binding minimum standards. Suppliers agree to allow Konica Minolta to conduct audits or assessments and identify any risks in the supply chain.



### MEMBER OF RESPONSIBLE MINERALS INITIATIVE (RMI)

We work on responsible minimal procurement to prevent serious risks such as human rights abuses that may occur in connection with the mining, training, handling and export of minerals from conflict-affected and high-risk areas.

