

Messages from Executive Officers

Our Management Team

To achieve sustainable business growth and become a leading global MedTech company, the new Olympus management team is working together to implement a new strategy with patient safety as the top priority. On the following pages, we introduce messages from our executive officers regarding their role, initiatives, and enthusiasm for realizing Our Purpose under the new organizational structure from April 2023 and the new company strategy.

Executive Chairperson



Yasuo Takeuchi
Director, Representative Executive Officer, Executive Chairperson and ESG Officer

NEW

Profile: Yasuo Takeuchi joined Olympus Optical Co. Ltd, known today as Olympus Corporation, in 1980. He has held roles in corporate divisions such as accounting and corporate planning, as well as in Medical and Life Sciences businesses and other business units. In 2009, he was appointed Corporate Officer. After becoming Director in 2012, he held executive-level management positions in North America, Asia Pacific, and Europe. In 2016, he was appointed Vice President, Chief Financial Officer, and Chief Regional Representative Officer. In 2019, he became Director, Representative Executive Officer, President and Chief Executive Officer. He started his current role as Executive Chairperson in April 2023.

CEO



Stefan Kaufmann
Director, Representative Executive Officer, President and Chief Executive Officer

NEW

Profile: Stefan Kaufmann spent ten years in operational and strategic human resources management with the German department store chain Karstadt AG before moving to Thomas Cook as head of Human Resources Development. He then joined Olympus Europe in 2003 as General Manager of Human Resources. Since then, he has taken on roles including Executive Managing Director in 2011, Corporate Officer in 2017, and Director, Executive Officer and Chief Administrative Officer (CAO) in 2019. In 2022, he became Director, Executive Officer, CAO, Chief Strategy Officer (CSO) and ESG Officer. He started his current role as Chief Executive Officer (CEO) in April 2023.

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Since my appointment as CEO in 2019, I have been implementing *Transform Olympus* and corporate strategy to maximize corporate value. From fiscal year 2024, we have achieved exclusive focus on the Medical Business. This moves us closer to our aim of becoming a leading global MedTech company, and in parallel with our structural and cultural changes, we are raising our quality governance to global standards in order to provide our customers with safer and more effective medical devices and to be seen as a more trusted partner by our stakeholders.

Since I assumed the office of Representative Executive Officer and Executive Chairperson in April 2023, I have been working with the new CEO, Stefan Kaufmann, and the rest of the new executive officers to ensure a smooth handover of business operations. Given Olympus' many assets in Japan that generate considerable value, there will be important occasions when I must address accountability on behalf of the Olympus Group, based on the cultural background, so I will work closely with Stefan to communicate effectively with our stakeholders.

Integrating activities that address social issues into day-to-day operations is critical to a sustainable company, therefore I will lead the integration of ESG initiatives into the company strategy, which already embraces our commitment to sustainable business.

Shaping a new era of endoscopy: To elevate the standard of care we empower patients and care providers with an intelligent endoscopy ecosystem that features AI technology

As the leader in endoscopy-enabled care, Olympus has been elevating the standards of endoscopy with innovative best-in-class devices and services along the care pathway. The rise in chronic diseases and aging populations, however, poses the challenge of providing even better outcomes for more people, with better care-team and patient experience, at lower total cost. We therefore believe in empowering patients and care providers with an intelligent endoscopy ecosystem that enables AI-driven cognitive support for better clinical decisions, reduced administrative workload, enhanced safety and quality control, as well customer-centric commercialization. At ESD, the vision for this new era of endoscopy takes shape: from developing best-in-class and connective endoscopy systems to developing the integrating software architecture and flexible commercial and service solutions. I am excited about the launch of our upcoming innovations that will help our intelligent endoscopy ecosystem grow.

Profile: Frank Drewalowski started his career in 1993 as Product Manager in the Endoscopy Department at Olympus Europe. He then gained experience in Sales and Marketing positions working with a steadily increasing product portfolio. In 2019, he was appointed Executive Managing Director of Olympus Europe. After serving as Corporate Officer and Global Division Head of Endoscopic Solutions since April 2020, he began his current role as Endoscopic Solutions Division Head in April 2023.

ESD Head



Frank Drewalowski
Executive Officer and Endoscopic Solutions Division Head

NEW



TSD Head



Gabriela Kaynor
Executive Officer and Therapeutic Solutions Division Head

NEW

TSD accelerates Olympus' development of minimally invasive single-use solutions and advances our culture

Quality and patient safety shape every decision we make at Olympus, and my priority is to unify TSD around our company strategy. Olympus has a tremendous opportunity to expand our portfolio beyond traditional endoscopy by focusing on minimally invasive single-use devices. Our mission in TSD is to accelerate our ability to innovate by bringing clinically and economically differentiated solutions to patients across the care pathway in our key areas of focus. We strive to accelerate our R&D capabilities, strengthen our inorganic pipeline, and expand our global footprint. To accomplish these goals, it is vital we empower our team members across the globe to take smart risks and act with agility. As the first female executive officer at Olympus, I am personally invested in promoting diversity and the presence of women in leadership roles. A unified, engaged, and diverse team is the key to success, and we embrace our mission to excel in the single-use space and elevate the standard of care.

Profile: Gabriela Kaynor took on varying roles within Operations, Supply Chain, and Engineering at Johnson & Johnson and similar positions at Acclarent and Covidien (now Cardinal Health) before joining Olympus Corporation of the Americas in 2016 as Executive Director Strategy Development and Portfolio Management. After holding several positions within the Company, she was appointed Global Division Head of Therapeutic Solutions Division in 2020. She started her current role as Therapeutic Solutions Division Head in April 2023.



CFO



Chikashi Takeda
Executive Officer and Chief Financial Officer

Profile: Chikashi Takeda spent over 30 years with Astellas Pharma and held numerous roles across corporate financial planning and analysis, business development, and corporate governance. After serving as Senior Corporate Executive, Chief Financial Officer (CFO), and Head of Global Procurement, he joined Olympus in 2020 in his current position as CFO and Executive Officer. He emphasizes the importance of resource allocation to maximize corporate value and focus on patient-centric activities.



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Develop our company strategy and define future global operating model to truly be a global medical technology leader

As Chief Strategy Officer, I work closely with all stakeholders to develop our company strategy and advance Olympus' agenda as a global medical technology leader. My responsibility also includes the management of Regional Representative Officers, the establishment of frameworks to define our company's future global operating model, the development of the company business and our M&A activities. With these changes, we will bring a strong focus on patient safety, innovation, and productivity. I prioritize ensuring Olympus can fulfill customers' expectations with the highest emphasis on patient safety and elevating the standard of care by improving relations with healthcare providers and continuously reviewing the company's priorities to ensure the right resources are allocated to the right areas. Last but not least, we are committed to excelling in talent development and organizational health, including diversity, equity, and inclusion.



CSO



Nacho Abia
Executive Officer and
Chief Strategy Officer



Profile: Nacho Abia joined Olympus Spain (now Olympus Iberia) in 2001 as Managing Director of the Iberia region after holding several positions in the IT and consumer electronics industries. He was appointed CEO of Olympus Corporation of the Americas in 2015 and Corporate Officer in 2017. In 2019, he became the Regional Representative Officer of the Americas and Head of the Therapeutic Solutions Division. In 2020, he was appointed Executive Officer and Chief Operating Officer. He started his current role as Chief Strategy Officer in April 2023.

CMSO



Tetsuo Kobayashi
Executive Officer and
Chief Manufacturing and
Supply Officer

My aspiration is to evolve our foundations from *monozukuri*—“craftsmanship”—to *kachizukuri*



As the operational heart of Olympus, CMSO will commit energy and resources to address the issues raised in FDA's warning letters and to implement one global quality management system, with fully harmonized processes between functions. With strong focus on Healthy Organization, we will find balance between these remediation efforts and maintaining the engagement of our employees. My aspiration is to evolve our foundations from *monozukuri* – “craftsmanship” – to *kachizukuri*, which means “creating value.” This value will come from cross-functional collaboration, costs containments through process standardization, digitalization, responsible and reliable supply chain, product quality and safety.

Profile: Tetsuo Kobayashi joined Olympus Optical Co. Ltd, known today as Olympus Corporation, in 1983. He began his career as a manufacturing management specialist. He cultivated his international experience in the U.S. and Singapore, and after returning to Japan, he held various management positions in the medical field and business transformation at Olympus. He was appointed as the officer in charge of supporting the CFO in 2016, served as the Senior Vice President of the office of CEO in 2019, rising to Chief Strategy Officer in 2021. He has been in his current position as Chief Manufacturing and Supply Officer since 2022.

Innovating new solutions and creating value by better clinical outcomes and improved customer experience

It is our vision to become a leading global and agile R&D organization, innovating new solutions for products, procedures and services that elevate the standard of care. We concentrate on focus areas and prioritize patient safety and product quality while ensuring predictable and efficient execution based on a high performing and healthy organization. Next to Olympus' established product portfolio we engage in the development of single-use endoscopes, digital solutions and advanced endoluminal interventions, supporting unmet customer needs and creating value by better clinical outcomes and improved customer experience.

Profile: Andre Roggan joined Olympus in 2004 following the Company's acquisition of Germany's Celon AG, where he was Chief Technology Officer. He led the Development, Manufacturing, and Repair organization in Europe from 2012 to 2021. In 2019, he concurrently became the Global Head of Development for the Therapeutic Solutions Division. He has also been serving as Global Head of Operational Group Management. He has been in his current position as Chief Technology Officer since 2022.



CTO



Andre Roggan
Executive Officer and
Chief Technology Officer

We will achieve sustainable growth by realizing a Healthy Organization and encouraging employee development

As CHRO, I am building a global framework of talent management, recruitment, placement of the right talent in the right positions, performance management, and training, in order to support each division and function from a variety of HR perspectives. In May 2023, we introduced a global performance and goal management system to integrate performance management systems worldwide, and in fiscal year 2024, all employees set the global quality goal focused on patient safety that will be reflected in their appraisal. We finally introduced the job-based HR system for all employees in Japan in April 2023 with the intention of further enhancing talent development to empower employees to grow professionally and support career development. In addition to these activities, we promote a Healthy Organization by accelerating our efforts to realize diversity, equity, and inclusion, which will lead to our sustainable growth.

Profile: Shigeto Ohtsuki began his career in 1984 in the Department of Human Resources at Hitachi Ltd. He has also worked as Human Resources Manager at General Electric Co., HR Director for Japan and the Asia-Pacific region at Hewlett-Packard Co., and Corporate Officer, Human Resources at Shiseido Co. Ltd. He joined Olympus in 2019. In 2020, he became Head of Human Resources and Corporate Officer. He started his current role as Chief Human Resources Officer in April 2023.



CHRO



Shigeto Ohtsuki
Executive Officer and
Chief Human Resources Officer



CQO



Pierre Boisier
Executive Officer and
Chief Quality Officer



Moving to a globally unified quality and regulatory organizational structure of a global MedTech company

My role is to make sure that we continue to follow all applicable regulations in the markets where we operate, focus on patient safety and product quality, and maintain high customer satisfaction. To achieve these goals, Olympus is moving to a more globally unified quality and regulatory organizational structure and is continuing to hire experienced MedTech leaders and team members to elevate processes to a global standard. We are implementing three major projects to transform Olympus into a leading global MedTech company: remediating manufacturing and design centers to meet regulators' expectations and rectify outstanding issues; rolling out a global quality management system that is designed to standardize processes and integrate systems throughout Olympus; and undertaking a global quality transformation from a precision equipment company to a 100% MedTech company. With these initiatives, Olympus aims to resolve QARA issues and focus on achieving a robust target state of quality and compliance.

Profile: Pierre Boisier started his career as a production technician on the manufacturing floor and rose to executive-level positions across a variety of different companies, and joined Olympus in 2021 as Chief Quality Officer, a position he still holds as of April 2023. He has over 35 years of experience in roles related to quality, operations, R&D, and pharmaceuticals, including more than two decades of leadership in quality management at companies such as Boston Scientific and Becton, Dickinson and Company.