



KONICA MINOLTA



April 23, 2026

To whom it may concern,

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Representative: Toshimitsu Taiko, President and CEO

Stock Exchange Listing: Tokyo Prime Market

Local Securities Code Number: 4902

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Notice Regarding the Formulation of the Medium-term Business Plan “Corporate Plan 2026–2028”

The Company announces that it has formulated its new Medium-term Business Plan, “Corporate Plan 2026–2028,” covering fiscal years 2026 through 2028.

1. Background and Objectives of the Medium-term Business Plan

Under the previous Medium-term Business Plan (2023-2025), the Company focused on three key initiatives: business selection and concentration, reinforcement of earnings base, and preparing for future growth. During this period, the Company implemented various measures aimed at improving profitability, as well as global structural reforms.

In the final year of the previous plan, FY2025, which the Company positioned as “Turn Around 2025,” the Company worked to establish growth foundations by nurturing growth opportunities, including barrier film for perovskite solar cells, intelligent recycled materials, and optical components for semiconductor inspection equipment.

Through these initiatives, the Company has been able to make steady progress in establishing a foundation, and will address the remaining challenges while further reinforcing our earnings base.

Based on this recognition, the Company has positioned the period from FY2026 to FY2028, the time horizon of the new Medium-term Business Plan, as a phase to build a foundation for long-term growth. Under this plan, the Company will strive to enhance corporate value by focusing on the priority policies outlined below.

2. Key Policies of the Medium-term Business Plan

Under the Medium-term Business Plan “Corporate Plan 2026–2028,” the Company has set the promotion of ROIC-based management and the strengthening of business portfolio management as its key policies.

In addition to focusing on profit generation, the Company will place the efficient use of capital and the sustainable enhancement of corporate value at the core of its management approach. By thoroughly embedding ROIC-focused decision-making across the Group, the Company aims to improve both earning power and capital

efficiency, and ultimately achieve a sustainable improvement in ROE. To further strengthen the earnings base that supports ROIC-based management, the Company will pursue the following four priority initiatives:

1. Improvement of gross profit margin
2. Reduction of the SG&A expense ratio
3. Improvement of financial balance
4. Enhancement of asset efficiency

3. Attached Materials

For further details of the Medium-term Business Plan “Corporate Plan 2026–2028,” please refer to the attached materials.

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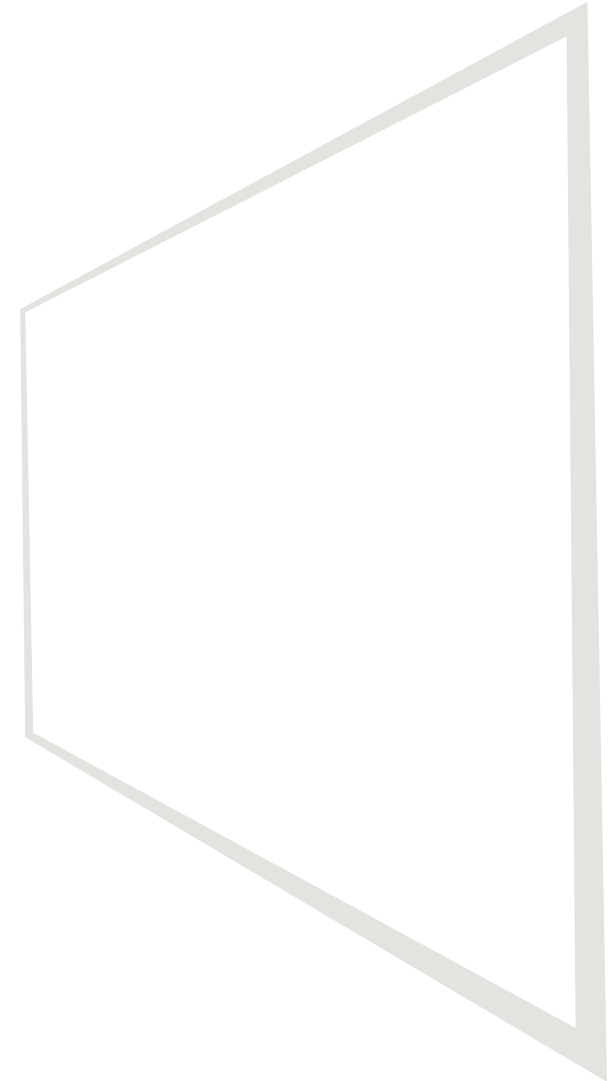
Konica Minolta, Inc.

Corporate Plan 2026-2028

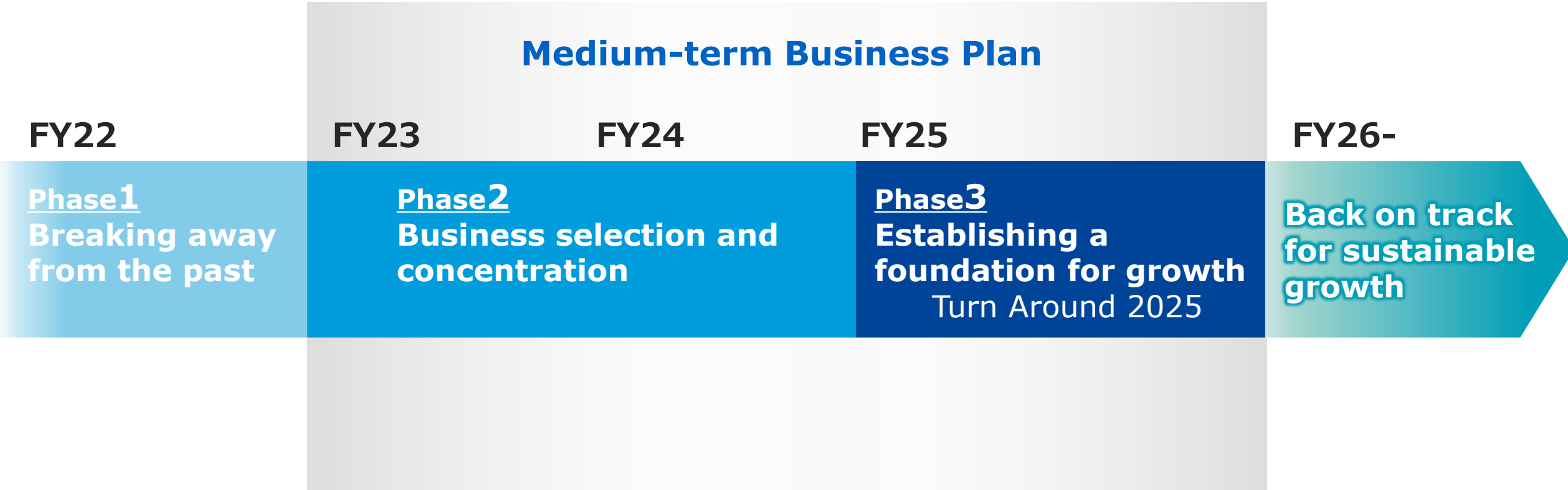
April 23, 2026

Toshimitsu Taiko

President and CEO, Representative Executive Officer



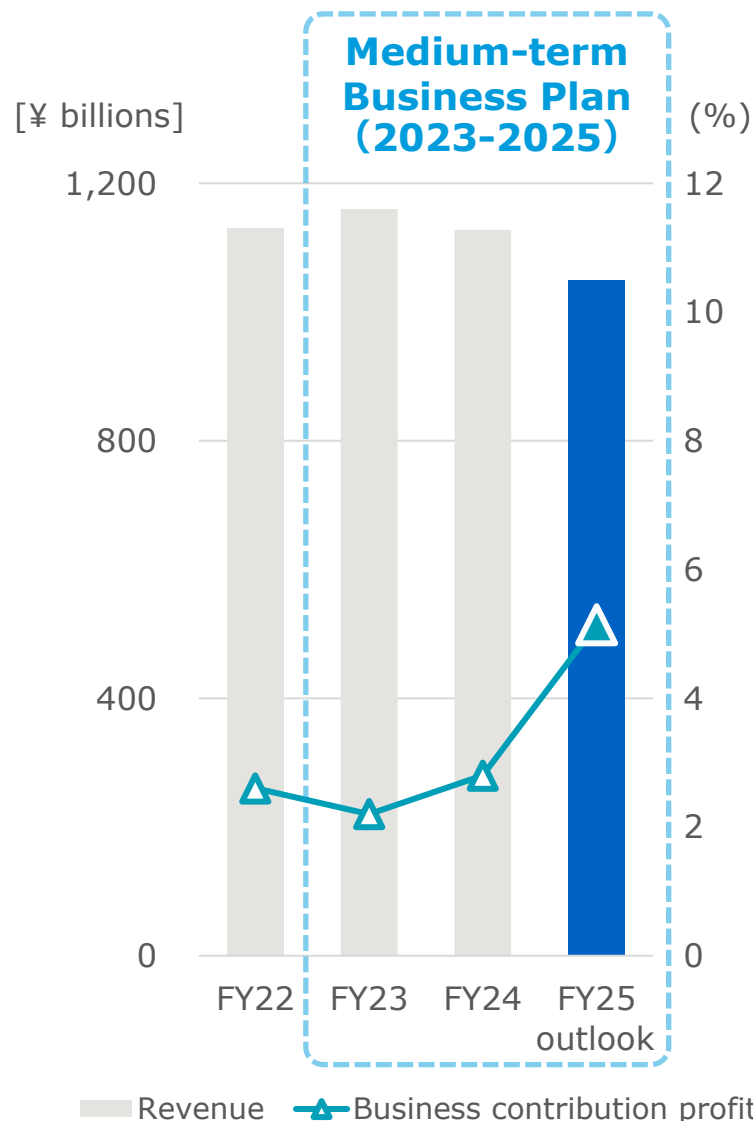
Review of the Medium-term Business Plan (2023-2025)



Business selection and concentration	Non-focused businesses	<ul style="list-style-type: none"> ● Precision Medicine: Business Transfer ● Marketing Services: Overseas MPM Business Transfer ● Optical components: Transfer of equity in one subsidiary in China
	Direction-changing businesses	<ul style="list-style-type: none"> ● DW-DX: Turned profitable in FY25 ● Imaging-IoT solutions: Transfer of shares of MOBOTIX
Profitability	Profitability of Business Technologies Business	<ul style="list-style-type: none"> ● Increased profits in the Business Technologies Business ● Established a JV with Fujifilm Business Innovation ● Ended production at the Wuxi plant in China
	Global structural reform	<ul style="list-style-type: none"> ● Optimized human capital ● Generating results through productivity improvement initiatives
	Strengthening the financial structure	<ul style="list-style-type: none"> ● Reduction of working capital and interest-bearing liabilities
Preparing for future growth	Laying the groundwork for a growth foundation	<ul style="list-style-type: none"> ● Barrier film for perovskite solar cells, intelligent recycled materials, optical components for semiconductor inspection equipment, etc.

Medium-term Business Plan (2023-2025)

On track to achieve ROE 5% target



		FY25 plan (Announced April 2024)	FY25 outlook (February 2026)
Revenue [¥ billions]	Total	1,050.0	1,075.0
	Strengthening businesses*1	470.0	431.5
Business contribution profit ratio	Company-wide	Over 5%	5.0%
	Industry	20%	16.3%
ROE		Over 5%	5.2%
	Total asset turnover	1.0x	
	Net D/E ratio	0.5-0.55	
Non-financial goals	Employees engagement score	Industry average*2 (7.3)	7.1
	CO ₂ emissions of the Company's product lifecycle	800,000 tons or less	Approx. 720,000 tons*3
	Customer avoided CO ₂ emissions	800,000 tons or more	Approx. 1 million tons*3

*1 Strengthening businesses: Industry (performance materials + IJ components + sensing + optical components) + healthcare + Professional Print (production print + industrial print)

*2 Global technology companies

*3 Estimates for FY25 as of April 23. The final results will be released in the Company's reports to be issued after June.

Medium-term Business Plan (2023-2025) | Issues to Be Addressed in the Corporate Plan 2026-2028

Issues in the Medium-term Business Plan (2023-2025)

- Underachievements of targets in the strengthening businesses*
- Profitability of some businesses
- Financial balance improvement



Challenges to address in the Corporate Plan 2026-2028

Further strengthening the earnings base

* Strengthening businesses: Industry (performance materials + IJ components + sensing + optical components) + healthcare
+ Professional Print (production print + industrial print)

Corporate Plan 2026-2028

FY2026-2028 Building the foundation for long-term growth

ROIC-based management and strengthening business portfolio management

Further strengthening the earnings base

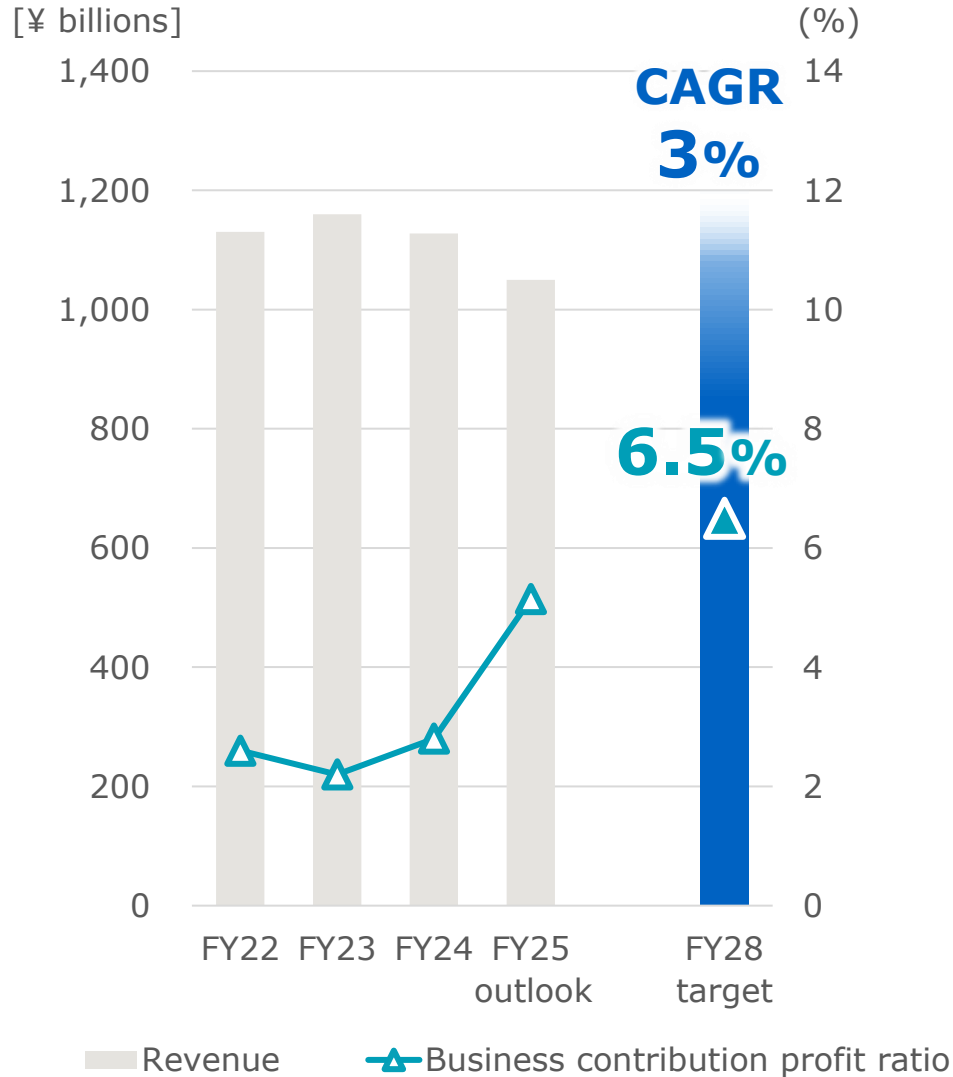
- Improve gross profit ratio
- Reduce SG&A expense ratio
- Improve financial balance
- Enhance capital efficiency



Commercialization of growth seeds for sustainable growth

FOREX	<ul style="list-style-type: none">● Assumption: 150 USD/JPY and 175 EUR/JPY
Interest rate	<ul style="list-style-type: none">● Outlook: Japan to hike, U.S. to cut, Europe to rise or remain stable
U.S. reciprocal tariffs	<ul style="list-style-type: none">● China: 22.5%, the others: 15%
Energy	<ul style="list-style-type: none">● Energy costs are expected to be impacted by rising geopolitical risks in the Middle East. From FY2027 onward, costs are expected to moderate as agreements are reached in the region.
Materials procurement	<ul style="list-style-type: none">● Factoring in the impact of rising memory prices

Corporate Plan 2026-2028 | Management Indicators



FY25 outlook
(February 2026)

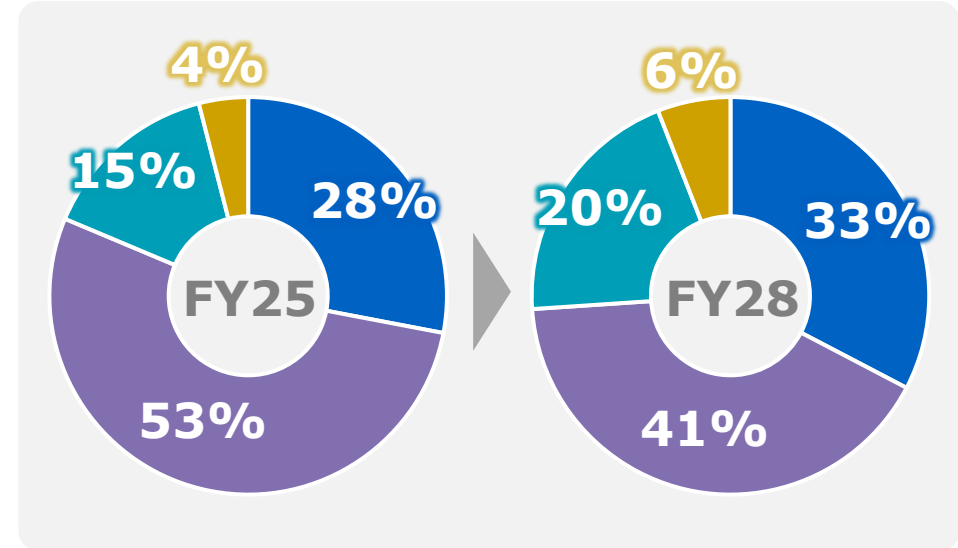
FY28 target

Revenue	1,075.0 billion yen	CAGR 3% FY25-FY28
Business contribution profit ratio	5.0%	6.5%
Net profit ratio	2.5%	3.8%
Financial leverage		2.2
Total asset turnover		0.98x
ROE	5.2%	8%
ROIC		6%

Corporate Plan 2026-2028 | Sales and Business Contribution Profit by Business

	Revenue		Business contribution profit		
	[¥ billions]	FY25 Outlook (February 2026)	CAGR (FY25-FY28)	FY25 Outlook (February 2026)	CAGR (FY25-FY28)
Industry		129.0	9%	21.0	15%
Digital Workplace		598.0	2%	40.0	0%
Professional Print		250.0	5%	11.0	21%
Imaging Solutions (healthcare, QOL solutions, and visual solutions)		91.0	2%	3.0	24%
Corporate and others (FY25: Including imaging-IoT solutions*1)		7.0	-	-21.0	10% reduction*2
Company-wide total*3		1,075.0	3%	54.0	13%

Business contribution profit breakdown



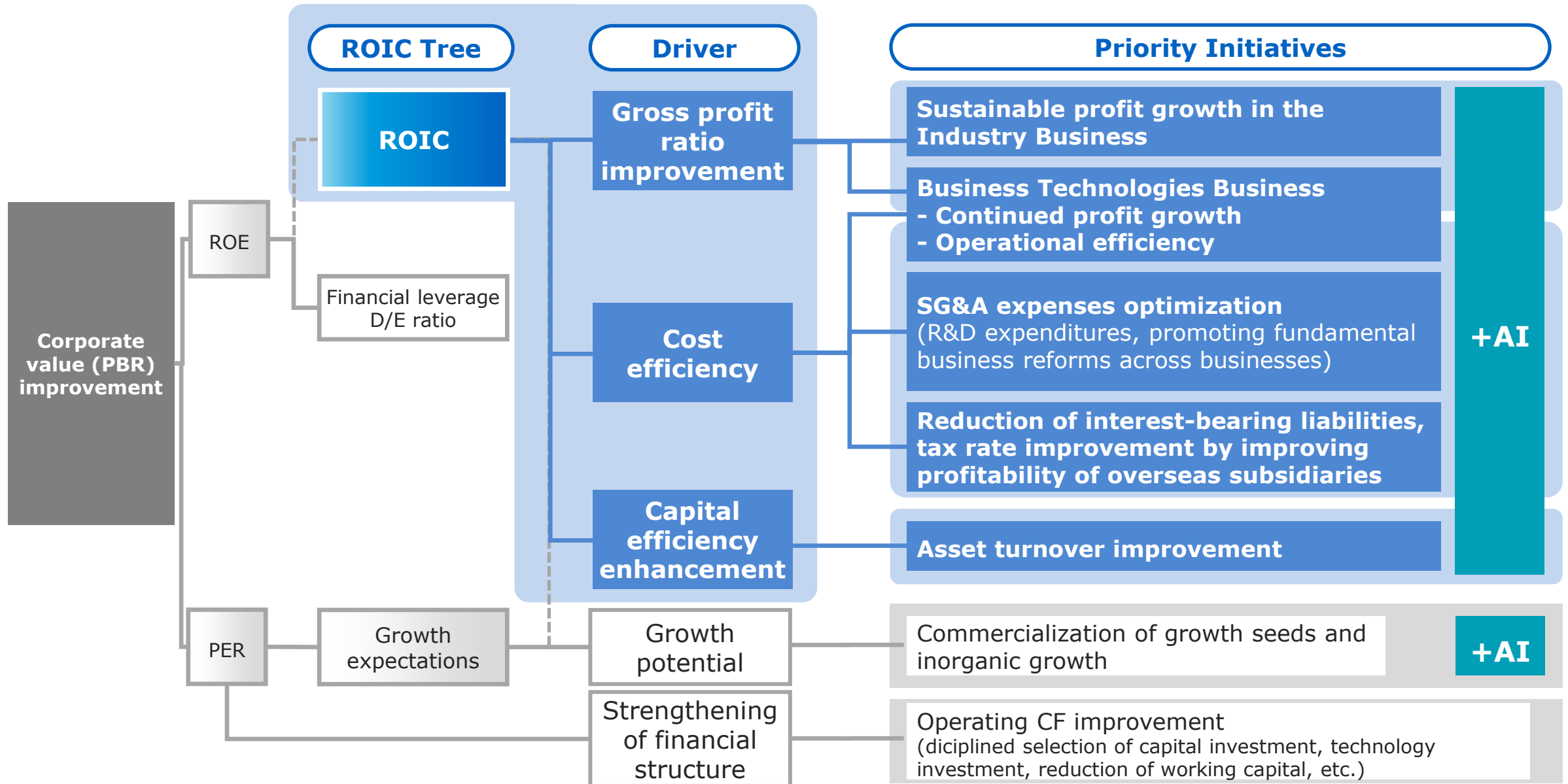
*1 Imaging-IoT solutions to be embedded across multiple businesses FY26 onward

*2 Simple comparison, not CAGR

*3 Not including inorganic growth

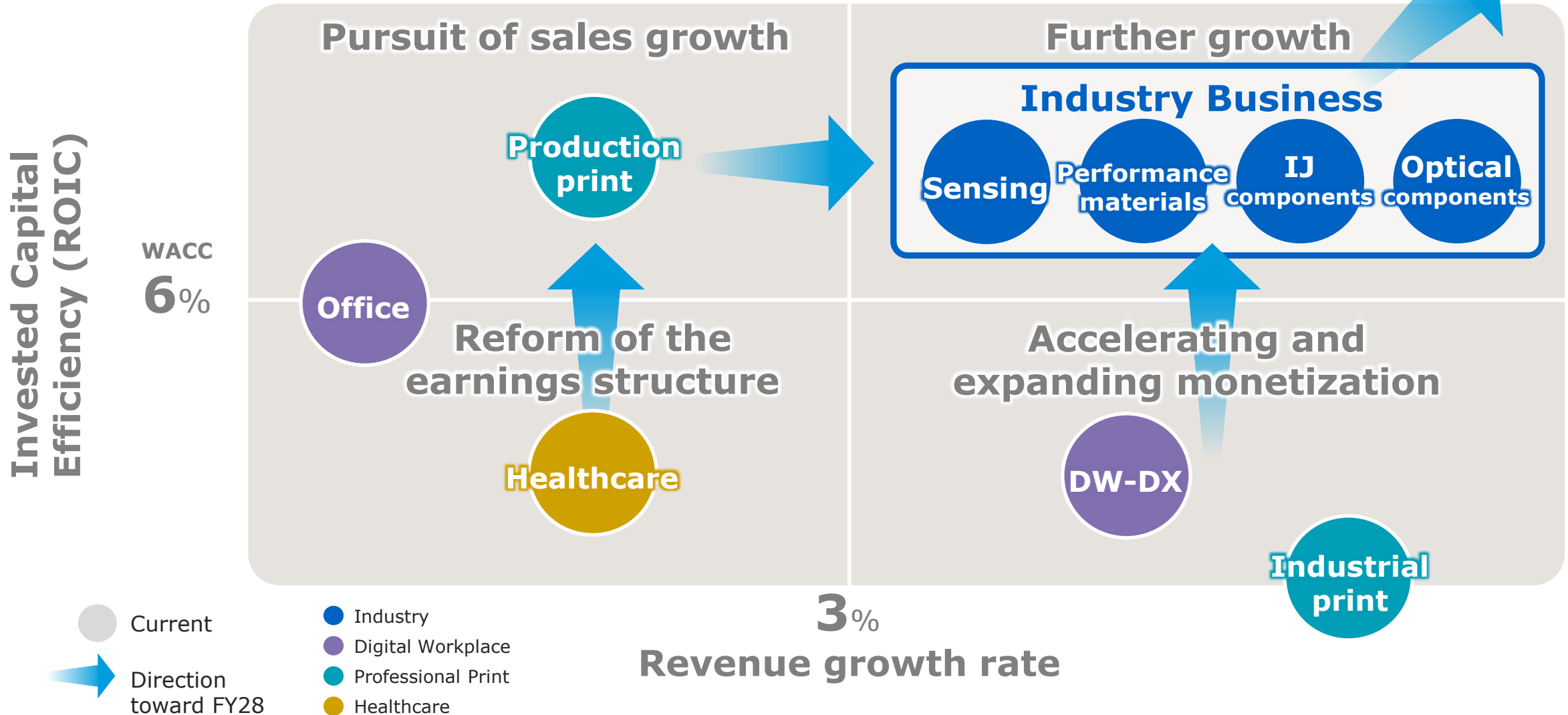
Note: Costs for efficiency improvement through AI utilization are expected to be 8-10 billion yen during the Medium-term Business Plan period.

Practice of ROIC-Based Management to Improve Corporate Value

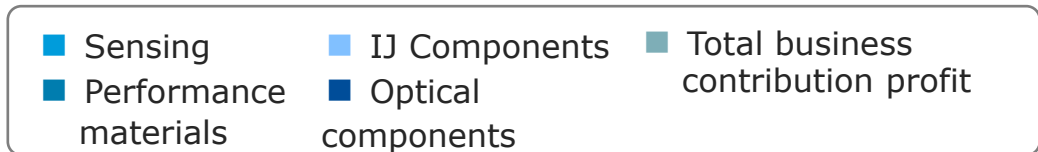
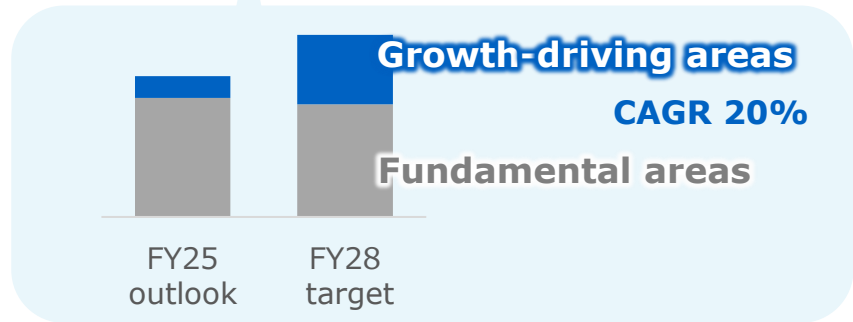
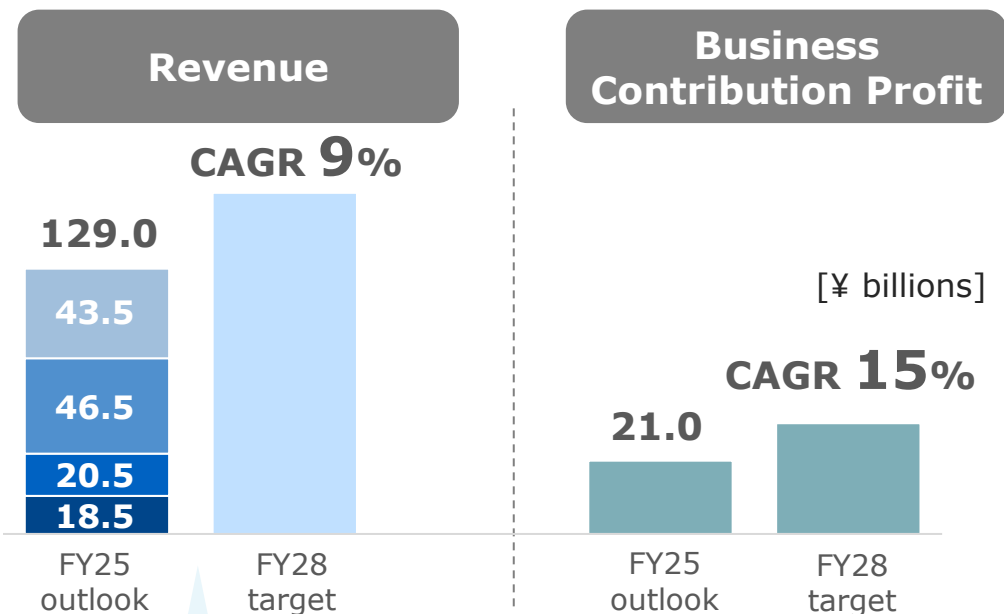


Business Portfolio Management

Stricter business decisions based on ROIC



Strengthening customer touchpoints in fundamental areas, improving production efficiency, and increasing sales in growth-driving areas



Further growth Blue: Growth-driving areas

Sensing Expansion of Hyperspectral Imaging (HSI) and mobility

- HSI: Improve gross profit by expanding applications into the green materials area
- Mobility: Increase revenue by strengthening sales activities closely aligned with major automotive manufacturers
- Strengthen sales capabilities in unity with the Group's global overseas sales companies

Performance Materials Expansion of new display material films (SANUQI, SAZMA, etc.)

- Sales expansion of retardation film (SANUQI) and protection film (SAZMA)
- Expand production capacity
- Increase profit ratio through widening films and speeding production

IJ Components Expansion of industrial applications and new applications

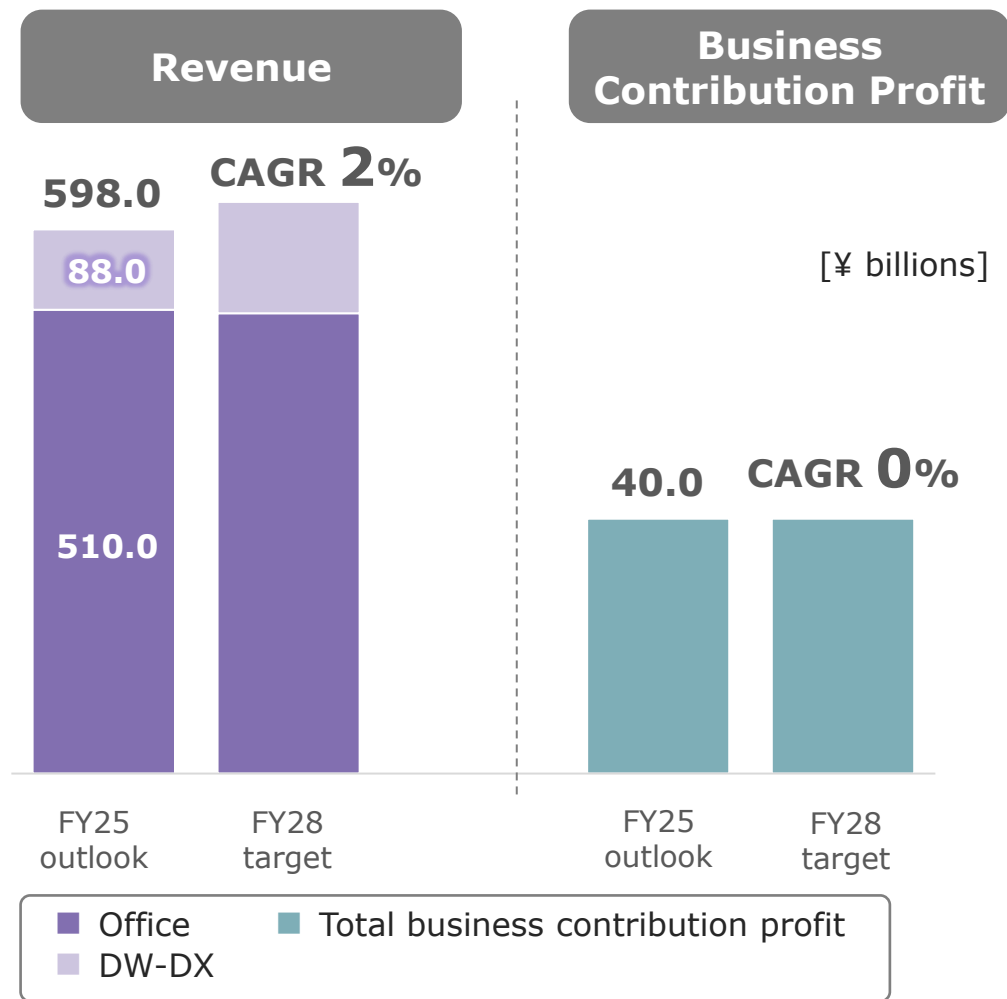
- Sales expansion with new printheads leveraging long throw distance and material compatibility
- Create market by integrating printhead, ink, and system

Optical Components Expansion of optical components for semiconductor inspection equipment

- Gain market share in the VIS/UV area by increasing production capacity
- Expand in the DUV area through the introduction of technologies

Achieving sustainable growth and profit generation

- Growth of the Digital Workplace Business by accelerating the integration of office and DW-DX
- Realization of the industry's highest level of productivity through AI transformation (AX)
(common to the Business Technologies Business)



Accelerate monetization

DW-DX

- Enhancing value-added offerings through MFP-driven workflow solutions integrated with AI and security and driving cross-selling expansion
- Expanding recurring revenue through higher unit pricing and strengthened retention
- Establishing a new business model in Japan through AI-powered education SaaS

Reform earnings structure

Office

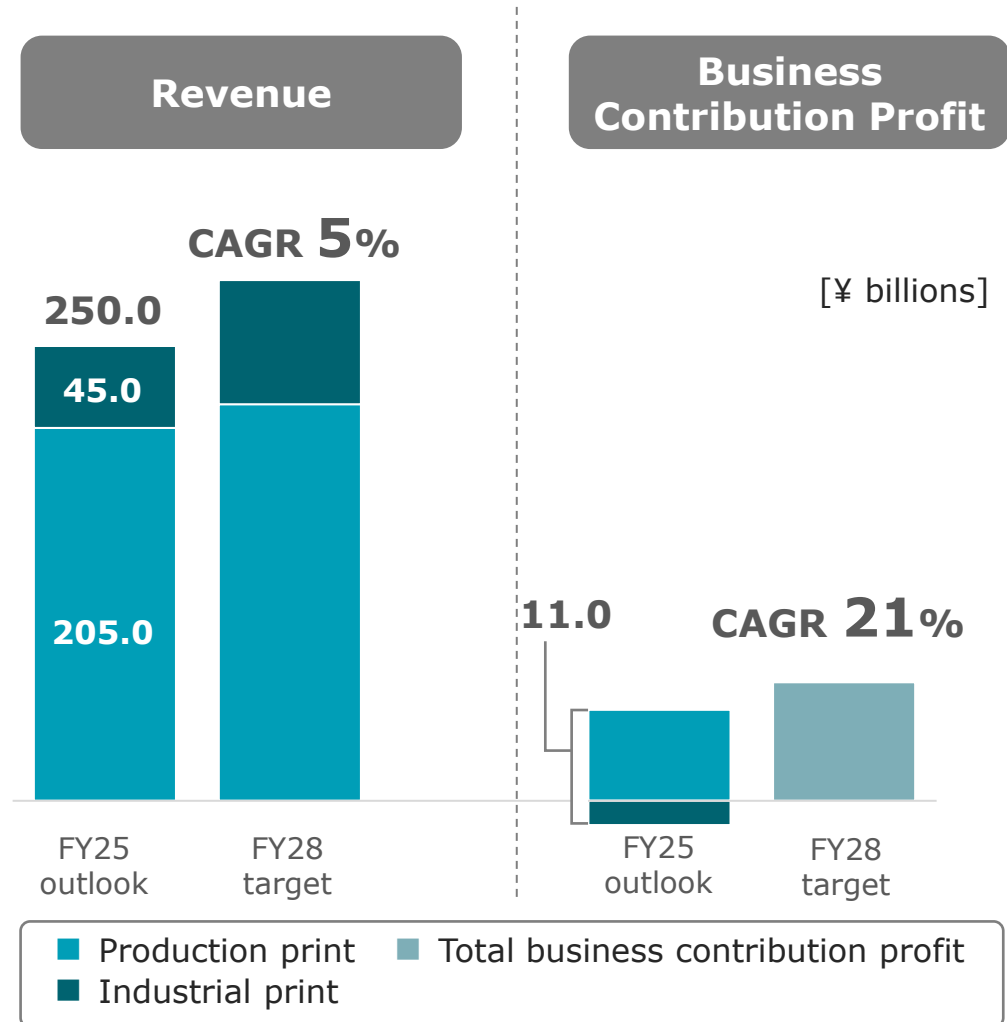
- Assumption: hardware of -1% and non-hardware of -2% (volume-based)
- Improving the non-hardware earnings structure through accelerated remote services and AI utilization

Common to Business Technologies Business

- AI utilization
Improving competitiveness in core businesses (development/production/sales/service) and optimizing operational efficiency and fixed costs through AX
- Strengthening business resilience
Shifting to a cost structure that can respond to demand fluctuations due to the global economic slowdown and supply chain risks, and strengthening BCP measures

Achieving sustainable growth and profit generation

- Driving analog-to-digital shift and market creation in commercial and industrial print



Pursuit of sales growth

Production print

- Accelerating digital shift with equipment (HPP/MPP-centric) + workflow solutions
- Expanding the market through digitalization, and expanding sales and maintaining market leadership of MPPs and HPPs
- Non-hard CAGR: 3% (FY25-28)

Accelerating monetization

Industrial print

- Acceleration of digital shift and earnings growth through MIF expansion via product portfolio enhancement and workflow solutions
- Increasing hardware sales and non-hard sales ratio
- Non-hard CAGR: 13% (FY25-28)
- Improving profitability through pricing revisions for products and services and strengthened proposals that address customer challenges

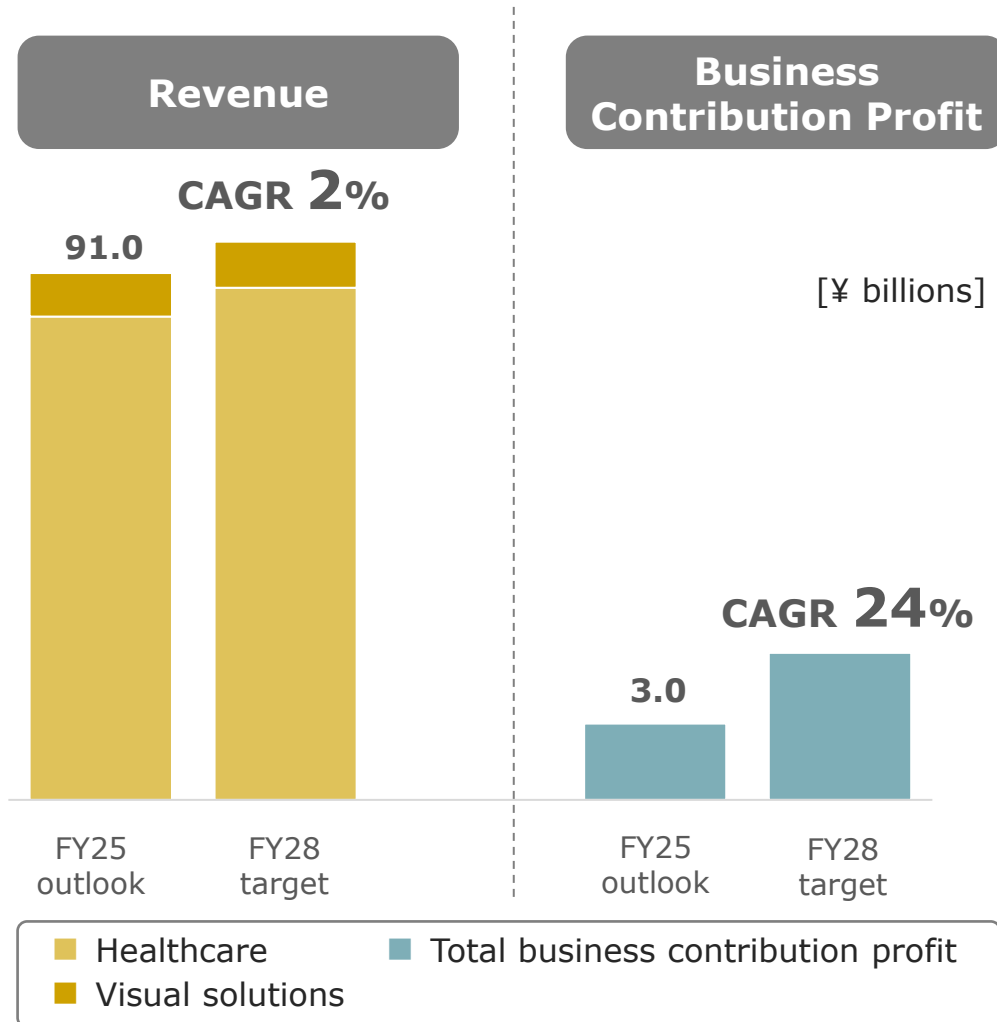
Common to Business Technologies Business

(refer to p.15)

- AI utilization
- Strengthening business resilience

Imaging Solutions (Healthcare and Visual Solutions)

Enhancing profitability and improving asset efficiency



Reform of the earnings structure

Healthcare

- Reforming business foundation
 - Inventory reduction through SCM enhancement
 - Global manufacturing and procurement costs reduction
- Growing customer base
 - Growth through global expansion of Dynamic Digital Radiography
 - Profitability enhancement through expansion of overseas healthcare IT business
 - Expansion of recurring revenue in digital equipment

Visual solutions

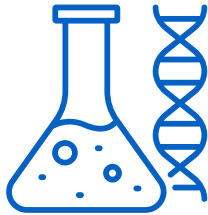
- Growth through sales expansion of LED solutions

Imaging-IoT solutions

- Making product-by-product decision (some businesses have been embedded across other businesses)
- Shifting skilled AI talent to growth business

R&D expenditures

Around **5%** of revenue



Strategic allocation to maximize investment returns

- Strengthening investment in medium- to long-term growth areas
- Rigorous go/no-go decision-making on themes
- Enhancing R&D efficiency

Optimizing fixed costs

0.5-1 ppt improvement



Optimization of cross-business functions by region

- Standardization of operations in back-office
- AI utilization
- Strengthening regional management
- Maximizing functional capabilities across each function
- Strengthening indirect material procurement

Tax rate

Approx. **30%**



Tax expense optimization

- Profitability improvement of overseas subsidiaries

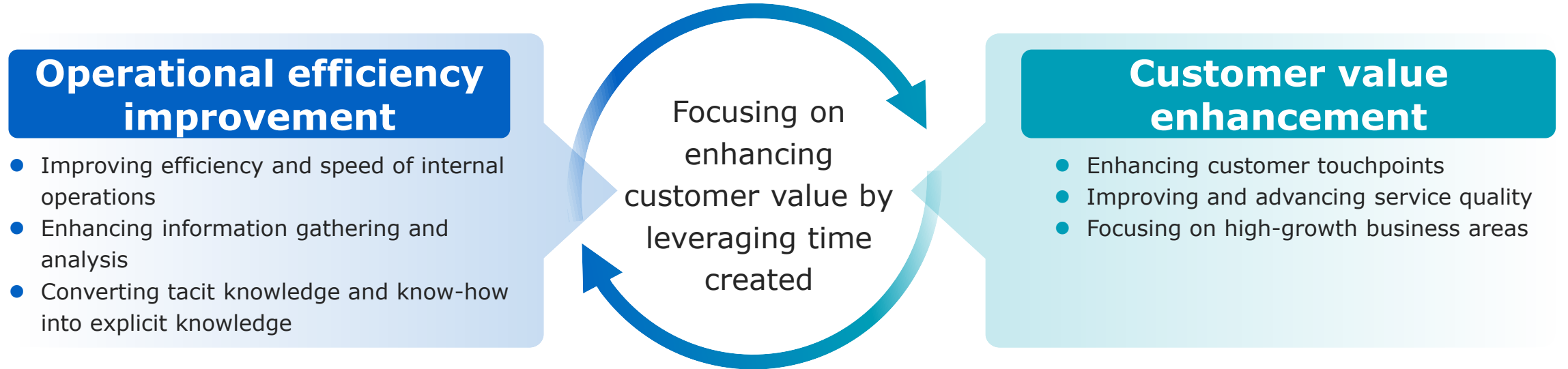
Enhancing Customer Value and Transforming Operations through AI and Data Utilization

- Enabling the Augmentation of Individual and Organizational Capabilities Beyond Simple Human Substitution



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Leveraging AI and data to improve operational efficiency, shift to higher value-added activities, and enhance customer value and operational productivity



Key initiatives



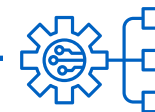
Sales

- Expansion of inside sales and e-commerce
- Building a customer success framework
- Automation of back-office operations



Service

- Enhancing efficiency of remote operations and setup
- Improving predictive maintenance accuracy and expanding customer-replaceable consumables with automated delivery
- Utilization of a global common service platform, among other initiatives

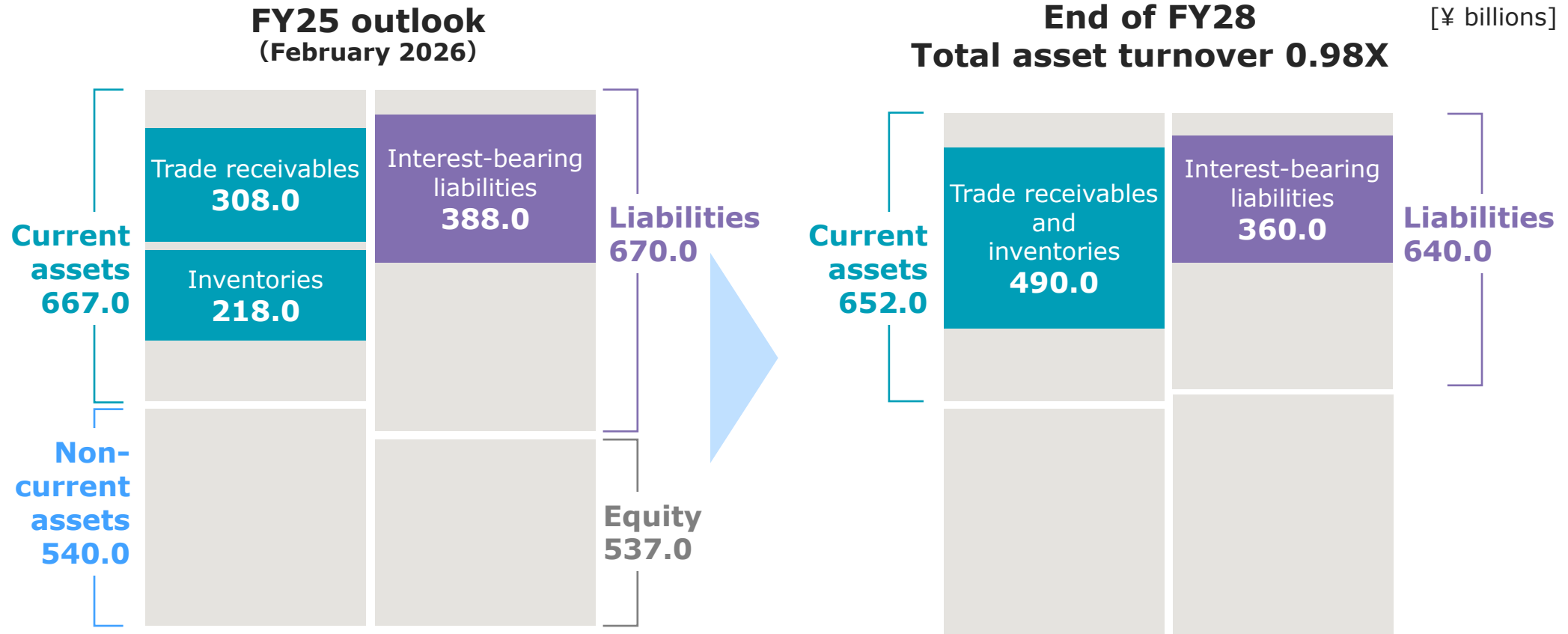


R&D/ Production

- Transition to AI-native development
- Improving efficiency and quality through data utilization
- Enhancing efficiency through DX initiatives

Balance Sheet

Improving asset efficiency and increasing total asset turnover through reductions in inventory and trade receivables, as well as interest-bearing liabilities

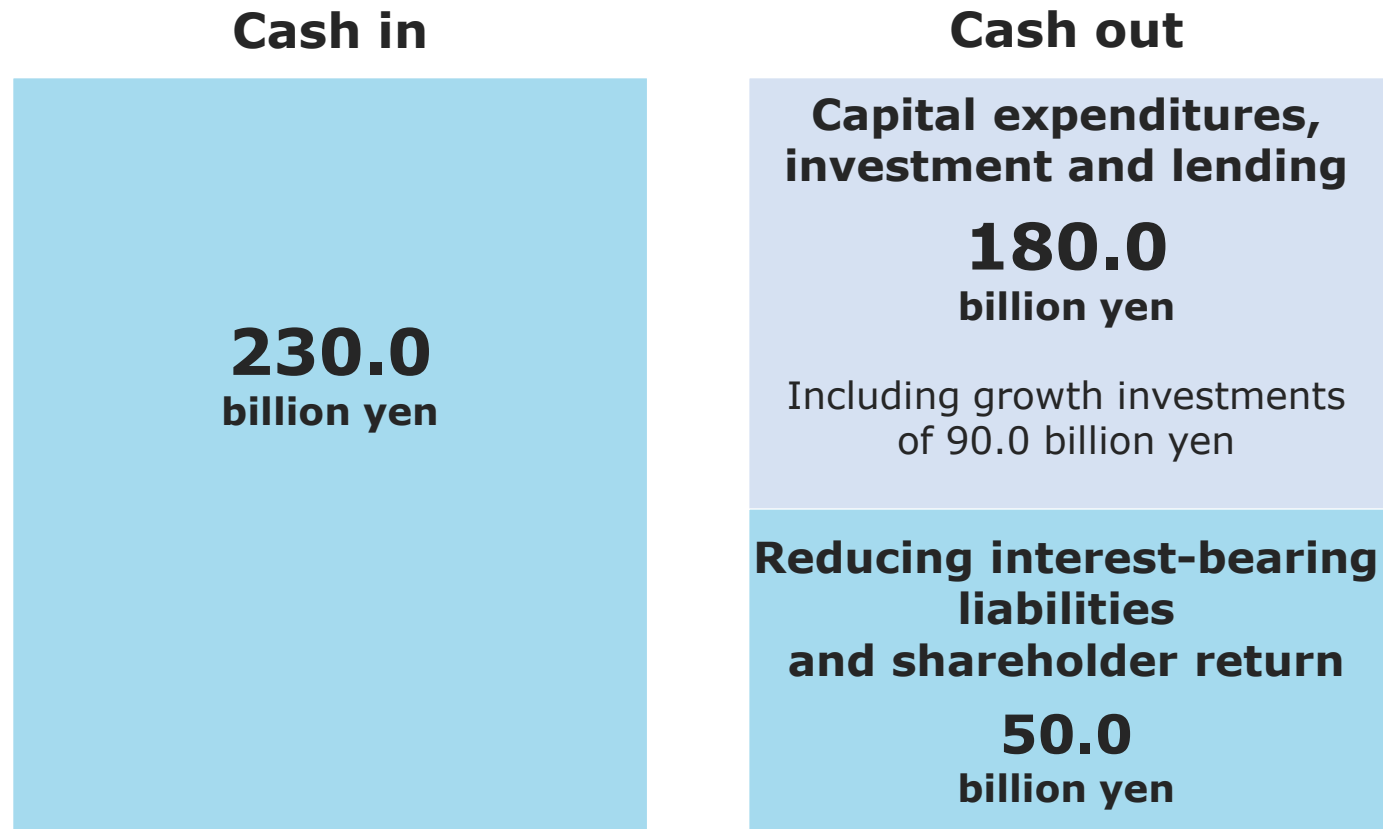




Capital Allocation

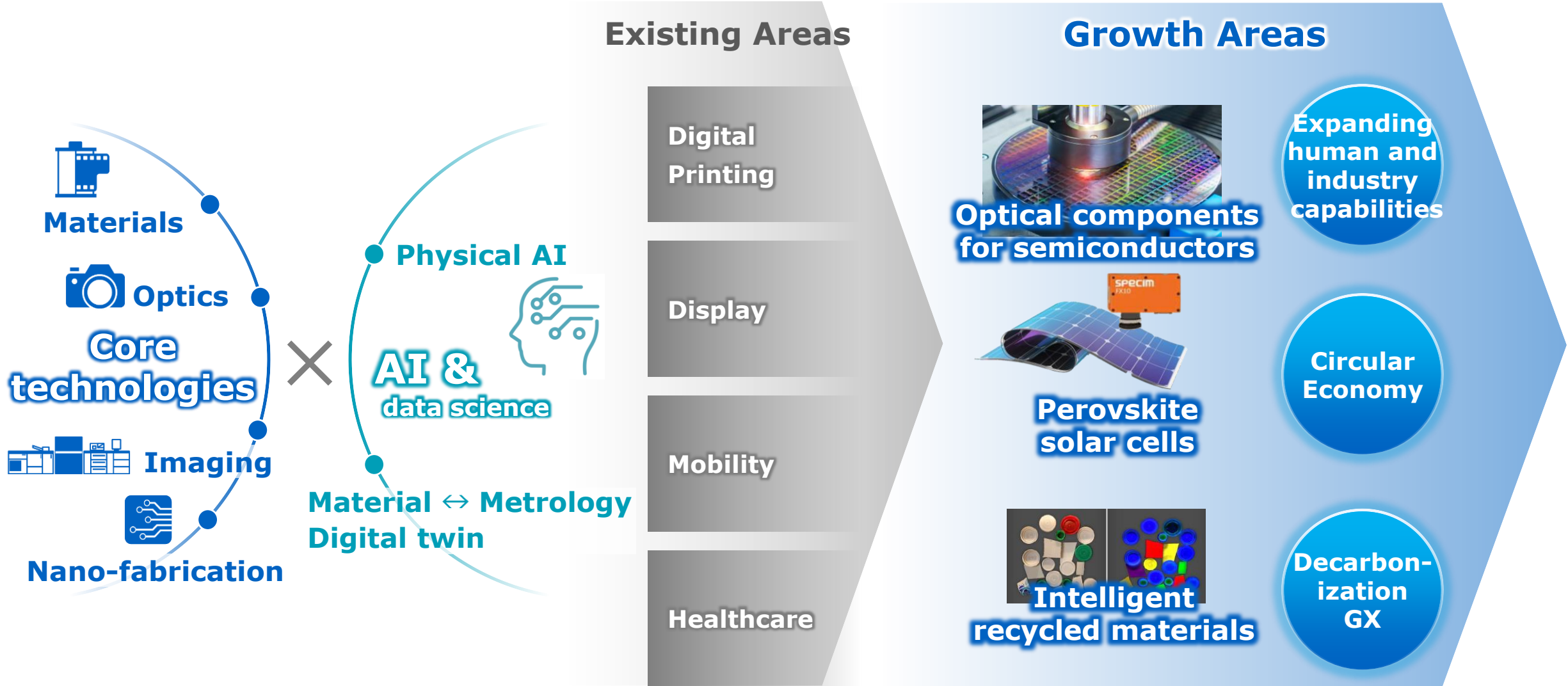
- Prioritizing cash allocation to growth investments
- Balancing allocation between strengthening of the financial structure (reduction of interest-bearing liabilities) and shareholder returns

FY26-28 Cumulative



Promoting the Commercialization of Growth Seeds for Sustainable Growth

Leveraging AI with core technologies to expand from existing areas into growth areas

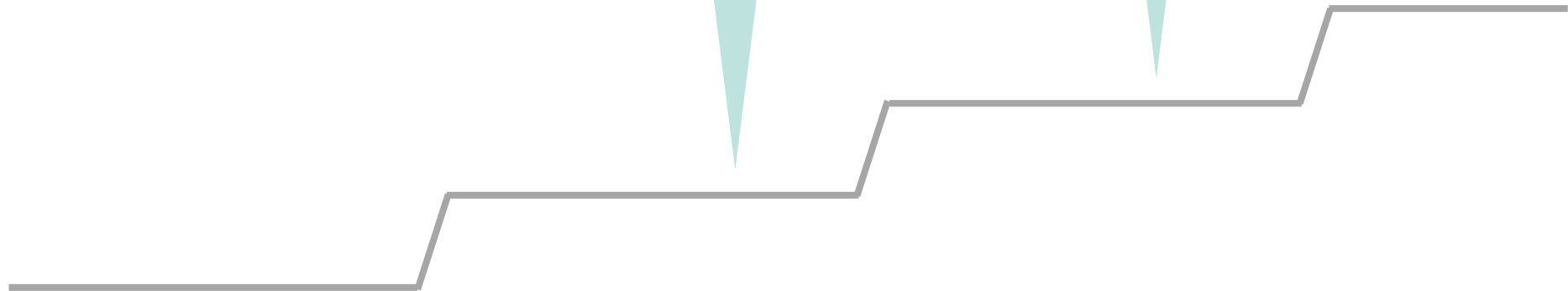


Ceconcept of the Growth of Growth Seeds

Revenue* of approximately
15-20
billion yen

- **Technology-driven inorganic growth (including optical components for semiconductors)**
- **Intelligent recycled materials**
- **Perovskite solar cell-related technologies**

- **Process monitoring of biomanufacturing**
- **New growth seeds**



FY26

Investment aligned with growth stages

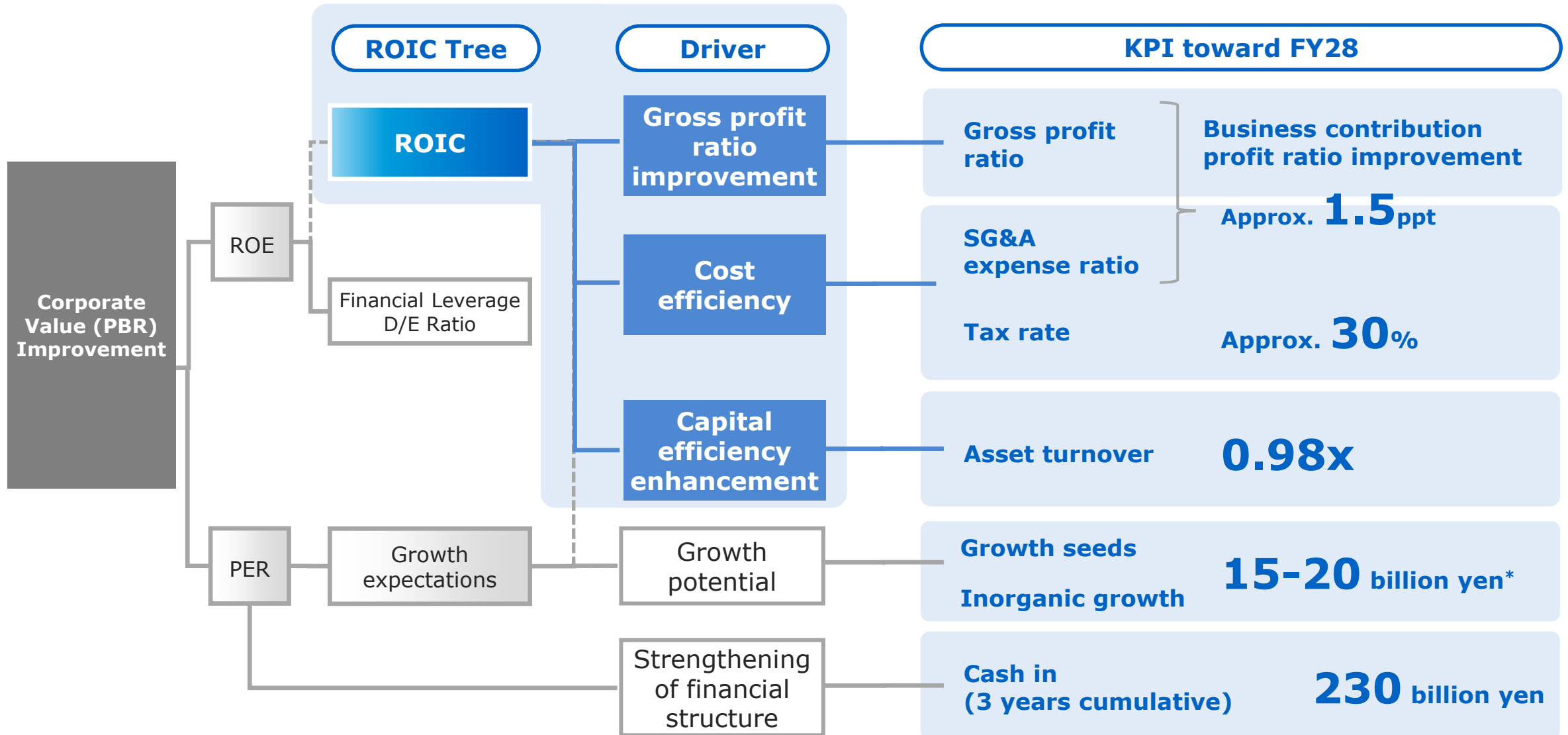
FY28

Monetization of growth investments

Long Term

* Technology-driven inorganic growth is not included in the targets of Corporate Plan 2026-2028.

Practice of ROIC-Based Management to Improve Corporate Value | KPI



* Technology-driven inorganic growth is not included in the targets of Corporate Plan 2026-2028.

[¥ billions]

	FY25 outlook (February 2026)	FY26 guidance
Revenue	1,075.0	Increase of around 2%
Business contribution profit	54.0	Slight increase

- Reflecting macroeconomic assumptions
- Discontinued operations: Part of Tempus AI shares remains unsold as of the end of March 2026

Sustainability



Long-term Environmental Vision

Creating businesses that contribute to decarbonization and circular economy

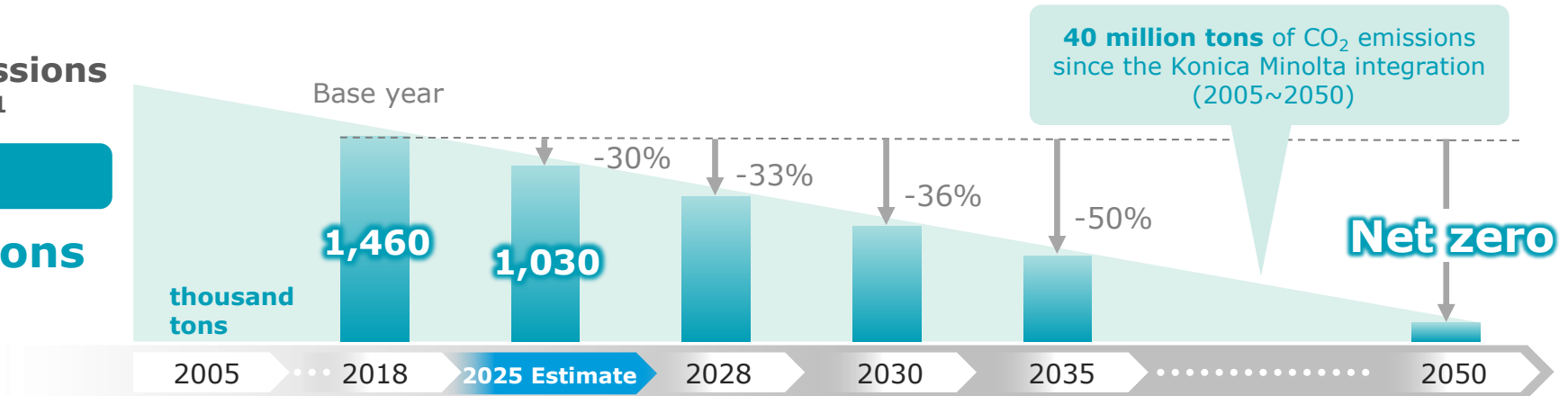
Product lifecycle CO₂ emissions (Scope 1, 2, and 3)*¹

Vision 1

Lifecycle CO₂ emissions (Scope 1, 2, and 3)

Net Zero in 2050

Continued reduction of 1.5°C level

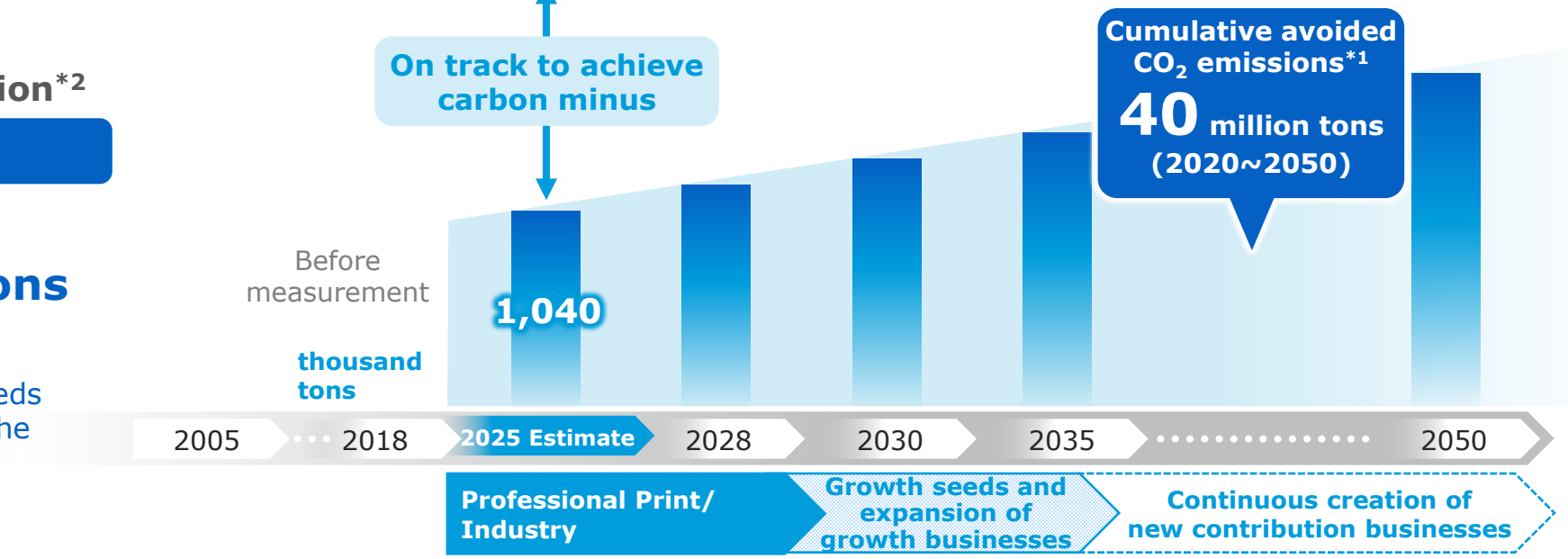


CO₂ Reduction Contribution*²

Vision 2

Avoided emissions beyond past emissions in 2050

Avoided CO₂ emissions that exceeds cumulative CO₂ emissions since the Konica Minolta integration

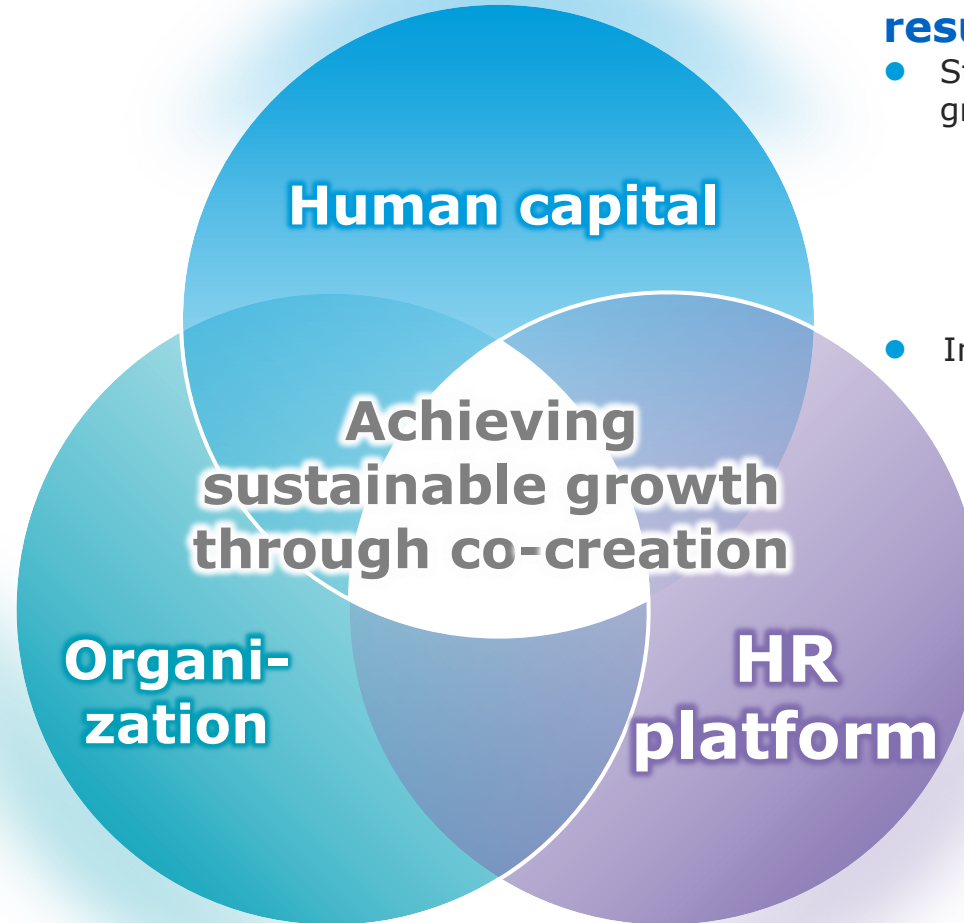


*1 From FY2026, revising the calculation scope and standards for Scope 1, 2, and 3 CO₂ emissions in line with international standards, and improving the accuracy of emissions calculations

*2 Avoided emissions refer to CO₂ emissions reductions at customers compared with a scenario without the use of Konica Minolta's products, and are reported outside of Scopes 1, 2, and 3 © KONICA MINOLTA

Transforming into a corporate culture that leverages diversity, fosters mutual growth, and embraces continuous challenges

- Promoting organization-wide utilization of AI
 - Driving operations and organizational design based on AI agent utilization
 - Enhancing AI literacy across all employees
- Strengthening organization–individual alignment to promote collaboration
 - Enhancing dialogue through engagement surveys



Developing talent that continuously learn, cross business and regional boundaries, and stay committed to results

- Strengthening talent for business continuity and growth
 - Re-skill and up-skill focusing on AI/core technologies
 - Strengthening the recruitment and development of core talent
- Inheriting and sharing knowledge and skills

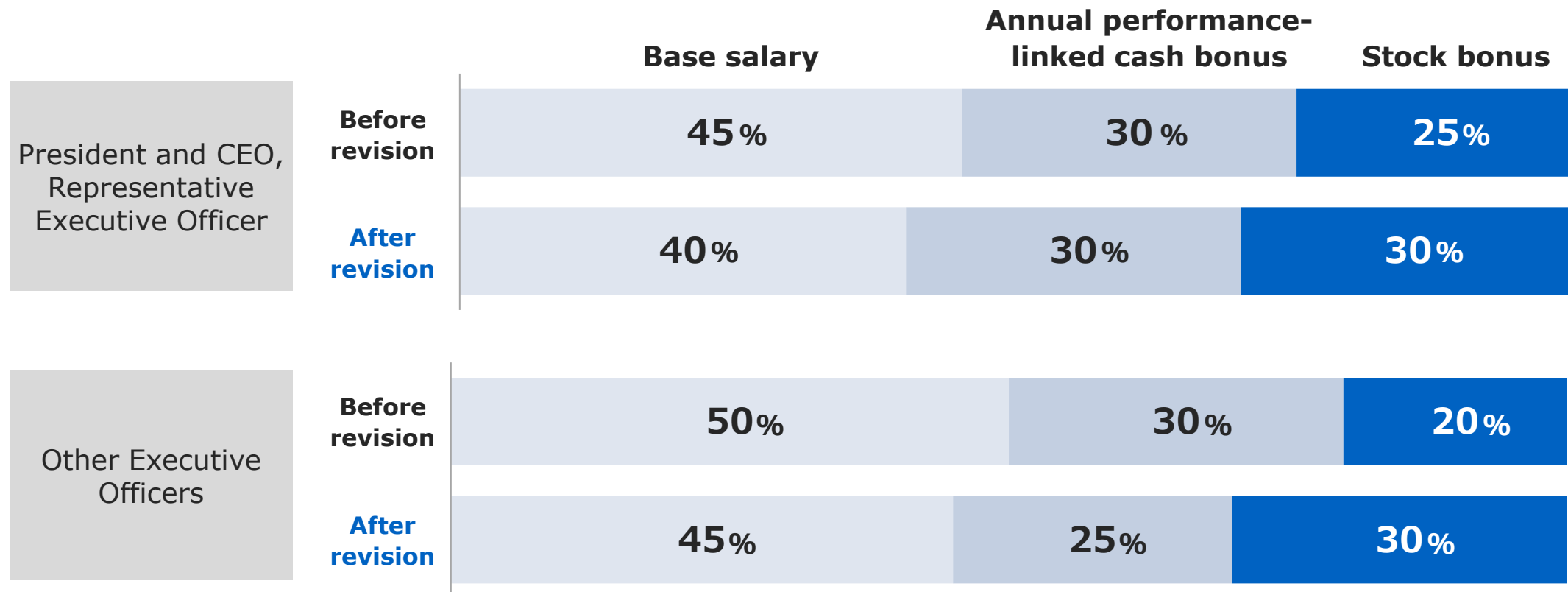
Building a foundation to support strategic talent management aligned with business strategy

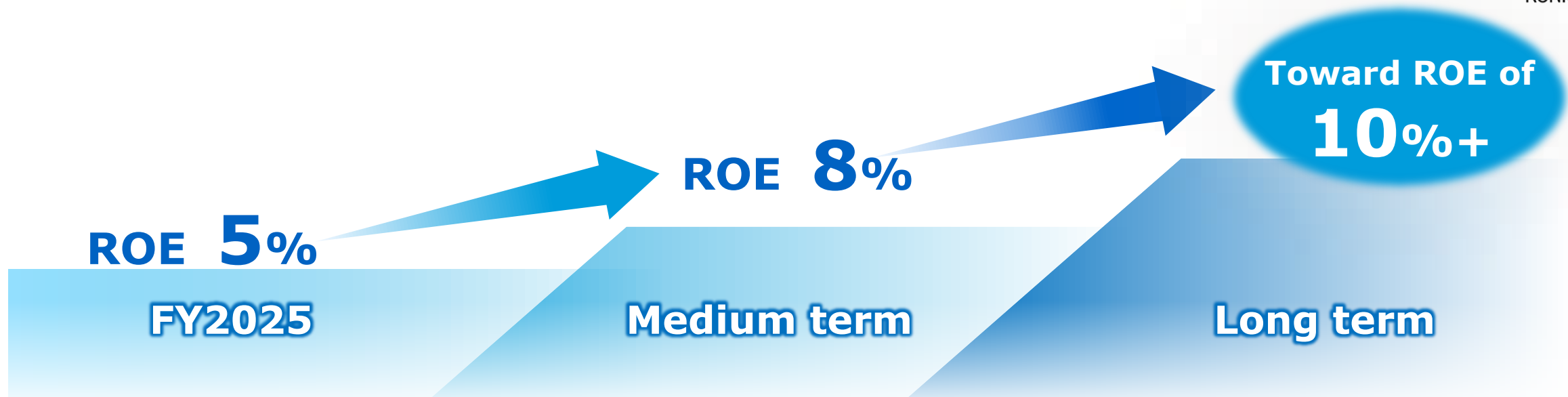
- Clarifying gaps in workforce forecasting aligned with future business plans
- Introduction of a global talent management system

Revision to the Executive Compensation Linked to the Achievement of the Medium-term Business Plan and Introduction of Total Shareholder Return (TSR)

Key revisions

- Reduction in base salary ratio
- Increase in stock bonus ratio
- Introduction of a performance-linked stock bonus scheme based on relative total shareholder return (TSR), comparing the Company's TSR (including dividends) with TOPIX
(Payout: 0% for <50%, equal to relative TSR for $\geq 50\%$ and <200%, and capped at 200% for $\geq 200\%$)





Management with a focus on stock price

Governance

- Introduction of TSR into executive compensation

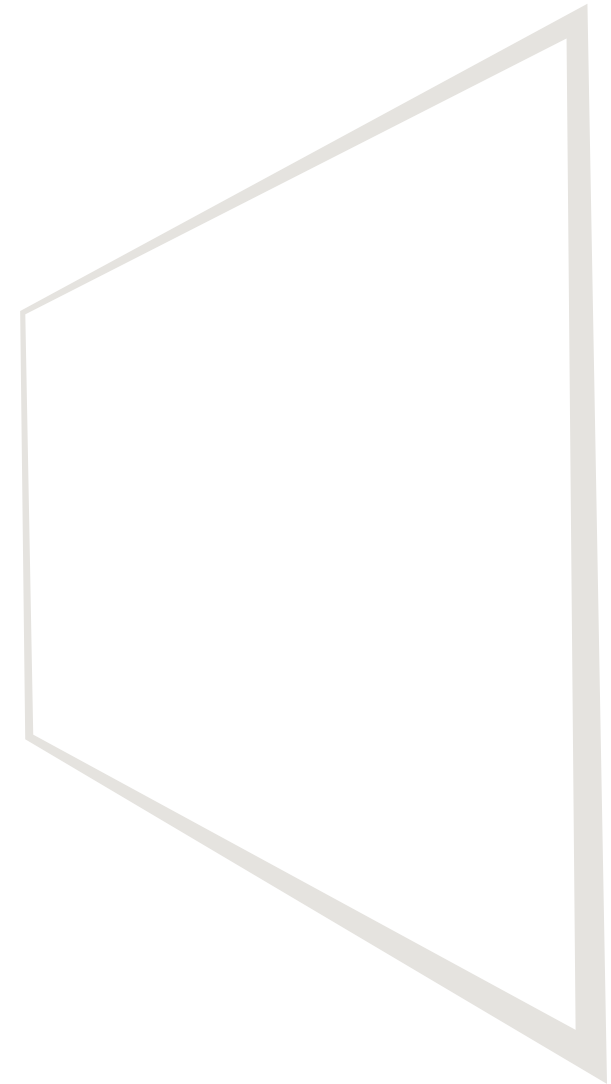
Execution Capability Enhancement

- Execution of growth strategies with a focus on the Industry Business
- Steady commercialization of growth seeds
- Optimization of the cost structure through AI utilization
- Strengthening the financial structure
- Implementation of shareholder returns

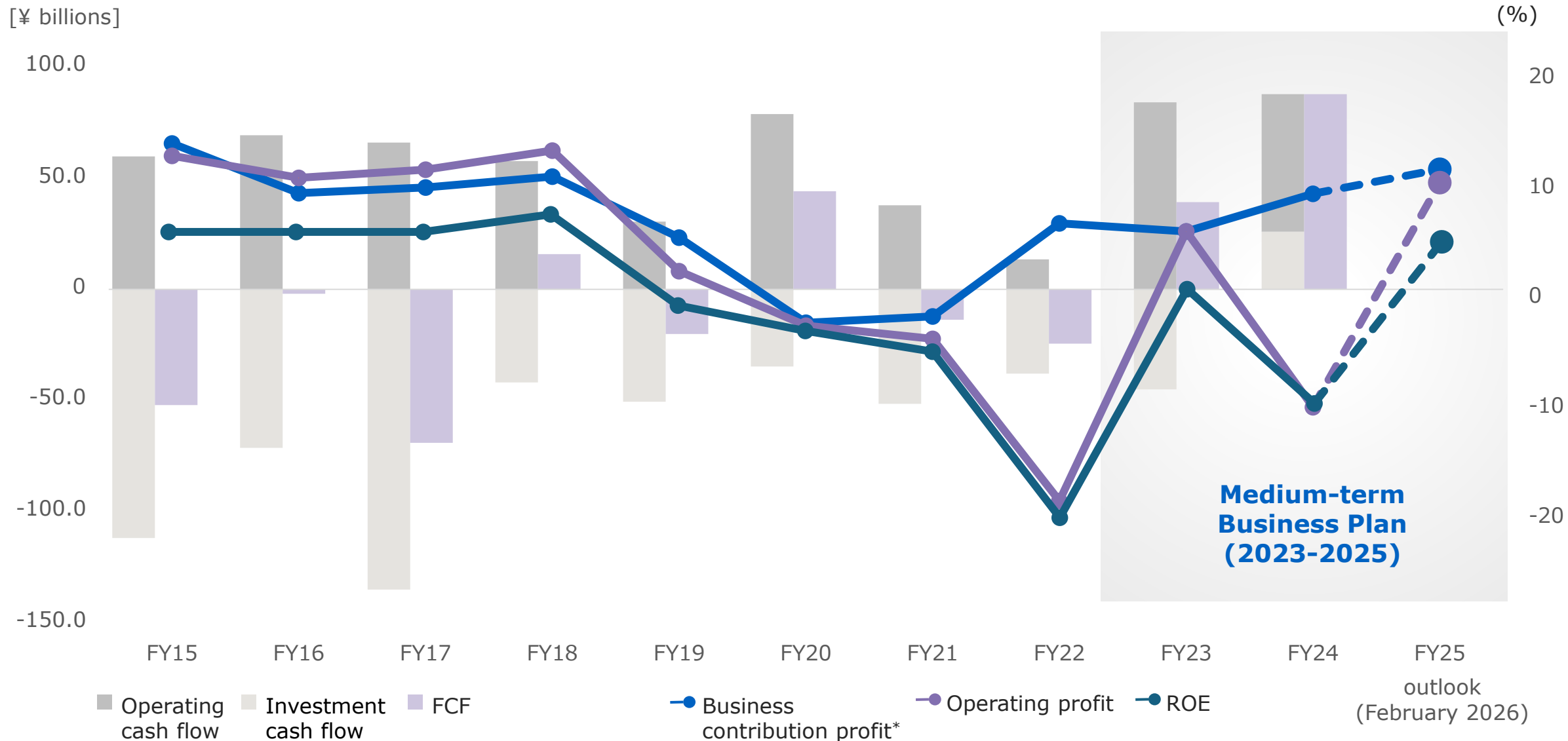


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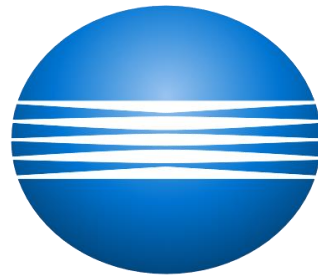
APPENDIX



Historical Data



* Business contribution profit: The profit index calculated by deducting cost of sales and SG&A expenses from revenue



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Cautionary Statement:

The forecasts mentioned in this material are the results of estimations based on currently available information, and accordingly, contain risks and uncertainties. The actual results of business performance may sometimes differ from those forecasts due to various factors.

Remarks:

Yen amounts are rounded to the nearest 100 million.