

Sustainability Report 2021



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Editorial Policy

Editorial Policy

The Olympus Group Sustainability Website provides detailed data on our governance, and social and environmental efforts. (Details of our corporate governance are available in the Integrated Report.)

From July 2021, utilizing the flexible nature of website publishing, we intend to publish the above data, previously released annually, in a timely manner.

We also plan to compile the information published on this Sustainability Website as of October every year, as a PDF version of the Olympus Group Sustainability Report for the corresponding fiscal year.

Olympus Group Sustainability Report 2021

Organizations Covered by the Report

Taking the Olympus Group as its basis, any references in this report that fall outside that basis are identified separately.

* Data for the imaging business, which was transferred in January 1, 2021, are not included unless otherwise specified.

- ◆ Social aspects:

Some part of information such as human resources, etc. covers Olympus Corporation or Olympus Japan subsidiaries

- ◆ Environmental aspects:

Small businesses are excluded.

As the environmental performance data has been revised due to expansion of the coverage of information disclosure, the data values may differ from past disclosed environmental performance.

The descriptions used herein denote the following.

- ◆ Olympus Group: Olympus Corporation and subsidiaries (global)
- ◆ Olympus: Olympus Corporation
- ◆ Japan subsidiaries: Major subsidiaries in Japan
- ◆ Subsidiaries outside Japan: Major subsidiaries outside Japan

Period Covered by the Report

[FY2020: April 1, 2019-March 31, 2020]

The report contains some information outside this period.

Reporting cycle, date of most recent report

Once a year, October 30, 2020 (in Japanese and English)

Reference Guidelines

- ◆ GRI, Sustainability Reporting Standard

The report does not, however, address all of the requirements of the "comprehensive" and "core" level options of the guidelines.

- ◆ Environmental Reporting Guidelines (2018) of the Ministry of the Environment, Japan
- ◆ Task Force on Climate-related Financial Disclosures (TCFD)

The ISO 26000 guidelines and the 10 Principles of the United Nations Global Compact were also used as reference when selecting items for inclusion in the report.

External Assurance

Environmental Data

- ◆ Scope of external assurance

The amounts of CO2 emissions in Scope 1, Scope 2 (location-based and market-based methods), and Scope 3: Categories 2 to 8, 12, and 15; and energy consumption, water usage, and waste discharged.

- ◆ External Assurance Organization

Lloyd's Register Quality Assurance Limited (LRQA)

Occupational Safety and Health Data

- ◆ Scope of external assurance

Lost Time Injuries Frequency Rate (LTIFR), Occupational Illness Frequency Rate (OIFR), Number of Industrial Accidents, Number of Fatal Industrial Accidents (Fiscal 2021)

- ◆ External Assurance Organization

Lloyd's Register Quality Assurance Limited (LRQA)

Contact

The Olympus Group actively discloses and publishes corporate information to ensure that our stakeholders have a complete understanding of the Group. Our major publication and communication tools, excluding the Integrated Report and the Sustainability Report, are as follows.

➤ [Principal corporate information disclosure and distribution media](#)

➤ [Financial information disclosure and distribution media](#)

➤ [Sustainability Contact Form](#) 



Based on our Corporate Philosophy, the Olympus Group identifies the important ESG areas and initiatives (materiality items) on which we should focus and strives to resolve various social issues through our business. Aiming to transform into a Truly Global MedTech Company, the Olympus Group continues its endeavors to both realize sustainable growth and develop a sustainable society.

[> Sustainability Library](#)

[> GRI Content Index](#)



[> Message from Chief Strategy Officer](#)



[> Olympus Group ESG](#)

ESG Initiatives

[v Environment](#) [v Social](#) [v Governance](#)

Environment

[> Environmental Policy and Strategy](#)

[> Reduce Environmental Impact](#)

[> Environmental Communication](#)

[> Environmental Data](#)

[> Independent Assurance Statement Related to Environmental Data \(PDF: 609.1KB\)](#)

Social


[> Human Rights](#)

[> Product Responsibility](#)

[> Procurement](#)

[> Employment](#)

> Labor Relations

> Independent Assurance Statement related to the occupational health and safety (PDF: 609.1KB) 

> Training and Education

> Diversity and Inclusion in the Americas

General Employer Action Plan based on the Act on
> Advancement of Measures to Support Raising Next-Generation Children

> Contributing to Society through Medical Business

> Charitable Donations and Grants

> Occupational Safety and Health

> Occupational Safety and Health, Health Management

> Diversity and Equal Opportunity

General Employer Action Plan based on the Act on
> Promotion of Women's Participation and Advancement in the Workplace

> Promoting Work-Life Integration

> Corporate citizenship activities

Governance

> Corporate Philosophy

> Corporate Governance

> Compliance

> Anti-Corruption

> Disclosure of Medical Business Information

> Risk Management System

> Framework of Corporate Philosophy

> Communication with Stakeholders

> Tax

> Information Disclosure (PDF: 35.2KB) 

> Information Security

Related Information

> Sustainability Library

> List of Policies

> Participating in External Initiatives

> Integrated Report

> General Meeting of Shareholders

> Editorial Policy

> GRI Content Index

> External Evaluation

Message from Chief Strategy Officer

As a leading global business, Olympus is committed to nurturing world-class corporate responsibility. We are proud to have provided significant value to society for more than 100 years, making people's lives healthier, safer and more fulfilling around the world through our innovative range of products and services. In particular, we have delivered benefits to the global healthcare community with solutions that have improved clinical outcomes for patients, boosted the quality of life and patient experience, and created economic value throughout the medical and scientific communities. By taking a proactive approach to Environmental, Social, and Governance (ESG) perspective, we believe we can play an essential role in helping to create a sustainable society.

In doing so, we will also improve our economic value and fuel sustainable growth.



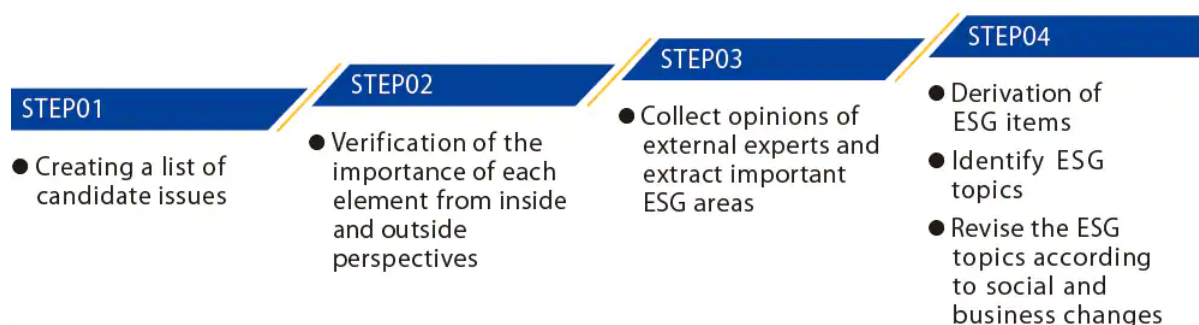
**Corporate Officer, Chief Strategy Officer,
Tetsuo Kobayashi**

Olympus Group ESG

Basic Approach and Policy

All the activities undertaken by the Olympus Group are to respond to requests and expectations from society and to fulfill our duties and responsibilities under our Corporate Philosophy. We understand that Olympus as a corporation deserves to continue to exist only when we fulfill our responsibilities through dialogs with stakeholders-including customers, suppliers, shareholders, investors, employees and their families, local communities, and international society. We extracted six important ESG areas and defined five materiality items. These five materiality items reflect our corporate strategy, benchmarks by stakeholders and an external ESG evaluation organization's opinions, and have been established by the Group Executive Committee and the Board of Directors. The five materiality items show that we contribute to solving social issues through our business, and are in a mutually complimentary and solid relationship. We consider ESG to be a crucial component as we grow to become a globally leading medtech company and contribute to the creation of a sustainable society. The distinct materiality items can vary depending on social and business changes and we continue to revise them as required.

Procedure to Establish ESG Enhancement Measures



Six Important ESG Areas:



Five Materiality Items

- ◆ Healthcare access and outcomes
- ◆ Compliance, product quality and safety
- ◆ Responsible supply chain
- ◆ Diversity and inclusion
- ◆ Carbon Neutral Society and Circular Economy

Promotion Structure

To reinforce the implementation of the ESG measures, in April 2021, we designated an ESG Head to be responsible for our ESG initiatives and established the KPIs to be specified in our medium- to long-term business plan. The ESG Head comprehensively manages ESG initiatives while monitoring the implementation progress of ESG measures. The ESG Head also reports the status of that progress to the Group Executive Committee and the Board of Directors for deliberation. From FY2021, 10% of the executive officers' performance share unit (PSU), a part of our long-term incentive compensation, was linked to the results of an evaluation by an external ESG evaluation organization. In FY2022, the percentage is being increased from 10% to 20% to

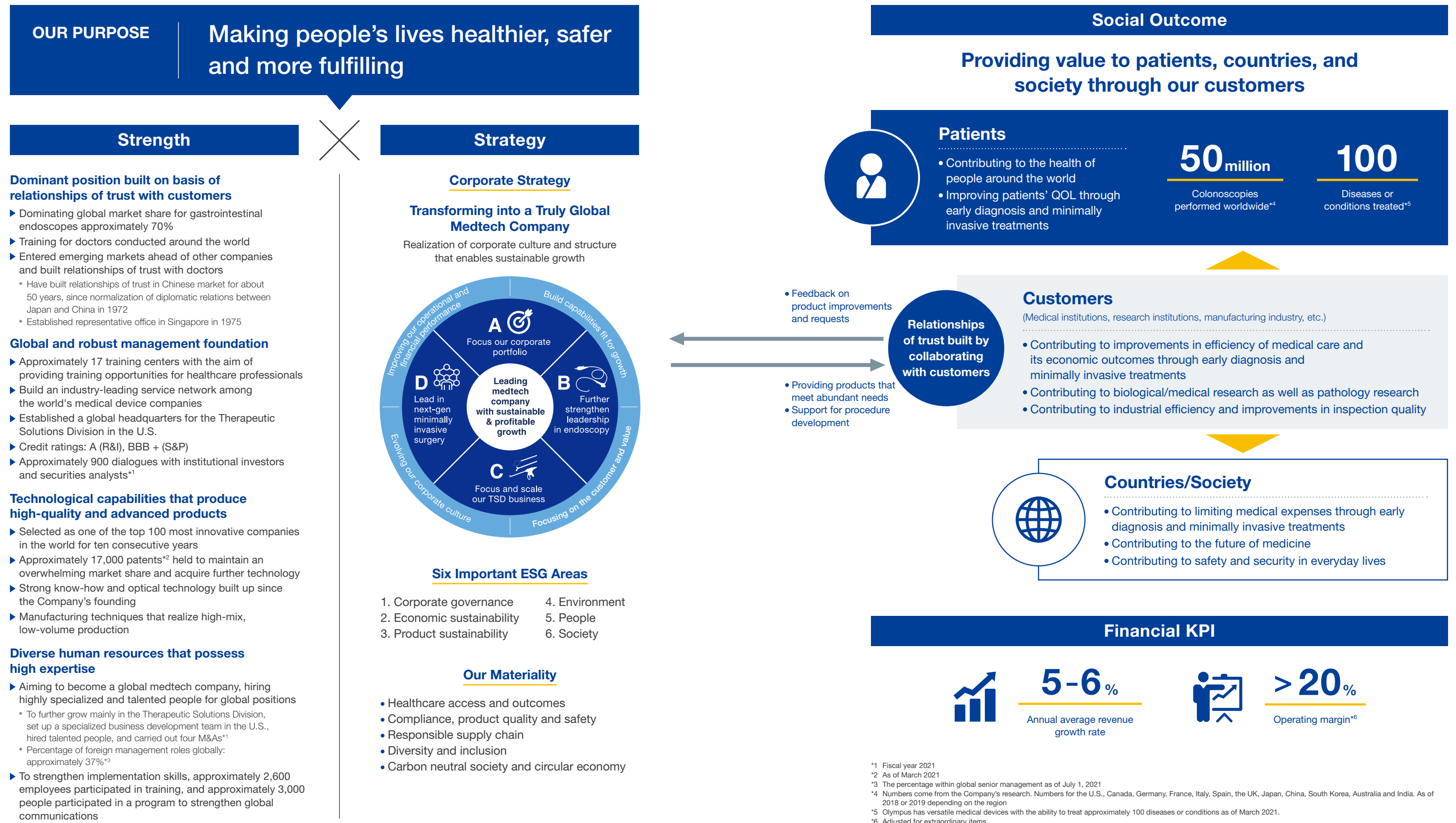
reinforce the commitment of management. We adopt the Dow Jones Sustainability Indices (DJSI) as its benchmarks, which are reputed to be more reliable and have a wider coverage than other external ESG criteria. As of December 2021, Olympus is admitted to the DJSI World for the first time this year and in the DJSI Asia Pacific for the third consecutive year.

Value Creation Model

[> Value Creation Model \(PDF: 139.4KB\)](#)

Value Creation Model

Olympus' Value Creation Model



*1 Fiscal year 2021
 *2 As of March 2021

*3 The percentage within global senior management as of July 1, 2021

*4 Numbers come from the Company's research. Numbers for the U.S., Canada, Germany, France, Italy, Spain, the UK, Japan, China, South Korea, Australia and India. As of 2018 or 2019 depending on the region

*5 Olympus has versatile medical devices with the ability to treat approximately 100 diseases or conditions as of March 2021.

*6 Adjusted for extraordinary items

Environmental Policy and Strategy

- ▼ Basic Approach and Policy
- ▼ Promotion Structure
- ▼ Mechanisms and Initiatives
- ▼ Environmental Education and Awareness Activities

Basic Approach and Policy

The Olympus Group's environmental initiatives are founded on its Corporate Philosophy, the Olympus Global Code of Conduct and the Environmental Health and Safety Policy. The Olympus Global Code of Conduct sets out our policy on the environment and the actions required. The objectives are described with clarity and detail in the Environmental Health and Safety Policy.

* In May 2015, we published the Olympus Group Environmental Policy. This was based on the Olympus Group Environmental Charter adopted in August 1992, to which we added aspects on both environmental protection and economic growth. This Environment Policy was then converted into the Environmental Health and Safety Policy in April 2021, by incorporating environmental health and safety policies to comprehensively manage our EHS activities.

► [Environmental Health and Safety Policy](#)

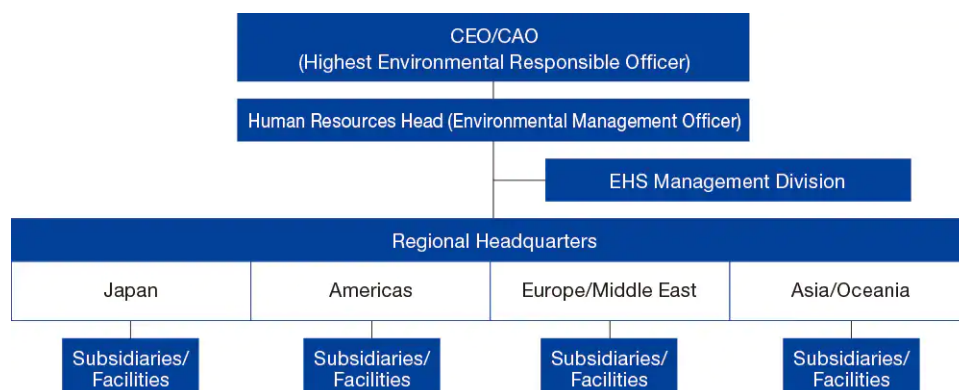
Promotion Structure

In the Olympus Group, the CEO and the CAO are appointed as the top executive officers for the environment. Also, the Human Resources Head, who manages human resource development and general affairs including matters related to the environment, health and safety (EHS), serves as the top management for environmental affairs for the entire Group. Under the leadership of the Human Resources Head, the EHS division is responsible for developing Environmental Health and Safety Policy for the entire Group, as well as planning and promoting environmental measures. The division also monitors environmental initiatives across the entire Group, such as the progress of energy reduction targets and implementation status of environmental measures.

We have environmental management divisions for each business division and Group company. The EHS division is responsible for environmental management for the entire Group. Since FY2015, the EHS division has created an information platform for the entire Group to enable efficient gathering of information on environmental initiatives at various global sites that are essential to environmental management, as well as environment-related data and the status of these sites in complying with laws and regulations. In FY2021, the Olympus Group obtained ISO 14001 multi-site certification, which covers 12 group companies in Japan and Asia, including the EHS division, to reinforce the group's environmental governance and streamline the environmental management.

To address environmental issues promptly and appropriately, we aim to globally expand the scope of this ISO 14001 multi-site certification.

Environmental Management Structure



Status of Acquiring ISO14001 Certification in Olympus Group (As of July 2021)

(Name of sites and offices are as they were at time of the certification.)

Sites/Office			Date of Certification
Japan	Olympus* ⁴	Headquarters (Shinjuku)* ¹	August 2020
		Sasazuka Facility* ²	August 2020
		Technology Research Center (Ishikawa)	March 2000
		Technology Research Center (Utsugi)	March 2000
		Technology Research Center (Takakura)	February 2018
		Nagano Facility (Tatsuno)	February 1998
		Nagano Facility (Ina)	May 2014
		Shirakawa Facility	October 1998
	Olympus Medical Systems* ⁴	Technology Research Center (Ishikawa)	March 2000* ³
		Technology Research Center (Utsugi)	March 2000* ³
		Hinode Plant	July 1998
	Nagano Olympus* ⁴		February 1998
	Aizu Olympus* ⁴		October 1998
	Shirakawa Olympus* ⁴		October 1998
	Aomori Olympus* ⁴		November 1998
	Olympus Terumo Biomaterials* ⁴	Mishima Plant	August 2020
		R&D Center	August 2020
	Olympus Logitex* ⁴	Distribution Center in Sagami-hara	November 2003
	Olympus Medical Science Sales* ⁴		March 2004
Americas	Olympus Surgical Technologies America National Service Center		December 2005
	Olympus Scientific Solutions Americas Corp.		July 2010
	Olympus Scientific Solutions Technologies Inc.		July 2010
	Olympus NDT Canada Inc.		July 2010
	Olympus Corporation of the Americas <ul style="list-style-type: none"> Center Valley Pennsylvania Regional Headquarters Breinigsville Pennsylvania Distribution Center 		September 2019
	Olympus Surgical Technologies America <ul style="list-style-type: none"> Bartlett Tennessee Manufacturing Facility Brooklyn Park Minnesota Manufacturing Facility Norwalk Ohio Manufacturing Facility 		September 2019
	Olympus Respiratory America <ul style="list-style-type: none"> Redmond Washington Manufacturing Facility 		September 2019

Sites/Office		Date of Certification
Europe/Middle East	Olympus Winter & Ibe GmbH	May 2001
	KeyMed (Medical & Industrial Equipment) Ltd.	March 2002
	KeyMed (Ireland) Ltd.	March 2002
	Algram Group Ltd.	January 2007
	Medical Physics International Limited	October 2012
	Olympus Iberia S.A.U.	September 2018
Asia Pacific	Olympus (GuangZhou) Industrial Co., Ltd.*4	October 2004
	Olympus Trading (Shanghai) Limited*4	February 2012
	Olympus Vietnam Co.,Ltd.*4	April 2013
	Olympus Australia Pty Ltd	August 2017
	Olympus New Zealand Limited	August 2017

*1 The scope of certification includes the EHS division for Olympus Group and headquarters, and its medical business management functions.

*2 The scope of certification includes the administrative functions at Sasazuka Facility in Tokyo and the customer support for the medical products.

*3 It had been included in the scope of the ISO 14001 certification of Olympus Corporation until March 2020.

*4 It is included in the scope of the ISO 14001 multi-site certification of the Olympus Group.

[> Status of Acquiring ISO14001 Certification in Olympus Group](#)

Mechanisms and Initiatives

Recognition of Environmental Issues

When establishing its Corporate Strategy and Business Plan, the Olympus Group identifies potential risks that could impact on our business operations. The high risks are then extracted, and their risk levels are assessed. Such high risks include business transition risks to keep up with changes in environmental regulations and technologies to adapt climate change, as well as physical risks associated with natural disasters.

Risk evaluation and prioritization are carried out in each organization assuming the impact on the business should the risk become reality, and the likelihood of such. According to the results of such evaluation and prioritization, business plans for the following year or multiple years are established to manage such risks. As for risks related to environmental regulations, the Quality Management function monitors the regulation trends concerning our products, and the EHS division of each company monitors the regulation trends concerning the business site. The state of compliance is regularly assessed while changes are implemented as required.

The management status of those risks posing a high impact on business operations are regularly monitored in each organization and monitoring results are reported to the Group Executive Committee and the Board of Directors. In response to the monitoring results, the CEO may revise the plan details if management efficacy is insufficient.

Compliance with Environmental Laws and Regulations (FY2021)

Olympus continuously develops and maintains internal rules and regulations adapted to statutory requirements, and trains environmental managers and related personnel, as well as monitoring and improving on-site management.

In FY2021, there were no violations or incidents related to environmental laws and regulations, excluding relatively minor issues. Also, there were no claims, penalties or fines.

Long-term targets and measures

The Olympus Group is fully aware that the recent climate change and ecosystem deterioration, brought about by excessive environmental impact and pollution, is the issue we need to address promptly. In May 2021, we added "carbon neutral society and circular economy" to the materiality items. The target of achieving carbon neutrality was set as reaching net zero CO₂ emissions from our site operations by 2030 (Scope 1 & Scope 2^{*1}). To achieve this target, we continue to improve production efficiency and implement further energy-saving measures, as well as gradually replacing the energy used in all of our site operations^{*2} with renewable energy sources by 2030. We also recognize the importance of environmental impact reduction across the supply chain and continue the transportation modal shift, logistical efficiency improvement, reduction in energy consumption and weight of products, and green procurement.

^{*1} Scope 1: Direct greenhouse gas emissions by combustion of fuels in our sites. Scope 2: Indirect emissions from our sites use of electricity, heat or steam supplied by other companies.

^{*2} Excluding rental properties, such as sales sites.

Major Environmental Activity Results in Fiscal 2021

Primary Policy		Target	Measures	Achievements and Results in FY2021	FY2022 Target
Promotion of environmental management	Enhancement of environmental governance system	Improve effectiveness and efficiency of the Environmental Management System	◆ Development of long-term environmental targets	◆ Setting the goal of long-term net zero CO ₂ emissions from our site operations by 2030	Development of the action plan toward carbon neutral
			◆ Maintenance of ISO 14001 certification	◆ Maintenance of ISO 14001 certification for global major manufacturing sites (Europe, Americas, Australia) ◆ Provided training for newly appointed environmental managers, and training to improve skills and compliance training for the Environmental Secretariat in Japanese sites (6 persons)	Ensure appropriate response to indicated points in internal environmental audit and ISO14001 certification external audit
			◆ Activities aimed at ISO 14001 multi-site certification	◆ ISO 14001 multi-site certification external audit of 10 sites in Japan and three sites in Asia	Ensure appropriate response to indicated points in internal environmental audit, and ISO 14001 multi-site certification external audit

Primary Policy		Target	Measures	Achievements and Results in FY2021	FY2022 Target
	Environmental risk reduction activities	Continue to improve the process to comply with environmental laws and regulations	<ul style="list-style-type: none"> Enhance inspection for compliance status with environmental laws and regulations Education for environmental laws and regulations 	<ul style="list-style-type: none"> Inspection on the waste management process and operational improvements at each site in Japan Education on Waste Management and Public Cleansing Act by external experts in Japan (36 persons) Education on waste and chemical substance management at Olympus Surgical Technologies America (101 persons) Continue to improve the related internal rules for products and facilities 	Expand target sites for the Environmental/health and safety risk assessment Continue to improve the environmental regulatory compliance process for products and facilities
Environmental initiative throughout product life cycles	Product-related initiatives	Create Olympus Eco-Products	<ul style="list-style-type: none"> Create products that are environmentally conscious and tailored to business characteristics 	<ul style="list-style-type: none"> Created new Eco-Products in all business units (9 new, bringing total to 664) 	Continue to create products that are environmentally conscious and tailored to business characteristics
	Facilities-related initiatives	CO ₂ emission: reduce by 15% compared to FY2018 Energy consumption intensity: improve by 7.73% compared to FY2013 Renewable energy rate: more than 10% Emission intensity: improve by 6% compared to FY2018 Water use intensity: improve by 6% compared to FY2018	<ul style="list-style-type: none"> Continue to implement improvements such as improving manufacturing processes, saving of energy and material resources and introduction of renewable energy, etc., in accordance to local characteristics 	CO ₂ emission: reduce by 25.4% Energy consumption intensity: improve by 12.3% Renewable energy rate: 12.7% Emission intensity: improve by 16.1% Water use intensity: improve by 14.1%	CO ₂ emission: reduce by 21% compared to FY2018 Renewable energy rate: improve compared to FY2021 Emission intensity: improve by 7% compared to FY2018 Water use intensity: improve by 7% compared to FY2018

Response to Climate Change

The Olympus Group recognizes that climate change is a serious issue that threatens the global environment, as well as having grave implications for the group's business activities. Based on this awareness, we announced our endorsement of the Recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) in May 2021, as a part of our contribution to building a carbon neutral society-one of the materiality items in our Corporate Strategy. According to the TCFD's recommendations, the Olympus Group will disclose its climate-related financial information in a timely manner.

◆ Governance

The Olympus Group endeavors to reduce the environmental impact from the entire value chain, including product development, procurement, manufacture, logistics, sales, and repair. Under the CEO and CAO, who are the highest environmental responsible officers, the Human Resources Head, who manages human resource development and general affairs, oversees matters related to the environment, health and safety (EHS) for the entire Group.

The EHS functional division creates an environmental action plan, including the reduction target of CO₂ emissions, as well as monitoring the progress of action plan implementation across the entire Group. In response to the progress report, the highest environmental responsible officers (CEO and CAO) give instructions for any improvement required. The Board of Directors continues to monitor the status of the implemented climate change measures while receiving the related reports at least once a year. Also, to reinforce the commitment of management to the ESGs and climate change initiatives, 20% of the executive officers' performance-based stock remuneration, a part of our long-term incentive remuneration, is linked to the evaluation results of an external ESG evaluation organization.

➤ Environmental Health and Safety Policy

◆ Strategy

The Olympus Group identifies risks and opportunities related to climate change for the short-term, medium-term, and long-term periods by using scenario analysis. The influence of climate change on our business activities is analyzed based on the 2-degree scenario (holding the increase in the global average temperature to below 2°C above pre-industrial levels) and the 4-degree scenario (where the increase is assumed to be up to 4°C above pre-industrial levels), both of which were presented by the International Energy Agency (IEA). We identified that the major risks within the short-term period (one to five years) would be the suspension of factory operations or breakdown of the supply chain due to natural disasters; and the risks within the medium- to long-term period (10 to 20 years) would be an increase in business costs due to the introduction of carbon taxes and further tightening of CO₂ emissions regulations.

Although such climate change risks could affect our corporate strategy and financial plan, we assume that the scope of influence would be limited. For example, the geographical location of our factories in terms of natural disasters, such as typhoons, can be classed as a physical risk. We confirmed that our factories are at low-risk locations and a business continuation plan for each site was created in case of emergency. As a supply chain risk, we have experienced closures of sales sites due to typhoons and flooding across the world. Still, the influence was limited. We also expect an increase in operational costs due to carbon taxes etc. as a transition risk. However, the percentage of energy costs in the factories among overall business costs is small, and, therefore, the impact on our business will be limited.

As a climate change opportunity, we will continue development of environmentally conscious products with energy-saving functions, taking the rising requirement for such products-which contribute to CO₂ emissions reduction-as a business opportunity. However, we estimate the impact from this opportunity on our business will not be so large because the majority of our products are already small with low energy consumption, and the nature of our products and services are relatively independent from any impact from climate change.

	Environmental Changes	Risks	Opportunities	Measures
2°C scenario	Stronger regulatory action for a low carbon society	<p><Transition risks></p> <ul style="list-style-type: none"> ◆ Increase in business costs due to carbon tax, carbon emissions trading and stronger regulatory action on CO₂ emission by various countries 	<ul style="list-style-type: none"> ◆ Reduction of business costs by energy-saving measures ◆ Improvements in market competitiveness by development of environmentally conscious products ◆ Improvements in evaluation by stakeholders 	<ul style="list-style-type: none"> ◆ Improvements in energy efficiency ◆ Wider use of renewable energy ◆ Diversification of suppliers ◆ Environmentally conscious design in the product/service design & development stage ◆ Development and provision of products/services that contribute to resolving environmental issues in society
4°C scenario	Rise in temperature & increased extreme weather events	<p><Physical risks></p> <ul style="list-style-type: none"> ◆ Supply chain disruption caused by growing scale of natural disasters, such as typhoons, floods, etc. 		

* The calculated financial influence was approx. 600 million yen/year based on the carbon tax figures in the World Energy Outlook 2020 by the IEA (2020).

◆ Risk Management

The Olympus Group identifies, assesses, and manages climate change and other environmental risks within the group-wide risk management system that covers all the risks that could affect our business. For more details, see Recognition of Environmental Issues.

[> Recognition of Environmental Issues](#)

◆ Indexes and Targets

The Olympus Group set two targets in 2021. One is carbon neutrality by 2030 for its site operations (Scope 1 & Scope 2), and the other is switching electricity procurement for its site operations to renewable energy sources also by 2030.

The results in FY2021 were a 25.4% reduction in CO₂ emissions (compared to FY2019) and the percentage of renewable energy usage reached 12.7%. We continue our production efficiency improvements, energy-saving activities, and introduction of renewable energy in business sites across the world. We also pursue the development of environmentally conscious products, green procurement, and improvement of logistical efficiency in order to reduce CO₂ emissions across the life cycles of our products.

[> Long-term Targets and Measures](#)

[> Results](#)

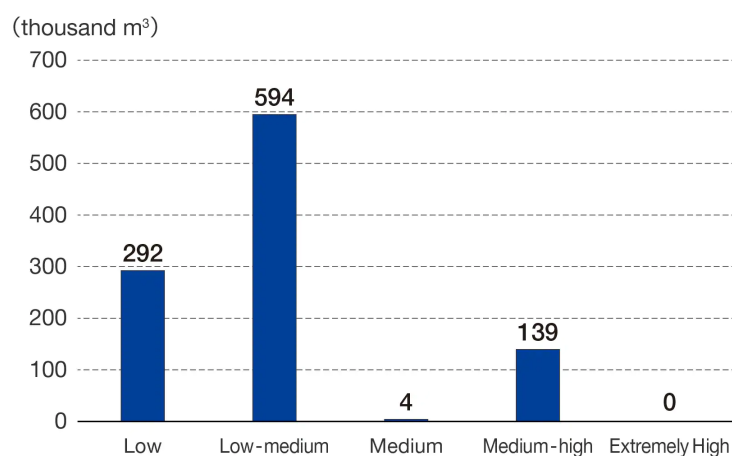
Response to Water Risk

Regarding our water risk management, an issue in which the world is taking a great interest, we confirmed that none of our major development and production sites are located in areas where the water risk is extremely high. For this analysis, we used a water risk assessment tool created by the World Resources Institute (WRI)-the Aqueduct Water Risk Atlas, which covers various aspects such as physical water stress and regulatory risk. Although the influence of water risks on our business is low, we are adopting various measures, such as choosing low water risk locations for business sites, reducing water usage in our business activities, appointing drainage system managers, and regular inspections of drainage water.

◆ Number of Major Sites in Different Risk Levels as Defined by the Aqueduct Water Risk Atlas

Low	Low - Medium	Medium - High	High	Extremely High
2	16	2	1	0

◆ Total Water Usage by the Result of Water Risk Evaluation



Biodiversity Conservation

There is a concern that the loss of biodiversity will have a serious impact on the global environment and our lives.

The Olympus Group is working to conserve biodiversity, including the management of water use and wastewater and the maintenance of green spaces, through cleanup and forest conservation activities in areas surrounding its facilities.

Green Procurement

Olympus published the "Olympus Group Green Procurement Standard" in 2001.

The Green Procurement Standard, which is also posted on our website, explains the Olympus Group's approach to its environmental activities to all suppliers.

In addition, in our corporate survey that we conduct once a year targeting major suppliers around the world with whom we have ongoing business, we verify whether the suppliers have acquired ISO 14001 certification, reduced CO₂ emissions, water use and waste, and what measures they have taken against chemical substances.

In this way, we are working to raise the level of our environmental activities with suppliers.

[> Olympus Group Green Procurement Standard](#)

Environmental Education and Awareness Activities

The Olympus Group recognizes the importance of greater environmental awareness by each and every employee and full participation in environmental activities under the Environmental Health and Safety Policy. We are running more environmental awareness activities such as the Olympus Environment Month, a global group-wide event. In FY2021, an environmental e-learning program was conducted involving all Group employees, to promote group-wide awareness of important environmental issues, such as climate change and marine plastic pollution, and the state of environmental activities throughout the Group. We held events adapted to regional characteristics to promote environmental awareness in our major sites with COVID-19 countermeasures implemented.

We have also introduced special training programs to improve our environmental management system and implement it effectively. These include programs on compliance with environmental laws and regulations, and ISO 14001 internal audits at facilities around the world.

Major Environmental Education Programs (Olympus and its Japan subsidiaries/FY2021)

Target	Purpose/Description	Number of Participants
Environmental managers	Understanding the responsibilities and roles of environmental managers (key points in compliance with environmental laws and regulations, and development of an effective EMS)	5
Environmental Secretariat staff at facilities	Training to improve skills for environmental officers (Understanding new developments in environmental laws and regulations, and practical application of the Revised Energy Conservation Act)	1
Waste management officers	Training on the Waste Management and Public Cleansing Act (Understanding of the Act and practical application of waste management)	36
New employees	Environmental education for new employees (Understanding environmental issues and corporate responsibility, as well as the environmental initiatives by Olympus Group)	58

Reduce Environmental Impact

- ✓ Energy/Atmospheric Release
- ✓ Water/Emission
- ✓ Product Life Cycle Assessments
- ✓ Examples of Environmentally Conscious Products
- ✓ Products that Contribute to Solving Environmental Issues

Basic Approach

The Olympus Group is implementing a variety of environmental activities while assessing the environmental impact of its business activities with precision and with awareness of the scale of the impact on and risk to the environment. Also, following the diversification in our suppliers and with an awareness of climate change as a major environmental issue impacting our business activities, we continue to implement measures to assess information on energy conservation and regulations on reducing CO₂ emissions and responding to sudden flooding.

At the same time, we actively develop and market environmentally conscious products that contribute to resolving issues with climate change and water risk and products designed to resolve environmental issues

Initiatives

Energy/Atmospheric Release

Internal (Scope 1, 2) Results

FY2021 Targets	FY2021 Results	Main Measures	FY2022 Targets
CO ₂ emissions: reduced by 15% (compared to FY2018)	CO ₂ emissions: reduced by 25.4% (compared to FY2018)	◆ Ongoing implementation of manufacturing improvement activities	CO ₂ emissions: reduced by: 21% (compared to FY2018)
Energy consumption intensity: improved by: 7.73% (compared to FY2013)	Energy consumption intensity: improved by 12.3% (compared to FY2013)	◆ Introduction of energy saving equipment	Renewable energy rate: more than the previous year
Energy consumption intensity: improved by: 10% (compared to FY2020)	Renewable energy rate : more than 12.7%	◆ Ongoing implementation of energy-saving activities on a daily basis, including switching off lights and adjusting air-conditioning temperatures	
		◆ Introduction of environmentally conscious cars	
		◆ Effective use of renewable energy	

The Olympus Group supports KEIDANREN's Commitment to a Low Carbon Society initiative and has set a target to reduce its energy consumption in FY2021 by 7.73% or more compared with FY2013. Among its energy-reduction activities is reducing its CO₂ emissions. We arrange positions of experts and promote initiatives through our structure to promote energy saving at sites where energy consumption is high. In FY2021, continual improvements in manufacturing, energy-saving measures, updates company cars to environmentally conscious cars and the use of renewable energy were considered at its sites around the world. At the Hachioji Facility, lighting was upgraded to use LEDs and the temperature setting for the indoor storage of chemicals was reviewed to reduce energy consumption. The Hinode Facility updated its central air conditioning to use highly efficient equipment.

We have also been focusing on the construction and renovation of facilities. At Olympus Europa SE & Co. KG and Olympus Winter & Ibe GmbH, construction and renovation of facilities are underway with German Sustainable Building Council certification (DGNB certification*).

For wider use of renewable energy, studies are focusing on dissemination, economic feasibility and other factors in each country. The renewable energy use rate vis-à-vis the total electric power consumption has risen to 12.7% (compared to 11.7% in the previous year).

Olympus Corporation participates in the Carbon Neutral LNG Buyers Alliance as a part of new initiatives to reduce CO₂ emissions, and has started to introduce carbon neutral LNG* to the Hachioji Facility.

*1 DGNB certification: Environmental certification for architectural structures issued by the German Sustainable Building Council to reduce the environmental impact of structures. Certification is given after assessment of the environmental performance of the building and confirmation that the structure satisfies certain criteria.

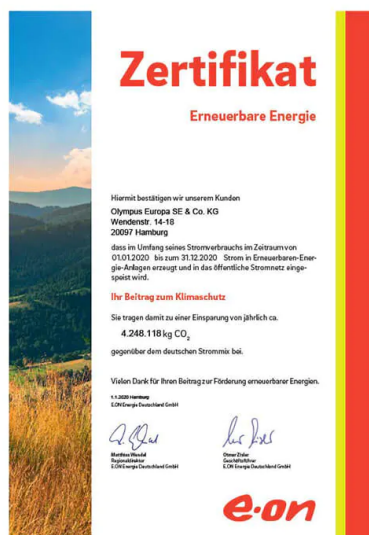
*2 Carbon neutral LNG: A type of LNG that offsets greenhouse gases generated in the processes from the extraction to the burning of natural gas with carbon credits created by environmental conservation projects.

> Carbon Neutral LNG (Only in Japanese) ■

Green Energy Certificates



Olympus Surgical Technologies America (Gyrus
ACMI, Inc.) (U.S.A.)



Olympus Europa SE & Co. KG (Germany)



KeyMed (Medical & Industrial Equipment) Ltd. (U.K.)

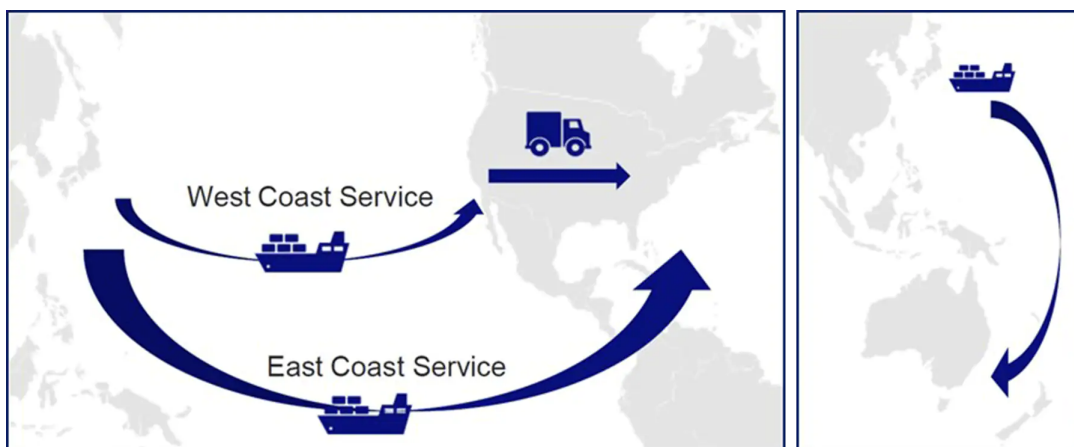
Logo for the Carbon Neutral LNG



External (Scope 3 [Category 4 Upstream transportation and distribution]) Results

FY2021 Results	Main Measures
CO ₂ emissions: reduced by: 30.7% (compared to FY2013)	<ul style="list-style-type: none"> Enhanced loading efficiency by improving packaging size and strength Reduced transportation weights by improving packing and packaging methods Shortened lead times and transportation distances by improving logistics routes

The Olympus Group is engaged in reducing logistics-related CO₂ emissions at each of its sites. We continue with improvements, including optimizing the loading efficiency of transportation containers by products type and shape, consolidating logistics sites for transportation efficiency and direct shipping by reviewing logistics routes. In FY2021, CO₂ emissions were reduced in a proactive modal shift from aircraft to ships for medical product transportation from Japan to the Americas and Australia.



Medical product transportation by ship (from Tokyo to the Americas, from Tokyo to Australia)

Water/Emission

Water Use/Wastewater Results

FY2021 Targets	FY2021 Results	Main Measures	FY2022 Targets
Water use intensity: improve by 6% compared to FY2018	Water use intensity: improved by 14.1% compared to FY2018	<ul style="list-style-type: none"> ◆ Improvements in water use processes ◆ Implementation of secondary use of water 	Water use intensity: improve by 7% compared to FY2018

The Olympus Group uses water mainly in production processes, such as for cleaning components and cooling, as well as in its dining halls. We implement thorough wastewater control by adopting stricter standards than the legal requirements in each region, and we continue to reduce water consumption and wastewater emissions by setting targets in those sites that have high water consumption. We are also acting to conserve water resources under collaborations with local communities at each site.

In FY2021, we reassessed the water risks at each of our sites using water risk assessment tools (e.g. Aqueduct), hazard maps, and their water usage. In Japan, Olympus Terumo Biomaterials started using the residue from generating RO-purified water^{*1} for toilets and sprinklers, and Aizu Olympus reduced water usage by shortening the time taken to wash parts. To conserve regional water resources, the Nagano Facility discharges wastewater into the nearby Tenryu River with the approval of the local fisheries cooperative association. The wastewater discharge is strictly controlled and regularly monitored by the facility to minimize any impact on the river habitat. The Nagano Facility also helps maintain the local forest that serves as a water source for the area under a Forest Fostering Agreement concluded with the Monzen Forest Association and Tatsuno Town in Nagano Prefecture. Olympus Surgical Technologies America (formerly Gyrus ACMI, Inc.) in the U.S. received a Commitment-to-Compliance Award^{*2} for two consecutive years in recognition of long-time efforts to maintain compliance with the industrial wastewater discharge permit requirements set by King County, Washington.

^{*1} Nearly 100% pure water filtered using a reverse osmosis (RO) membrane.

^{*2} Presented to companies that have received a Gold Award for five consecutive years in the recognition program in King County, Washington, to meet or exceed wastewater discharge permit requirements.

[> Commitment-to-Compliance Award](#) 

Water Use

[> Environmental Data](#)

Wastewater Results

[> Environmental Data](#)

Emission Results

FY2021 Targets	FY2021 Results	Main Measures	FY2022 Targets
Emission intensity : improve by 6% compared to FY2018	Emission intensity : improved by 16.1% compared to FY2018	<ul style="list-style-type: none"> ♦ Reduction of process defects ♦ Promotion of recycling by thorough separation ♦ Promotion of reusing package materials ♦ Extracting valuable materials from wastes 	Emission intensity: improve by 7% compared to FY2018

The Olympus Group is working continually on reducing losses in manufacturing processes by making improvements to them and efficient use of resources, including thorough waste separation to reduce waste discharge, extract valuable materials and promote recycling.

In FY2021, paper usage was significantly reduced in our development sites and offices due to digitalization associated with increased remote working progressed by our Work Style Reform. In Japan, Shirakawa Olympus extracted valuable materials from waste organic solvents and components. Olympus Logitex reduced waste packaging by expanding the use of returnable containers and reuse of cushioning materials, and by replacing disposable stretch film to prevent load shifting with recyclable packaging bands. In the U.S. Olympus Surgical Technologies America Inc. provided an intra-company awareness raising program to help employees increase the recycling rate. The company's Bartlett office signed up to the Tennessee Recycling Coalition^{*1} and Tennessee Materials Marketplace^{*2} to explore new ways of recycling, and open and expand the reuse and recycling market.

Our hazardous waste emissions have been reduced compared to FY2020 by reinforcing waste management and replacing certain chemical substances with safer ones.

^{*1} Tennessee Recycling Coalition: A non-profit organization dedicated to promoting recycling and sustainable materials management practices in Tennessee, U.S.

^{*2} Tennessee Materials Marketplace: A corporate consortium to create and expand the reuse and recycle market in Tennessee, U.S.

Emission/Landfill

[> Environmental Data](#)

Hazardous waste discharged

[> Environmental Data](#)

Chemical Substance Safety and Control

FY2021 Results	Main Measures
Emissions and Movements of PRTR Class 1-Designated Chemical Substances: Reduced by 25.6% (compared to FY2013)	<ul style="list-style-type: none"> ♦ Substitution of PRTR-designated chemicals with other substances through material developments ♦ Reduced usage of PRTR-designated chemical substances

The Olympus Group is striving for appropriate management and emissions reduction of chemical substances subject to the PRTR regulations in order to minimize the impact on people and the environment. In FY2021, we continuously reduced the use of organic solvents through improvements to the cleaning process of component, etc. at each manufacturing site.

Emissions and Movements of PRTR Class 1-Designated Chemical Substances

	FY2013 (Base year)	FY2017	FY2018	FY2019	FY2020	FY2021
Emissions and Movements of PRTR Class 1-Designated Chemical Substances	20.7	18.0	17.7	18.8	19.3	15.4

Product Life Cycle Assessments

The Olympus Group works to develop products and production technologies that show consideration for safety and for the environment. Having in FY2004 established its Eco-Products Administration Rules, a voluntary standard relating to the environmental considerations of our products, we continue to certify our products as Olympus Eco-Products.

In addition, a life cycle assessment (LCA) is performed at each stage of a product's life cycle to assess its impact on the environment at the product development stage and from procurement through manufacture, distribution, use and final disposal. Clarifying the environmentally conscious aspects that differ for each product, we have set them as items for the environmental consideration standard.

We are working to reduce the use of containers and packaging materials, and promoting effective use of resources.

Examples of Environmentally Conscious Products

The Olympus Group works to show consideration for the environment through the products in each of its business fields.

◆ Medical Business

- ◆ Video Gastrosopes GIF-XZ1200

< Main Product Features >

1. Maximum 125 times magnification and superior image quality using a high-sensitivity CMOS image sensor.
2. High-speed sequential color imaging delivers an image with higher resolution and minimum chromatic aberration.
3. New ErgoGrip improves usability for operators.

< Environmentally Conscious Aspects >

- ◆ Reduction in product weight.



Video Gastroscope GIF-XZ1200

◆ Scientific Solutions Business

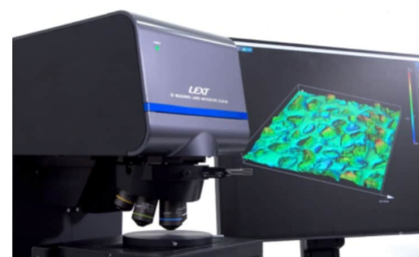
- ◆ LEXT™ OLS5100 3D Laser Scanning Microscope

< Main Product Features >

1. Autopopulates data to your experiment plan matrix, reducing the chance of input errors
2. Clear data trend visualization tools
3. Renowned Olympus optics reduce aberration to capture the correct shape of your sample throughout the entire field of view.

< Environmentally Conscious Aspects >

- ◆ Use of lead-free optics and high recyclability



Products that Contribute to Solving Environmental Issues

Utilized even at the forefront of automobile and aircraft development with the aim of improving the efficient use of energy and the recycling facilities, Olympus products contribute to solving environmental issues.

◆ X-ray Fluorescence (XRF) Analyzers

< Main Product Features >

1. Nondestructive measurement of substances (elements) in the target object by type and content.
2. Durability and toughness for use under rigorous conditions.
3. Use for quality inspections at production sites, selecting recycled raw materials, inspecting hazardous metals, etc.



Assisting in hazardous substance analysis and resource recycling.

◆ Industrial Videoscope

< Main Product Features >

1. Used in the inspection and diagnosis of the internal parts of machinery.
2. Reproduces even the slightest defect in a sharp, clear image.
3. Used for inspections of wind power generation facilities and of automobiles competing on low fuel consumption as well as of aircraft engines.



Contributing to the realization of a society that emits only small amounts of CO₂

Environmental Communication

Initiatives

The Olympus Group is disseminating environmental information through smooth communication with its stakeholders so that they can have a fuller understanding of the environmental conservation activities conducted by its employees in local communities.

Environmental conservation activities

The Olympus Group is involved in continuous environmental conservation activities in the local communities where its business sites are located, including cleanup programs, tree planting and recycling.

➤ [Corporate Citizenship Activities' Newsroom\(environment\)](#)

Tokyo Metropolitan Government ordinances

Ishikawa Facility's plans for global warming countermeasures are being disclosed in response to the Tokyo Metropolitan Government's program on global warming countermeasures.

➤ [Plans for global warming countermeasures \(Only in Japanese\)](#) 

The Hachioji Facility, which is covered by the Tokyo Metropolitan Government Cap & Trade System*, donated to the metropolitan government carbon credits worth 15,033 tons of CO₂ resulting from it overachieving its compulsory reduction volume between FY2010 and FY2014.

* Tokyo Metropolitan Government Cap & Trade System: A program that requires large-scale business facilities (where consumption of fuel, heat and electricity in the previous fiscal year exceeds 1500 kL of crude oil per year) to comply with CO₂ emissions reduction requirements.



Olympus Environment Month

June 5 is designated by the United Nations as World Environment Day. For more than 40 years, Olympus has been fostering greater environmental awareness every June, which it has designated as Olympus Environment Month.

Although the June Environment Month events organized by all Group companies were canceled in FY2021 to prevent the spread of COVID-19, we started to hold environmental e-learning and other activities globally in December to promote employee awareness of the environment.

In the past, during Environment Month our business sites in Japan have organized collections of used books, CDs, DVDs, etc., sold them to external dealers and used the proceeds to aid environmental conservation activities by NGOs and NPOs. This scheme was expanded in December 2020, and now collections are organized throughout the year.

➤ [FY2020 Olympus CSR Environment Month](#)

➤ [FY2019 Olympus CSR Environment Month](#)



Participation in the Ministry of the Environment's Environmental Reporting Platform Development Pilot Project

Olympus participates in the ESG Dialogue Platform verification project of the Ministry of the Environment, which serves as a foundation for environmental information and dialogue among businesses and investors.

➤ [Secretariat of Environmental Reporting Platform Development Pilot Project](#) ■

Related link

➤ [Olympus Corporate Citizenship Activities](#)

Environmental Data

- ▼ Material Balance (FY2021)
- ▼ Internal Energy Consumption
- ▼ Renewable Energy Consumption
- ▼ Breakdown of Internal Energy Consumption
- ▼ CO2 Emissions/Basic Unit (Scope 1, 2)
- ▼ CO2 Emissions (Scope 3 [Category 4 Upstream transportation and distribution])
- ▼ CO2 Emissions for the Entire Supply Chain
- ▼ NOx Emissions
- ▼ SOx Emissions
- ▼ Water Use
- ▼ Wastewater
- ▼ Emission/Landfill
- ▼ Hazardous waste discharged
- ▼ Emissions and Movements of PRTR Class 1-Designated Chemical Substances
- ▼ Olympus Group Site Data
- ▼ Environmental Conservation Costs
- ▼ Environmental Conservation Effects

Initiatives

Material Balance (FY2021)

◆ INPUT

Resource and Energy Input			
Energy (total)		296,521MWh(-10%) ^{*1}	
Electric power	142,232MWh(-13%) ^{*1}	Gasoline	3,864kL(-15%) ^{*1}
City gas	3,826 thousand m ³ (-4%) ^{*1}	Hot water	2,110GJ(14%) ^{*1}
LPG	1,560t(9%) ^{*1}	District heat	1,954MWh(-2%) ^{*1}
LNG	804t(-1%) ^{*1}	Green electricity	19,114MWh(-6%) ^{*1}
Heavy fuel oil	206kL(-1%) ^{*1}	Solar power (internal)	518MWh(-3%) ^{*1}
Kerosene	59kL(-2%) ^{*1}	Solar heat (internal)	483GJ(0%) ^{*1}
Diesel fuel	897kL(-23%) ^{*1}		
Chemical Substances (PRTR Substances Handled)		40.4t(-5%) *Production sites in Japan only	
Water(Total)		1,055 thousand m ³ (-11%) ^{*1}	
Piped water		382 thousand m ³ (-27%) ^{*1}	
Ground water		673 thousand m ³ (2%) ^{*1}	
Raw Materials and Sub-Materials *Production sites in Japan only			
Metals: Steel, aluminum, brass			
Plastics: Optical plastics, ABS, PC, polyethylene, polypropylene			
Office Supplies			

Copy paper	167t(-21%)
Transportation Fuel	
Transportation: Gasoline, diesel fuel, etc.	
Packaging Materials (Total)	1,039t(-18%)
Cardboard	613t(-16%)
Paper	217t(-21%)
Plastic	180t(-20%)
Metal	0t(0%)
Glass	0t(0%)
Other	29t(-17%)

*1 Indexes certified by the Assurance Statement.

* Percentage change from previous year in brackets

◇ OUTPUT

Greenhouse Gases (Total)	90,656t-CO₂e(-11%)*¹
CO ₂ generated from energy	90,650t-CO ₂ e(-11%)* ¹
CO ₂ not generated from energy	6 t-CO ₂ e(50%)* ¹
Substances Emitted	
NOx	55t(-8%)
SOx	0.3t(0%)
Chemical Substances (PRTR substances emitted and transferred)*Production sites in Japan only	15.4t(-20%)
Discharge to Water Systems (Total)	1,055 thousand m³(-12%)
Water discharged (public waters)	547 thousand m ³ (11%)
Water discharged (sewage)	508 thousand m ³ (-26%)
BOD	1.6t(21%)
Discharge(Total)	5,647t(-19%)*¹
Amount recycled	4,654t(-14%)* ¹
Other waste	993t(-38%)* ¹
Landfill	63t(-41%)* ¹
Hazardous waste	288t(-7%)* ¹
CO₂ Emissions during Transportation(Total)	38,649t-CO₂e(-17%)

Product Shipments	
Medical Business (Total)	2,253t(-19%)
Medical Business(Endoscopes)	1,243t(-12%)
Scientific Solutions Business(Microscopes)	792t(-6%)
Imaging Business(Digital cameras, Recorder)	218t(-60%)

*1 Indexes certified by the Assurance Statement.

* Percentage change from previous year in brackets

Internal Energy Consumption

	FY2013	FY2017	FY2018	FY2019	FY2020	FY2021
Consumption(MWh)	338,854	328,197	348,925	328,371	328,974	296,521 ^{*1}

*1 Indexes certified by external assurance.

*2 Scope: The Olympus Group. However, small businesses are excluded. Conversion coefficient based on Enforcement Regulation for the Act on the Rational Use of Energy

Renewable Energy Consumption

	FY2013	FY2017	FY2018	FY2019	FY2020	FY2021
Consumption(MWh)	9,369	15,705	16,110	17,882	21,754	20,612 ^{*1}

*1 Indexes certified by external assurance.

* Scope: The Olympus Group. However, small businesses are excluded. Conversion coefficient based on Enforcement Regulation for the Act on the Rational Use of Energy

* Renewable energy includes green electricity, solar power (internal), solar heat (internal) and hot water.

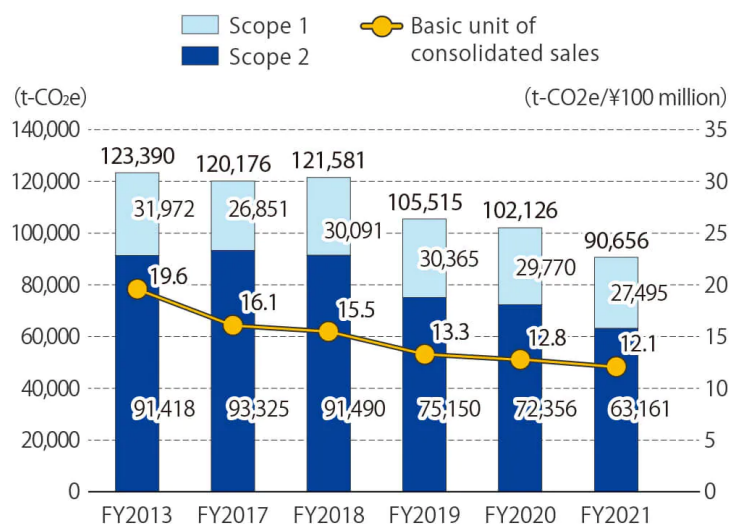
Breakdown of Internal Energy Consumption

		FY2013	FY2017	FY2018	FY2019	FY2020	FY2021
		(MWh)					
Direct	City gas	42,816	45,375	52,437	51,776	50,009	48,155 ^{*1}
	LPG	10,086	19,928	19,708	19,467	20,140	22,008 ^{*1}
	LNG	15,655	13,127	12,627	11,707	12,305	12,190 ^{*1}
	Heavy fuel oil	4,163	2,492	2,072	2,183	2,252	2,234 ^{*1}
	Kerosene	505	574	548	612	614	601 ^{*1}
	Diesel fuel	56,221	13,512	13,089	12,392	12,234	9,396 ^{*1}
	Gasoline	17,720	33,213	42,844	45,899	43,814	37,139 ^{*1}
Subtotal		147,166	128,221	143,325	144,036	141,368	131,723 ^{*1}

		FY2013	FY2017	FY2018	FY2019	FY2020	FY2021
Indirect	Electricity	180,051	182,165	187,345	164,458	163,852	142,232 ^{*1}
	Hot water	324	687	682	597	701	797 ^{*1}
	District heat	2,268	2,106	2,145	1,995	2,000	1,954 ^{*1}
	Green electricity	8,700	14,423	14,763	16,576	20,338	19,114 ^{*1}
	Solar power (internal)	168	479	497	536	533	518 ^{*1}
	Solar power (internal)	177	116	168	173	182	183 ^{*1}
Subtotal		191,688	199,976	205,600	184,335	187,606	164,798 ^{*1}
Total		338,854	328,197	348,925	328,371	328,974	296,521 ^{*1}

^{*1} Indexes certified by external assurance.

CO₂ Emissions/Basic Unit (Scope 1, 2^{*1})



	FY2013	FY2017	FY2018	FY2019	FY2020	FY2021
Scope 1 (t-CO ₂ e)	31,972	26,851	30,091	30,365	29,770	27,495 ^{*2}
Scope 2 (t-CO ₂ e)	91,418	93,325	91,490	75,150	72,356	63,161 ^{*2}
Scope 1+2 (t-CO ₂ e)	123,390	120,176	121,581	105,515	102,126	90,656 ^{*2}
Basic unit of consolidated sale (t-CO ₂ e/¥100 million)	19.6	16.1	15.5	13.3	12.8	12.1

^{*1} Scope 1: Direct greenhouse gas emissions by combustion of fuels in our sites. Scope 2: Indirect emissions from our sites use of electricity, heat or steam supplied by other companies.

^{*2} Indexes certified by external assurance.

* Scope: The Olympus Group. However, small businesses are excluded.

CO₂ Emissions (Scope 3 [Category 4 Upstream transportation and distribution])

	FY2013	FY2017	FY2018	FY2019	FY2020	FY2021
Logistics (t-CO ₂ e)	55,758	51,125	50,779	52,486	46,415	38,642 ^{*1}

^{*1} Indexes certified by external assurance.

CO₂ Emissions for the Entire Supply Chain

Category		CO ₂ Emissions(t-CO ₂ e)		
		FY2019	FY2020	FY2021
Scope 1		30,365	29,770	27,495 ^{*1}
Scope 2	Market-based method	75,150	72,356	63,161 ^{*1}
	Location-based method	80,358	79,959	70,119 ^{*1}
Total	Scope 1+2 (Market-based method)	105,515	102,126	90,656
Scope 3		484,130	437,309	481,735
Total	Scope 1+2+3	589,645	539,435	572,391

Scope 3		CO ₂ Emissions(t-CO ₂ e)		
		FY2019	FY2020	FY2021
1. Purchased goods and services		83,019	75,040	56,242
2. Capital goods		199,918	184,026	274,407 ^{*1}
3. Fuel- and energyrelated activities (not included in Scope 1, Scope 2)		10,819	10,760	16,214 ^{*1}
4. Upstream transportation and distribution		52,486	46,415	38,642 ^{*1}
5. Waste generated in operations		5,063	5,398	4,233 ^{*1}
6. Business travel		19,588	16,601	4,708 ^{*1}
7. Employees' commuting		13,811	13,867	12,480 ^{*1}
8. Leased assets (upstream)		-	-	-
9. Downstream transportation and distribution		-	-	-
10. Processing of sold products		-	-	-
11. Use of sold products		93,398	80,738	71,073
12. End-of-life treatment of sold products		2,057	2,889	2,265 ^{*1}
13. Leased assets (downstream)		-	-	-
14. Franchises		-	-	-

Scope 3	CO ₂ Emissions(t-CO ₂ e)		
	FY2019	FY2020	FY2021
15. Investments	3,971	1,575	1,471 ^{*1}

^{*1} Indexes certified by external assurance.

NOx Emissions

	FY2017	FY2018	FY2019	FY2020	FY2021
NOx Emissions (t)	64	67	60	60	55

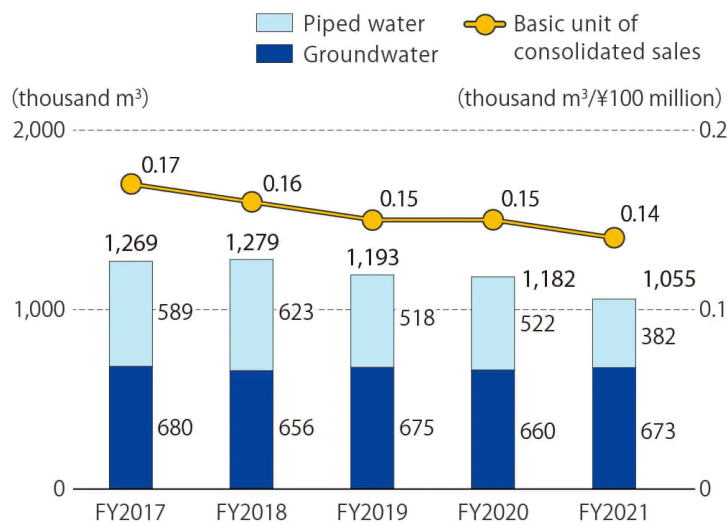
* Scope: The Olympus Group. However, small businesses are excluded.

SOx Emissions

	FY2017	FY2018	FY2019	FY2020	FY2021
SOx Emissions (t)	0.3	0.2	0.3	0.3	0.3

* Scope: The Olympus Group. However, small businesses are excluded.

Water Use



	FY2017	FY2018	FY2019	FY2020	FY2021
Groundwater (thousand m³)	680	656	675	660	673 ^{*1}
Piped water (thousand m³)	589	623	518	522	382 ^{*1}
Total (thousand m³)	1,269	1,279	1,193	1,182	1,055 ^{*1}
Basic unit of consolidated sales (thousand m³/¥100 million)	0.17	0.16	0.15	0.15	0.14

^{*1} Indexes certified by external assurance.

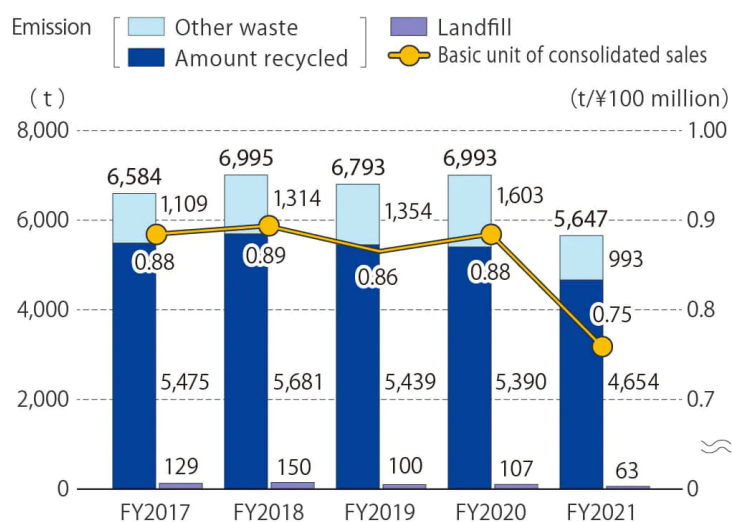
* Scope: The Olympus Group. However, small businesses are excluded.

Wastewater

	FY2017	FY2018	FY2019	FY2020	FY2021
Public water areas (thousand m ³)	530	499	519	493	547
Sewage systems (thousand m ³)	739	780	674	689	508
Total (thousand m ³)	1,269	1,279	1,193	1,182	1,055

* Scope: The Olympus Group. However, small businesses are excluded.

Emission/Landfill



	FY2017	FY2018	FY2019	FY2020	FY2021
Emission (t)	6,584	6,995	6,793	6,993	5,647 ^{*1}
Amount recycled (t)	5,475	5,681	5,439	5,390	4,654 ^{*1}
Other waste (t)	1,109	1,314	1,354	1,603	993 ^{*1}
Landfill (t)	129	150	100	107	63 ^{*1}
Basic unit of consolidated sales (t/¥100 million)	0.88	0.89	0.86	0.88	0.75

^{*1} Indexes certified by external assurance.

* Scope: The Olympus Group. However, small businesses are excluded.

Hazardous waste discharged

	FY2017	FY2018	FY2019	FY2020	FY2021
Hazardous waste discharged (t)	263	273	317	311	288 ^{*1}

^{*1} Indexes certified by external assurance.

* Scope: The Olympus Group. However, small businesses are excluded.

Emissions and Movements of PRTR Class 1-Designated Chemical Substances

	FY2013 (Base year)	FY2017	FY2018	FY2019	FY2020	FY2021
Chemical Substances (PRTR substances) (t)	20.7	18	17.7	18.8	19.3	15.8

* Scope: Manufacturing and development sites in Japan

Olympus Group Site Data

Company/Facility			Location	CO ₂ Location	Water used	Emission	Amount recycled
				(t-CO ₂ e)	(thousand m ³)	(t)	(t)
Japan	Olympus	Technology Development Center, Ishikawa Facility	Hachioji-shi, Tokyo	7,806	74	255	255
		Technology Development Center, Utsugi Facility	Hachioji-shi, Tokyo	2,640	22	335	335
		Technology Development Center, Takakura Facility	Hachioji-shi, Tokyo	344	3	6	6
		Nagano Facility Tatsuno	Tatsuno-machi, Kamiinagun, Nagano	16,039	367	465	461
		Nagano Facility Ina	Ina-shi, Nagano	2,019	16	82	78
	Olympus Medical Systems	Hinode Plant	Hinode-cho, Nishitama-gun, Tokyo	1,118	5	49	49
	Aizu Olympus		Aizu-Wakamatsu-shi, Fukushima	14,112	228	452	420
	Aomori Olympus		Kuroishi-shi, Aomori	4,404	29	245	242
	Shirakawa Olympus		Nishigo-mura, Nishishirakawa-gun, Fukushima	4,164	41	409	335
	Olympus Terumo Biomaterials	Mishima Plant	Nagaizumi-cho, Suntogun, Shizuoka	1,319	7	13	8

	Company/Facility		Location	CO ₂ Location	Water used	Emission	Amount recycled
				(t-CO ₂ e)	(thousand m ³)	(t)	(t)
		Research and development Center	Nagaizumi-cho, Suntogun, Shizuoka	24	0.03	2	1
	Olympus Logitex		Sagamihara-shi, Kanagawa	680	-	393	393
Americas	Olympus Corporation of the Americas		Pennsylvania, U.S.A.	10,310	1	314	314
	Olympus Scientific Solutions Americas Corp.		Massachusetts, U.S.A.	947	15	199	81
	Gyrus ACMI, Inc.		Massachusetts, U.S.A.	2,796	17	478	265
	Olympus Surgical Technologies America	National Service Center	California, U.S.A.	554	18	205	205
Europe/ Middle East	Olympus Winter & Ibe GmbH		Hamburg, Germany	746	15	319	319
	Olympus Medical Products Czech spol s.r.o.		Olomouc, Czech Republic	836	1	15	0
	KeyMed (Medical & Industrial Equipment) Ltd.		Essex, U.K.	912	25	324	273
	Algram Group Ltd.		Devon, U.K.	42	2	106	74
Asia/ Oceania	Olympus (GuangZhou) Industrial Co., Ltd		Guangzhou, China	327	3	79	75
	Olympus Trading (Shanghai) Limited		Shanghai, China	286	1	14	4
	Olympus Vietnam Co.,Ltd.		Dong Nai Province, Vietnam	11,329	140	738	385
	Olympus Australia Pty Ltd		Victoria, Australia	294	1	45	18

Including Olympus Medical Systems

Environmental Conservation Costs

(Millions of yen)

Grouping		FY2019		FY2020		FY2021	
		Investment	Cost	Investment	Cost	Investment	Cost
Costs inside Business Area		104	236	292	376	244	368
Content	Prevention of Public Nuisance Cost	31	113	22	184	22	219

	Grouping	FY2019		FY2020		FY2021	
		Investment	Cost	Investment	Cost	Investment	Cost
	Global Environmental Conservation Cost	73	3	240	40	213	37
	Resource Circulation Cost	0	120	30	152	9	112
In Upstream Costs		0	109	0	149	0	230
In Downstream Costs		0	5	0	1	0	1
Environmental Management Activity Costs		0	355	0	345	4	308
R&D Costs		0	468	0	62	0	35
Costs of Social Activities		0	6	0	1	0	0
Costs for Damaged Environment		0	0	0	0	0	0
Total		104	1179	292	934	248	942

Target period: April 1, 2018-March 31, 2021

Scope: Head office functions, manufacturing companies and distribution companies in Japan

Note: 1) Tabulation based on "Environmental Accounting Guideline 2005." 2) Cost and depreciation that cannot be separated clearly in environmental management are not divided proportionately. Bull amount has been excluded from the calculations.

Environmental Conservation Effects

Quantitative Effects of Environment Preservation		FY2019	FY2020	FY2021
Effects Inside Business Area	CO ₂ Emissions (t-CO ₂ e)	57,021	55,949	54,691
	Waste Discharged (t)	2,827	2,977	2,705
	Water Usage (thousand m ³)	819	804	792
	Chemical Substances Transferred/Discharged (t)	19	19	16

Economic Benefits of Environmental Protection		Change from Previous Fiscal Year
Revenue Benefits	Revenues from Sales of Valuable Recycled Substances	0
Cost Savings	Energy Costs	-251
	Costs of Water Usage	-8
	Disposal Contracting Costs	-4

Target period: April 1, 2018-March 31, 2021

Scope: Head office functions, manufacturing companies and distribution companies in Japan

Note: 1) Tabulation based on "Environmental Accounting Guideline 2005." 2) Cost and depreciation that cannot be separated clearly in environmental management are not divided proportionately. Bull amount has been excluded from the calculations.

Human Rights

Basic Approach and Policy

Olympus supports the United Nations Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, UN Guiding Principles on Business and Human Rights, and the 10 Principles of the United Nations Global Compact. To put international initiatives into practice in our business activities, we have also clearly spelled out the respect for human rights in the Olympus Global Code of Conduct. In addition, we have formulated the Olympus Group Human Rights Policy that stated implementation of human rights due diligence based on the UN Guiding Principles. We strive to respect human rights in the management of our businesses. We also urge our customers and third parties which are promoting business activities with Olympus to comply with the protection of human rights.

[> Human Rights Policy](#)

Initiatives

Initiatives with Suppliers

Olympus publishes "Global Standards: What Olympus Expects of Third Parties" to show its basic requirements to all the third-parties that support its business activities. Olympus has also adopted the "Request to Suppliers," a document defining its expectations toward suppliers in such areas as respect for human rights, compliance with laws, regulations and social norms, including the laws concerning the exclusion of antisocial elements, the prohibition of corruption, bribery and similar behavior, the promotion of fair and equitable trading, and consideration for the environment. Once each year, we use a Web-based system to conduct a corporate survey in this regard targeting major suppliers all over the world, and the survey results are utilized for work procedure improvement to avoid problematic incidents (see page 43). There have been zero incidents so far. In cases where we find problems related not only to compliance with local regulations and social norms but also respect for human rights in our on-site audits and if the supplier does not comply with Olympus's request to make improvements, we may terminate our business with them.

[> Request to Suppliers \(PDF: 248.1KB\)](#) 

[> Global Standards: What Olympus Expects of Third Parties](#)

Human Rights Due Diligence

Olympus participates in various research groups to verify and strengthen initiatives that target human rights issues within the Olympus Group. Since 2017, we have been a co-managing member of the Human Rights Education Subcommittee of Global Compact Network Japan (GCNJ), whose headquarters are at the United Nations Information Center (UNIC). Research has been conducted on themes aimed at a greater understanding of the UN Guiding Principles on Business and Human Rights and a wider awareness among businesses, with the aim of developing a human rights educational tool regarding the rights of women, persons with disabilities, LGBT and other gender minorities, child labor and foreigner in Japan that can be employed internally by participating companies. In FY2020, we participated in the training program organized by GCNJ's Human Rights Due Diligence Subcommittee and is using what was learned to reinforce our human rights due diligence activities described below.

In FY2021 we became a member of Business for Social Responsibility (BSR), a global organization offering support to businesses in the field of human rights and sustainability, and we are reinforcing our global activities in the area of human rights due diligence in compliance with the principles set out by the United Nations. In January 2021, a human rights impact assessment was conducted with support from BSR for the entire Olympus Group, including our regional headquarters (for the Americas, Europe/Middle East/Africa, China and Asia-Pacific). The assessment was participated in by the senior management in each region, including the managers of the business divisions and functions. Prior to the assessment, all members who participated in the human rights impact assessment underwent training related to global trends in business and human rights. In FY2022, we plan to use the assessment findings to identify the most important risks that affect our business activities and implement concrete measures to prevent and reduce risks. Employee training on human rights

and business will be organized concurrently, along with upgrading and expanding the scope of human rights due diligence for our suppliers and other third parties.

Preventing Harassing Behavior and Promoting DEI

The Olympus Global Code of Conduct states that "Our Behaviors" are the expression of "Our Core Values" through our day-to-day activities. The Code of Conduct places the highest value on "Respectful Behavior." Olympus Group does not tolerate harassment or discrimination based on personal characteristics such as gender, age, nationality, ethnicity, skin color, political views, sexual orientation, religious beliefs, social background, or disability. Olympus makes every effort to prevent workplace harassment by itemizing concrete prohibitions on sexual and other types of harassment in the employment regulations.

The Olympus Group has created an organization structure that includes its worksites outside Japan to prevent harassment of any kind and to resolve any incidents that may occur swiftly and completely. Olympus and its Japan subsidiaries have also established a Harassment Hotline in each business site and subsidiary as a preventive means and to provide a prompt and pertinent solution if a problem arises. Our Hotline officers are trained with the skills and knowledge to handle complaints appropriately, which include the protection of the privacy of the consulter or harassment victim, ensuring consultation confidentiality, and preventing any adverse consequences from the consultation. Since FY2019, we have delivered the Harassment Prevention Guidebook to all employees of the Japan subsidiaries. In this guidebook, a description of gender minorities, such as LGBT, was also included. We keep up-to-date with the expanding scope of harassment, which covers power harassment and gender harassment, including maternity, paternity, and LGBT issues. Accordingly, the coverage of our internal consultation manual has been revised and enhanced. In June 2020, the so called "Power Harassment Prevention Act," which stipulates that companies must take preventative measures regarding harassment, was enforced. In preparation for this and to avoid potential incidents we provide an e-learning course to help employees to understand the key points of the law and what could be seen as power harassment.

We also hold regular harassment prevention training programs for managers (with 730 participants in FY2020—a 79% participation rate), who are responsible for creating a culture of respect in the workplace, to widen their understanding and to ensure harassment-free offices.

To promote diversity, equity and inclusion (DEI), we have been organizing activities to support the empowerment of women, widen the employment of persons with disabilities and to bring greater understanding and support for sexual minorities. A training system has been organized to improve the empowerment of women, and several training programs have been organized to increase the appointment of women to managerial posts.

In Japan and the USA, on International Women's Day in March 2021 we held internal events that included lectures on women's career development by internal and external experts and leaders (Participants: 604 in Japan, around 80 in the USA).

The group of eight special-purpose subsidiaries for the employment of people with disabilities achieved an employment rate of 2.6%, exceeding the statutory employment rate of 2.3% raised in March 2021. In Japan subsidiaries, we also held training programs for officers involved in employing people with disabilities to improve the number of people with disabilities we employ and to support their work.

We conducted a range of activities to widen the understanding of sexual minorities and provide support. Such activities included establishing a dedicated consultation office, providing seminars to promote awareness, hosting an LGBT Week (an awareness-raising campaign through e-learning and videos) and establishing a voluntary group called "LGBT ALLY." As a result of our efforts, we received the Silver rating in PRIDE Index 2021, a Japanese index of a corporation's performance in LGBTQ inclusion.

Response to the UK Modern Slavery Act

Olympus KeyMed, the Olympus Group company in the UK, has issued the statement in accordance with the provisions of Article 54, Clause 1, of the 2015 Modern Slavery Act in the UK.

➤ [Olympus UK and Ireland: Modern Slavery Statement \(In English only\)](#) 

Product Responsibility

- ✓ Quality Assurance
- ✓ Creating a Safety-and Quality-Oriented Corporate Culture
- ✓ Quality Management System
- ✓ Appropriate Communication
- ✓ Valuing Bioethics in Evaluating Product Efficacy and Safety
- ✓ Improvement of Sales/After-Sales Service Quality, Basic Approach
- ✓ Promotion Structure and Initiatives in the Medical Business
- ✓ Promotion Structure and Initiatives in Scientific Solutions Business

Basic Approach and Policy

In response to the growing social demand for high-quality and safe products and services, the Olympus Group is working to improve the quality and safety of its products and services and provide reliable services that satisfy our customers.

Quality Assurance

The Olympus Group has established the Olympus Group Quality Policy based on its corporate philosophy. We continue to implement measures to instill quality policy standards in our daily operations for all members to foster a mindset that emphasizes safety and quality.

[➤ Olympus Group Quality Policy](#)

Initiatives

Creating a Safety-and Quality-Oriented Corporate Culture

QARA function believes that it is essential for Olympus members to act with a mindset to always prioritize customers and patient's safety and security by implementing activities to foster an organizational culture where it emphasizes safety and security of our customers and patients. One example is to provide seminars to share case studies for both R&D and manufacturing members to let them realize that their daily work directs to the customers and patient's safety.

Quality Management System

The Olympus Group has established the Olympus Group Quality Policy based on its corporate philosophy. We continue to implement measures to instill quality policy standards in our daily operations for all members to foster a mindset that emphasizes safety and quality. The Olympus Group, with its Chief Quality Officer (CQO) and QARA members of each region, review and improve their worldwide work processes. As a result, the Olympus Group business divisions and subsidiaries have actively been obtaining and maintaining ISO 9001 or ISO 13485 certifications, the international quality control standards. Based on the global management rules revised in fiscal year 2021, QARA members regularly report to executive officers and CQO who are top of quality and regulatory functions, to clarify companywide issues. In addition, we conduct group internal quality audits aimed at monitoring the status of each quality management system from an objective perspective to get hold of the status of each organization to promote improvement.

Appropriate Communication

(Case 1)

In order to comply with the Laws concerning environmentally related substances for Olympus Group Products and to reduce environmental impact, we collect information on handling of environmentally related substances and trends in laws and regulations in each country. As a consequence, we have established the "Standards for management of environmentally related substances" in our group products, and publish them on the website.

(Case 2)

Olympus offers advanced information on endoscopes, and diagnostic test using endoscopes and techniques through a membership website for medical professionals. Medical safety information, such as corrective actions, recall letters regarding Olympus equipment and warnings are available to non-members to ensure greater transparency.

- > ["Medical Town," a membership website for medical professionals in Japan \(Only in Japanese\)](#) ■
- > [Control of Chemical Substances Used in Products](#)
- > [Medical safety information in Japan \(Only in Japanese\)](#) ■
- > [Important Customer Information in the USA](#) ■

Valuing Bioethics in Evaluating Product Efficacy and Safety

Olympus and its Japan subsidiaries may conduct animal research to develop medical equipment, assess product efficacy and safety, and promote the correct usage of the products. We are keen to ensure that the research we carry out is ethical from both the scientific and animal welfare viewpoints, because we value the lives of animals.

Olympus and its Japan subsidiaries introduced their animal research corporate rules based on the Act on Welfare and Management of Animals, Basic Guidelines for Animal Research in Institutions under Management of the Ministry of Health, Labour and Welfare and other related laws and guidelines. We established the Institutional Animal Care and Use Committee (IACUC) based on the animal research corporate rules to rigorously review all our animal research plans and ensure that they are based on the 3Rs of animal testing —Replacement (of animal testing with alternative methods), Reduction (of the number of animals to be used), and Refinement (of the testing method to minimize animals' suffering).

We are committed to the ethical and humane handling of the animals used in our research, paying extra attention to their physical and psychological wellbeing. Self-inspections are also conducted, verifying our compliance with the research corporate rules for animal research. Our practice is accredited under the Accreditation of Laboratory Animal Care and Use by the Japan Pharmaceutical Information Center.

Improvement of Sales/After-Sales Service Quality, Basic Approach

To implement a customer-centric approach and a constant quest for quality under the Olympus Group Quality Policy, the Olympus Group regularly monitors customer satisfaction in each of our activities, from sales to after-sales service, and provides feedback on our activities during and after sales to improve the quality of our operations. Especially in the medical area, we are working to provide a safe and reliable healthcare environment for our customers. Specifically, we are contributing to greater efficiency in medical care at medical institutions, including communicating important information to customers, providing training on the appropriate use of our products, maintenance services and prompt recovery and repair services for our products.

Promotion Structure and Initiatives in the Medical Business

Initiatives to improve sales activities

Olympus seeks to improve the customer experience of doing business with Olympus, while also improving our commercial efficiency and meeting operating income goals. Olympus' Vision is to evolve our customer engagement model in a comprehensive manner to respond to rising expectations in the medical device industry.

Customer Response

◆ Call centers

Global	Call centers located in major cities are set up with dedicated teams to handle medical equipment and troubleshoot, providing a detailed response suited to each region. (Japan, United States, China, etc.). Major medical devices are installed in the call centers so we can provide accurate support for inquiries (Japan, United States, China, etc.).

Japan	<ul style="list-style-type: none"> ♦ Running Endoscopes Customer Support Center, a call center dedicated to providing an information service for healthcare professionals. ♦ The call center operations are continuing during the COVID-19 pandemic through remote working to support healthcare professionals. The immediate telephone connection rate has stayed at 95% or more, which is the same level as pre-COVID-19. ♦ Introducing advanced technologies such as AI to improve quality of response. ♦ Immediate hybrid response system based on coordination and interaction between call centers and Olympus sales/service personnel or authorized distributors in various areas. ♦ Initiatives to share the content of call center inquiries inside the company for the purpose of product and service improvements. ♦ Our innovative initiatives have won the recognition of the call center industry and led to us winning the Operation Category Award in Center of Excellence 2020 sponsored by a monthly magazine called Call Center Japan.
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◆ Enhanced information on the corporate website

Global	The "Olympus Continuum," a comprehensive training platform providing medical professionals with training in medical products and skills, has been introduced to provide training adapted to the skill level of the medical professional and to further enhance patient value. In addition to the existing hands-on group training programs that have been organized for medical professionals, we provide integrated online training and programs that combine preliminary study and post-training study effectively.	
Japan	Running Medical Town, a membership website that offers up-to-date information on medical endoscopes and related medical treatment for healthcare professionals.	
Response to COVID-19 pandemic	USA	Holding webinars covering infection prevention measures during endoscopy cases, contact information for relevant authorities, customer letters, COVID-19 Q&As etc. Customers can also register themselves to receive updates by following a link on the website.
	Europe	Publishing information about infection prevention measures, endoscope reprocessing procedures, equipment handling cautions against COVID-19 (tutorial videos), etc. The website also offers PDF files in 10 different languages that show the above information and a list of relevant contacts for our customers.
	Japan	Publishing COVID-19 FAQs and other related information through our membership website, Medical Town

Safe handling of our devices

◆ Training

- ♦ Lectures on how to use, maintain and manage our products.
- ♦ Training on how to prevent problems offered to customers who have service contracts, tailored to their actual situation and the types of problems that have occurred.

◆ Customer support by field service staff

- ♦ Engineers and technical staff with specialized skills are deployed to enable prompt response to problems and maintenance requests.
- ♦ Providing preventive maintenance to ensure that equipment stays in good condition.
- ♦ In case of a problem, dedicated technical staff respond promptly for troubleshooting and quick recovery.

◆ Repair service

We offer a prompt repair service at each of our repair service centers. To minimize downtime at customers' site, we handle repair service orders as quickly as possible and also respond to customers' requests for loaners during repairs appropriately.

Repair service network

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Major repairs* (Repairs in need of overhaul)	Overseas	Service centers in the United States, Germany, France, Czech, Portugal, United Kingdom, Russia, China, Singapore, India, etc.
	Japan	Medical Equipment Service Operation Centers located in Shirakawa and Nagano
Minor repairs (to endoscopes and peripherals)		Available through a worldwide network of approx. 150 repair sites
Response in case of a natural disaster		Multiple service centers are operated in each region, in order to be able to offer uninterrupted repair service even in case of an earthquake or other natural disasters.

* Repairs in need of overhaul

◆ Service contracts

Offering multiple maintenance contracts globally in accordance with the product characteristics or the regional situations and demands.

Promotion Structure and Initiatives in Scientific Solutions Business

Customer Response

Global	New customer support through websites and blogs	In response to the spread of COVID-19, we started customer support activities through websites and blogs. We set up specific COVID-19 pages, and started offering a range of information and services, including virtual demonstrations through a video conferencing system and webinars.
Japan	Call Center	Running Customer Support Center to solve customers' problems in using our products
	Technical assistance	<ul style="list-style-type: none"> ◆ Running the Olympus Techno Lab for customers to experience our products and evaluate their performance ◆ Holding Microscope Training Program for customers to learn how to use the product correctly
USA	Expanding training opportunities	In addition to training programs for customers in the safe use of Olympus products, a program has been created to train nondestructive inspection engineers. In 2019, we donated Olympus nondestructive inspection devices to a university in Pasadena, Texas, known prominently for its ties with the petroleum industry and provided trainings for their use because these products are widely used in the inspection of petroleum pipelines, etc.
Europe	Olympus Academy activities	Manned by specialist staff, the Olympus Academy provides training in products and applications for subsidiaries and sales distributors in various countries. Product and application seminars are then held for customers by the subsidiaries and sales distributors that have undergone such training themselves.

Repair system

Providing repair services at the same high level at service sites across the world.

The following services are provided at manufacturing sites, service sites, sales subsidiaries and contracted agents around the world.

Microscopes	Back-to-base repairs, on-site repair services, function inspections, calibration, service contracts, delivery installation
Industrial endoscopes	Back-to-base repairs, function inspections, service contracts

Non-destructive testing devices	Back-to-base repairs, on-site repair services, function inspections, precision calibration
X-ray analytical systems	Back-to-base repairs, function inspections

◆ Main service contents

Back-to-base repair services	Transportable products and those that may require extensive repairs are shipped to and repaired at service sites across the world.
On-site repair services	For installation-type products, technical staff is dispatched to provide on-site services, including repairs, calibration and maintenance inspections.
Service contracts	Offering multiple maintenance contracts depending on the product.

Reference Information

◆ Calls Received at Customer Support Centers (Japan)

	FY2016	FY2017	FY2018	FY2019	FY2020	FY2021
Medical business	142,279	138,878	124,736	140,074	129,079	115,027
Scientific Solutions business	18,127	17,733	17,864	16,604	18,276	14,740

* In Medical Business, the number of calls only by telephone until FY2018 and includes inquiries through website in/after FY2019.

Procurement

Basic Approach and Policy

The Olympus Group aims to strengthen supply chain management (SCM) within the context of business continuity and sustainable value creation. In June 2021, we replaced our procurement policy with a supply chain policy in line with our ESG (the environment, society and governance) initiatives to contribute to sound and fair transactions and the sustainable development of society. In addition, we formulated the Olympus Group Green Procurement Standards, which set out our basic environmentally conscious approach to procurement. Since then, the Olympus Group has disclosed its basic stance on supply chain both internally and externally through its website and training sessions, while strengthening compliance with laws, regulations and social norms. We have also established the "Request to Suppliers" as a concrete guideline for complying with laws, regulations and social norms, including respect for human rights and the elimination of antisocial forces, prohibiting corruption and bribes, promoting fair and lawful transactions, and taking the environment into consideration. When selecting new suppliers, we review their current response to compliance with social norms and environmental issues as one of our screening criteria.

Based on these principles for procurement activities, the Olympus Group strives to create and strengthen good relationships with its suppliers through fair, just, and transparent transactions.

[> Procurement](#)

System, Mechanisms and Initiatives

Sharing Business Strategies and Supply Chain Policy

Olympus is sharing the business strategies and procurement policy of the Olympus Group with our suppliers. Once a year, we hold the Supply Chain Policy Meeting with key suppliers extracted from our business condition, etc. among approximately 1,000 suppliers for each business in Japan.

In FY2021, we canceled onsite meetings with suppliers due to the circumstances around COVID-19 and are planning to hold online meetings in future.

Supplier Survey and Improvement Activities

Once a year, Olympus conducts a web-based survey of its major suppliers around the world with whom we have ongoing business in Japan. The survey covers 121 questions, of which 24 are related to CSR, related to management information, CSR initiatives, and business continuity plans (BCPs).

In FY2021, survey was conducted on 826 companies, including overseas suppliers. Responses were received from about 87% of companies. If the survey results show that a supplier does not satisfactorily comply with legal and social norms as well as environmental protection and needs to improve, an onsite audit is conducted, and they must implement corrective actions in order to meet the points listed in our Request to Suppliers. At the same time, wherever possible, we recommend self-improvement actions to prevent the risk of incidents. We conduct studies for risk assessment in collaboration with concerned divisions within the Group.

Key Evaluation Items in Supplier Survey for Initiatives with Suppliers

Evaluation	Criteria Details
Management information	Corporate information, Financial condition
CSR	Compliance with laws, regulations and social norms Protection of human rights (child labor, forced labor, inappropriate low-wage labor) Protection of worker rights (labor standards, occupational safety and health) Protection of the environment (CO ₂ emissions, waste discharged, water usage, environment-related chemical substances) Personal and confidential information protection, Intellectual property protection

BCP	Business continuity strategy, Manufacturing site information, Contact information during emergencies and disasters, Confirmation of supply chain, Confirmation of employee safety
Environment and quality	Acquisition of ISO 14001, ISO9001 and ISO 13485 Procurement and process management (5Ms (materials, methods, measurement, machinery, manpower), change information, noncompliant treatments)
Delivery/Cost	Production plans, Progress and distribution management, cost reduction activities
System	Computer security

Response to Conflict Minerals

One of the effects of the continuing civil war in the Democratic Republic of the Congo (DRC) has been the use of minerals, including tantalum, tin, tungsten and gold, mined in the DRC and neighboring countries to raise funds for armed groups. For many years, this practice has resulted in human rights violations, including child labor, sexual violence and environmental damage. In July 2010 the United States sought to cut off this supply of funds to armed groups by introducing an amendment to its financial regulation law defining these four substances as conflict minerals. Companies listed in the United States that use conflict minerals are now required to submit reports to the U.S. Securities and Exchange Commission (SEC). Other moves by international organizations, governments, NGOs and industry organizations to solve this problem include the publication of the Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas by the Organization for Economic Cooperation and Development (OECD).

The Olympus Group upholds international efforts to resolve the problem of conflict minerals. On behalf of the Olympus Group, Olympus participates in a committee established by the Responsible Minerals Trade Working Group of the Japan Electronics and Information Technology Industries Association (JEITA). Working together with suppliers, such as by discussing the conflict minerals at procurement policy meetings, we ensure transparency in our supply chains and continue the procurement of parts and materials that does not cause human rights violations.

Education for Adhering to the Subcontract Act

The Subcontract Act is regarded as one of the important applicable laws by Olympus, and Olympus engages in a wide range of activities to ensure compliance. The participation rate for the Subcontract Act e-learning programs for all employees of Olympus and its Japan subsidiaries has reached 99.5%. Following the establishment of the Subcontractor Act Promotion Committee in FY2020, we are reinforcing the Olympus Group's compliance with the act and are providing internal workshops as a part of such efforts. Due to the COVID-19 pandemic, we moved from the conventional group workshops for manufacturing divisions to an online program in FY2021. A total of 504 employees participated in the program to deepen their understanding of the Subcontractor Act.

We will continue to confirm group-wide compliance and organize training programs to enhance our observation of the Subcontract Act.

Employment

▼ Basic Approach and Policy ▼ Promotion Structure ▼ Initiatives ▼ Employee-Related Data

Basic Approach and Policy

The Olympus Group published the Olympus Global Code of Conduct to define the ethical standards for the actions that all group members always act in a manner. We place the highest value on "Respectful Behavior." Under the Code of Conduct, we clearly declare that we do not allow harassing behavior or discrimination based on personal characteristics like gender, age, nationality, ethnicity, skin color, political views, sexual orientation, religious beliefs, social background or disability. "Show appreciation for diversity of people, views, and work styles" and "Never discriminate against job candidates or employees" are two examples of "What we do". With these basic codes of conduct fully implemented, we provide all employees with equal opportunities to fulfill their potential and improve their abilities as well as opportunities to work, develop their abilities and gain promotion according to their level of competency.

In April 2019 we introduced a corporate transformation plan Transform Olympus, a global-scale human resources development system that serves as the basis for our global employees to follow our Corporate Philosophy (Our Purpose and Our Core Values), and to encourage each employee to take on ambitious challenges for personal growth. Under our transformation plan, we will assign employees in the most efficient way without regard to nationality or gender to encourage our diverse human resources to work effectively. Especially in Japan, we plan to expand the use of our "job-based" personnel system, starting from Olympus. This allows the company to assess individual employee's performance and reward their achievements in a fairer manner with the conventional Japanese style "membership" personnel system, in which the employee's years of service and age are given greater account in their career assessment. The job-based system should also provide a way for employees to pursue their expertise and aim at further career advancement.

➤ [Human Rights Policy](#)

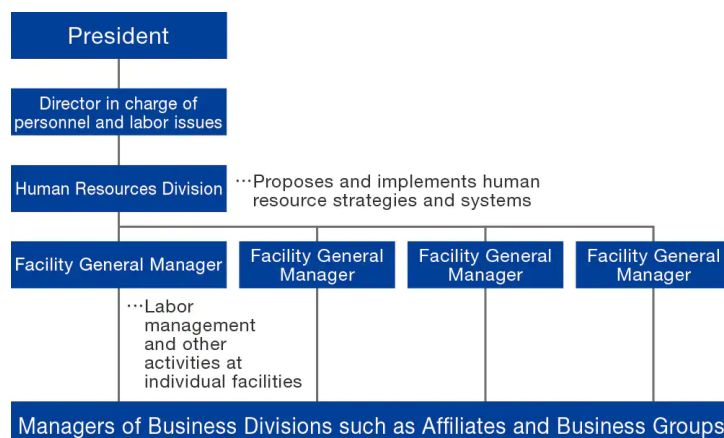
Promotion Structure

In the Olympus Group, the President is ultimately responsible for our strategy for human resources including human resource development and labor management, while the senior executive officer in charge of employment and labor issues implements our group-wide human resource strategy through the functions of the HR division at the headquarters.

We are implementing measures to ensure that we follow labor-related regulations in the various countries in which each subsidiary and division operate in compliance with the Group's human resource strategy to ensure diversity in human resources for optimal business management.

Olympus and its Japan subsidiaries are sometimes located in one facility. Each facility has its own general manager to ensure comprehensive implementation of policies and measures involving personnel and labor issues.

Organization of Human Resource Strategy Promotion (Olympus and its Japan subsidiaries)



Initiatives

Recruitment in FY2021

Olympus hired 90 employees (only full-time employees) in FY2021, down by 73% over the previous year. Of these, mid-career employees accounted for 37% of the total.

Also, the hiring of women was actively promoted in line with the Act on Promotion of Women's Participation and Advancement in the Workplace, and the percentage of female employees increased by 7.9% to 36.6%.

Employment of People with Disabilities

Olympus proactively works to employ people with disabilities (physical, mental, and intellectual), and after recruitment, they work in a wide range of fields, including general administration and engineering fields that include manufacturing technology and IT development. Established in April 2009, our special-purpose subsidiary* Olympus Support Mate is now in its twelfth year of the foundation and hires essentially persons with intellectual disabilities. We have created working environments and working conditions that are appropriate both for the nature of each individual's disabilities and the operational requirements required to ensure that they can continue to work there. Following Aomori Olympus and Aizu Olympus, Shirakawa Olympus created a cleaning service group of Olympus Support Mates in April 2021, to provide jobs and fulfilling lives for persons with disabilities in the local communities. We also started an office chair cleaning business to maintain comfortable working environments in our business sites. As of April 2021, eight companies in the Olympus Group achieved a combined employment rate of 2.6%, exceeding the statutory rate of 2.2%. Olympus Terumo Biomaterials employs an athlete who aspire to participate in the Paralympic Games and actively supports their activities.

* Special-purpose subsidiary

A subsidiary approved by the Minister of Health, Labour and Welfare under the provisions of Article 44 of the Act on Employment Promotion, etc., of Persons with Disabilities as an organization that gives special consideration to the employment of people with disabilities and is deemed as one of the business offices of its parent company.

Employment of the Elderly

Olympus and its Japan subsidiaries have a system to continue employing employees who want to work for the Company after reaching the retirement age of 60 until they become 65 years old.

In FY2021, 113 people qualified for the system, and 100% of the employees requesting continued employment were hired accordingly.

Employee-Related Data

Consolidated companies

(As of March 31, 2021)

Name of segment	Number of employees (persons)
Endoscopic Solutions Business	14,243 (389)
Therapeutic Solutions Business	7,269 (179)
Scientific Solutions Business	3,551 (169)
Others	608 (30)
Headquarters Administration Department	5,982 (368)
Total	31,653 (1,135)

*1 The number of employees indicates the number of people who are currently employed.

*2 It does not include the number of the employees seconded to a non-group company but contains the number of the employees seconded to a group company. The yearly average number of temporary employees is recorded in parentheses (), which is excluded from the number of employees.

*3 Since the Company has transferred the Imaging Business in the fiscal year under review, it is excluded from the segments above.

*4 Since the fiscal year under review, the calculation method of the Headquarters Administration Department has been changed.

*5 The number of employees includes the retirees who utilize career support for external opportunity.

Olympus and its Japan subsidiaries

Number of employees

				Olympus Corporation	Overall Japan Subsidiaries *1
Number of employees (As of the end of March 2021) (persons)				4,775	8,792
Breakdown	Full-time employees	Total*5		4,232	6,808
		Men	Men's total	3,473	4,866
			20s and younger	390	1,169
			30s	800	1,455
			40s	1,025	1,264
			50s or older	1,258	978
		Women	Women's total	759	1,942
			20s and younger	132	729
			30s	254	632
			40s	272	435
			50s or older	101	146
	Excluding full-time employees	Total		543	1,984
		Men	Men's total	252	1,176
			20s and younger	38	229
			30s	58	339
			40s	73	289
			50s or older	83	319
		Women	Women's total	291	808
			20s and younger	31	146
			30s	58	280
			40s	107	266
			50s or older	95	116

Employee composition

		Olympus Corporation	Overall Japan Subsidiaries*1
Number of senior management Total(persons)		193	141
Breakdown	Men	189	141
	Women	4	0
Rate of women in senior management for direct divisions(%)		4.3	-
Number of junior management Total(persons)		896	454
Breakdown	Men	844	440
	Women	52	14
Number of foreign employees Total(persons)		35	17
Breakdown	Men	17	10
	Women	18	7

Recruitment

			Olympus Corporation	Overall Japan Subsidiaries*1
Number of newly employed (FY2021) (persons)			53	460
	Men	30s and younger	20	233
		40s and older	9	11
	Women	30s and younger	12	167
		40s and older	12	49
Rate of newly employed*2 (%)			1.11	5.23
Breakdown	Men	30s and younger	1.56	7.30
		40s and older	0.37	0.39
	Women	30s and younger	2.53	9.35
		40s and older	2.09	5.09
Number of new graduates (persons)			35	-
Percentage of employees with disabilities (As of the end of March 2021)*6			2.63	-
Number of employees with disabilities (persons)			106	187
Number of reemployed retired workers*7 (persons)			289	165

Job retention rate and Number of staff leaving

			Olympus Corporation	Overall Japan Subsidiaries* ¹
Job retention rate (Only full-time employees)* ³			87.02	89.31
Breakdown	Men		88.54	90.86
	Women		82.35	87.50
Job retention rate for new graduates* ⁴ (%)			95.63	90.78
Breakdown	Number of new graduates (FY2019) (persons)		252	206
	Number of those who remain the company as of March 2021. (persons)		241	187
Number of staff leaving (FY2021) (persons)			628	294
Breakdown	Of which number of voluntary leavers		275	223
	Men	30s and younger	41	84
		40s and older	203	75
	Women	30s and younger	6	44
		40s and older	25	20

Work-Life Integration

		Olympus Corporation	Overall Japan Subsidiaries*1
Number of employees taking childcare leaves*8 (persons)		124	237
Breakdown	Men	29	35
	Women	95	202
Work-at-home system users*9 (persons)		4,775	6,007
Breakdown	Men	3,725	4,537
	Women	1,050	1,470
Average overtime hours (hours/fiscal year)		78.9	71.9
Average number of paid holidays actually taken (days/fiscal year)		11.4	10.4

*1 The following 14 companies: Olympus Medical Science Sales, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, TmediX, Olympus Digital System Design, Olympus Terumo Biomaterials, Olympus Memory Works, Olympus Logitex, Olympus-Supportmate, AVS, Olympus Systems, and Olympus RMS.

*2 Includes both new graduates and midcareer employment.

*3 The percentage of those who remain in the company as of March 31, 2021, out of those employed in FY2019 (including new graduates and mid-career employment).

*4 The percentage of those who remains in the company at March 31, 2021 out of those employed as new graduates in April 2018.

*5 Including on-loan in the Group.

*6 Eight special-purpose subsidiaries (Olympus, Olympus Medical Systems, Olympus Medical Science Sales, Nagano Olympus, Aomori Olympus, Shirakawa Olympus, Aizu Olympus, Olympus- Supportmate)

*7 Number of reemployed retirees.

*8 Taken in FY2021.

*9 Measures to prevent the spread of COVID-19 and work restriction were implemented this fiscal year, and so many employees used the work-at-home system temporarily.

* Figures are for full-time employees unless otherwise stated.

Labor Relations

Basic Approach

The Olympus Group values protection of the rights of individual employees in order to offer better value to society. We implement appropriate measures based on human rights viewpoints and the labor-related laws of each country.

The Olympus Group Human Rights Policy supports respect for the rights of the worker as set out in the ILO Declaration of Human Principles and Rights in Labor and the Group pledges to implement these principles in its companywide management and daily business activities.

[> Human Rights Policy](#)

Initiatives

Global Employee Survey for the Improvement of Employee Engagement

We conduct an employee survey called the Core Values Survey for about 35,000 Olympus Group employees in 43 countries biannually and use the results to improve our corporate culture and workplace environment. The findings are shared by top management and regional management officers and reflected in various measures and policies. In particular, we are taking action to develop an open corporate culture, reform working styles and improve operational efficiency. We have also introduced systems that allow leave for volunteer activities and permission for side jobs.

Labor-Management Consultations (Japan)

The Olympus top management provides regular opportunities to engage in labor management consultations, both centrally and at individual facilities, such as during its twice-annual Central Labor-Management Council with the Olympus Labor Union. Such councils serve as a forum for discussing improvements in labor conditions and corporate culture reforms.

In the FY2021, labor-management talks confirmed that we would continue discussions on working styles in place during the COVID-19 pandemic and on human resource management systems in general. We also postponed an increase to the basic salary of union members.

As of April 1, 2021, 5,385 employees (other than management) were members of the labor union, which covers 76% of all employees.

Occupational Safety and Health

✓ Occupational Safety and Health ✓ Global Safety and Health Organization ✓ Industrial Accident Data ✓ Regional Activities

Occupational Safety and Health

The Olympus Group has stated its policies on occupational safety and health and its basic approach to employee health management and the actions necessary to achieve them in the Olympus Global Code of Conduct.

Under the Code of Conduct, we are developing working environments that ensure safety and health for our employees.

[> Olympus Global Code of Conduct](#)

Safe and Healthy Workplace

Occupational health and safety is a major priority. We take proactive steps to prevent accidents and occupational illnesses at work. We want our employees to work in an ergonomic and work-friendly environment. At Olympus, we promote good health and wellness.

◆ What We Do:

- ◆ Use good judgment and act in a manner that is safe for you and others.
- ◆ Report safety concerns and work-related injuries or illnesses.
- ◆ Never joke about violence and report any violent threats or warning signs from others.
- ◆ Comply with applicable health and safety regulations.

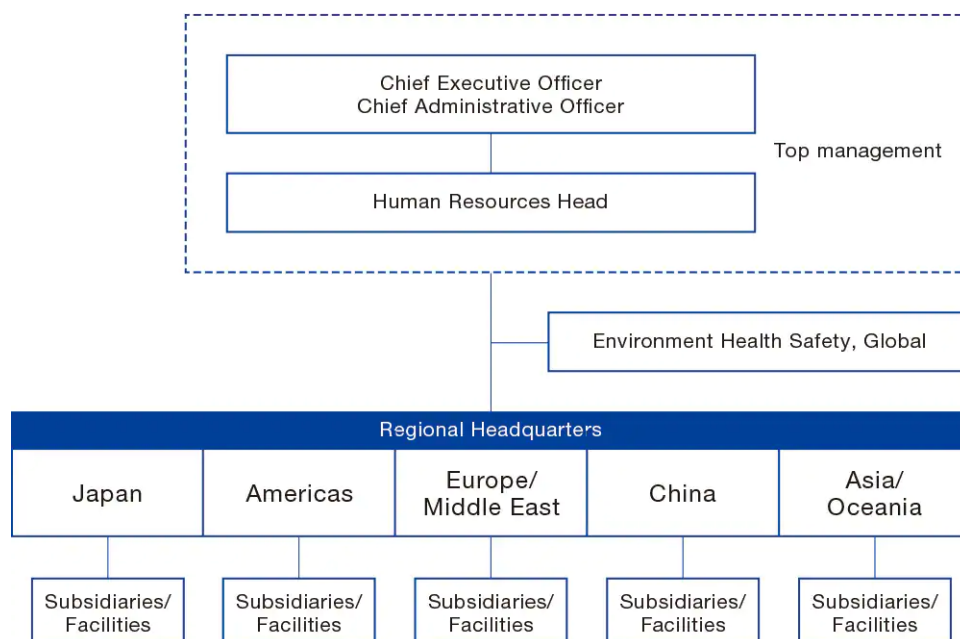
Establishing the Environmental Health and Safety Policy to practice the Code of Conduct, we are developing working environments that ensure safety and health for our employees.

[> Environmental Health and Safety Policy](#)

Promotion Structure and Initiatives

Global Safety and Health Organization

The Olympus Group is promoting a global safety and health organization led by top management, as shown below. Based on the Environmental Health and Safety Policy, we set out an annual EHS action plan and disseminated it throughout our global sites. We keep up on the safety and health activities and the status of industrial accidents in each region through regular assessments to ensure group-wide implementation of safety and health activities and the risk reduction structure.



External Certification (Occupational Safety and Health Management Systems)

For the maintenance and continual improvement of our occupational safety and health management systems and to retain the trust of our customers and stakeholders, we are acquiring certification for our occupational safety and health management systems. Shirakawa Olympus (Japan), KeyMed (Medical & Industrial Equipment) Ltd. (UK) acquired ISO 45001 certification in FY2021.

Sites	Certification	Year of Certification
Aizu Olympus	JISHA OSHMS Standards*1	2011
Shirakawa Olympus	ISO 45001	2020
Aomori Olympus	JISHA OSHMS Standards*1	2009
Olympus Scientific Solutions Americas Corp.	OHSAS 18001	-
KeyMed (Medical & Industrial Equipment) Ltd.	ISO 45001	2020
Olympus Iberia S.A.U.	OHSAS 18001	-

*1 ISHA OSHMS Standards Certification: Certification bodies certify sites that comply with the JISHA OSHMS Standards certification conducted by the Japan Industrial Safety & Health Association.

Industrial Accident Data

Starting in FY2020, the tabulation and analysis of data on industrial accidents has been expanded to cover major sites in the Olympus Group (North America & manufacturing sites and repair bases; regional headquarters in Europe and its manufacturing and repair bases; and manufacturing sites and repair bases in Asia).

The scope of the data on industrial accidents is as follows.

Japan: FY2017 & FY2018 for Olympus Corporation and its 11 major Japan subsidiaries

FY2019, FY2020 & FY2021 for Olympus Corporation and its 14 major Japan subsidiaries

Americas: Olympus Corporation of the Americas (regional headquarters) and its major subsidiaries

Europe: Olympus Europa SC & Co. KG (regional headquarters) and its major subsidiaries

Asia/Oceania: Major manufacturing sites

Number of Industrial Accidents

	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	55	64	50	56	35★
Americas	-	-	-	55	26★
Europe	-	-	-	20	47★
Asia/Oceania	-	-	-	10	13★
Total	-	-	-	141	121★

★ Indexes certified by external assurance.

Number of Lost Time Injuries

	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	11	10	6	4	2★
Americas	-	-	-	20	4★
Europe	-	-	-	6	16★
Asia/Oceania	-	-	-	8	6★
Total	-	-	-	38	28★

★ Indexes certified by external assurance.

Lost Time Injuries (of one day or more) Frequency Rate*² (LTIFR)

	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	0.39	0.34	0.20	0.13	0.08★
Americas	-	-	-	1.93	0.39★
Europe	-	-	-	1.07	2.04★
Asia/Oceania	-	-	-	0.77	0.62★
Overall	-	-	-	0.66	0.52★
All industries (Japan)* ³	1.63	1.66	1.83	1.80	1.95
Manufacturing industry (Japan)* ³	1.15	1.02	1.20	1.20	1.21

★ Indexes certified by external assurance.

*² Lost time injury frequency rate = number of lost time accidents ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

*³ Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

Occupational Illness Frequency Rate*⁴ (OIFR)

	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	0.07	0.07	0.07	0	0★

★ Indexes certified by external assurance.

*4 Occupational illness frequency rate = number of cases of occupational illness that result in lost time*5 ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

*5 Industrial accidents found in the list of occupational diseases of the Ministry of Health, Labour and Welfare (Appended Table 1-2 of the Ordinance for Enforcement of the Labor Standards Act (Ordinance of the Ministry of Health and Welfare No. 23 of August 30, 1947))

Number of Fatal Industrial Accidents

	FY2017	FY2018	FY2019	FY2020	FY2021
Japan	0	0	1	0	0★
Americas	-	-	-	0	0★
Europe	-	-	-	0	0★
Asia/Oceania	-	-	-	0	0★
Total	-	-	-	0	0★

★ Indexes certified by external assurance.

Employee Training

To raise employee awareness of safety and health, the Olympus Group implements a variety of safety and health training programs, led by the safety and health officers at each facility.

Region	Contents
Japan	<ol style="list-style-type: none"> Basic training (for all employees) <ul style="list-style-type: none"> Group-wide training <ol style="list-style-type: none"> Safety and health e-learning training (12,692 in July 2020) Infectious disease e-learning training (12,659 in October 2020) Mental health training Training at each facility and subsidiary <ol style="list-style-type: none"> Basic safety and health training for new employees (58 in April 2020) Safety awareness refresher training Firefighting & evacuation training Specialized training (for employees in designated workplaces) <ol style="list-style-type: none"> Hazard awareness (near-miss) training: Safety Dojo (Training Center) Risk assessment workshop for safety and health promoter (101 participants)
Americas	<ol style="list-style-type: none"> Safety and health online training program (monthly, 2,187 participants) Environment health and safety training session (October 2020)
Europe	Mental health workshop (October 2020, and February and March 2021)
China	<ol style="list-style-type: none"> Safety and health online education program (August, October, and December 2020) Chemical leakage emergency drill (June 2020) Fire evacuation route instruction and evacuation training (November and December 2020)

Region	Contents
Asia/Oceania	<ol style="list-style-type: none"> 1. Health and safety special education (total 644 participants) 2. Fire drill for dormitory residents (Approx. 600 participants) 3. Chemical or radiation leakage emergency drill 4. Workshop on mental health and flexible working in the COVID-19 pandemic 5. Online education on safety and health in remote working

Regional Activities

Activities in Japan

In line with our Occupational Safety and Health Management Rules, we have established a Safety & Health Promotion Committee in Japan. The Committee consists of representatives of the safety & health promotion committees at each business site and plans activities that help to achieve our safety and health activity plan. We are working on initiatives to improve our current safety and health management system, establish a risk management based on risk assessment and introduce more employee training and education to raise awareness.

◆ Shirakawa Facility

Transition from OHSAS 18001 to ISO 45001

Shirakawa Olympus Co., Ltd. and the Shirakawa Facility of Olympus Corporation have been operating their occupational safety and health system under the OHSAS 18001 standard.

With ISO 45001 coming into effect, we have clarified our management's commitment to the health and safety system and are working to make it into a system in which all employees can participate. We acquired ISO 45001 certification in December 2020 after an audit conducted online due to the impact of COVID-19. We are introducing initiatives to create a workplace environment where all employees can work with safety through continuous improvements in safety and health.



◆ Hazard Awareness Training

Industrial accidents occur when unsafe conditions in the workplace coincide with unsafe human behavior. Until now, the Olympus Group has focused on reducing hazards that were founded on unsafe conditions in the workplace. Our current training focuses on unsafe human behavior, a characteristic of our manufacturing sites at Aizu Olympus, Aomori Olympus, Shirakawa Olympus and Nagano Olympus. We provide training programs that use simulation. The simulation programs enable employees to experience "entanglement"—the hazard of getting their fingers or clothing entangled in a machine, and "stabbing" using a simulated hand—the danger of a screwdriver slipping when components are not fixed in place.



♦ Risk assessment training for officers responsible for safety and health

We consider risk assessment to be one of the most important initiatives in promoting safety and health. To improve the effectiveness of our risk assessment, we invited an external expert to give an online training program for officers responsible for safety and health, and 101 people participated. We conducted interactive role-playing sessions on how to identify sources of danger and how to carry out a risk assessment.

Activities in Americas

♦ Employee Near-Miss Reporting (Olympus Corporation of the Americas)

At Olympus Corporation of the Americas, all the employees and locations are encouraged to report all incidents where an injury or illness could have occurred but fortunately did not result in injury or illness. The corrective actions resulting from these incidents will assist in preventing an injury or illness to other employees.

Activities in Europe

♦ International SOS (Olympus Europa SE & Co. KG)

Olympus Europa SE & Co. KG (OEKG) has a support system for employees on business trips to inform them about possible risks, health hazards and possible special conditions of the countries to be travelled through. OEKG especially prepares for business trips to countries with difficult political situations, problematic medical care and infrastructure, or the effects of natural disasters. ISOS provides daily updated information on its homepage on all important questions concerning the trip and the countries involved. In addition, it provides support before and during the business trips such as medical emergencies, searches for Western standard hospitals, evacuation in the event of unrest, and advice on unusual incidents such as theft. The assistance centers are open 24/7.

♦ Transition to ISO 45001 (KeyMed (Medical & Industrial Equipment) Ltd.)

KeyMed (Medical & Industrial Equipment) Ltd. had formerly managed health and safety in the workplace under OHSAS 18001 certification. The company completed the transition from OHSAS to ISO 45001 certification in all KeyMed sites in January 2021. We maintain this certified status by receiving regular external audits for compliance with each item specified in the standards.



Activities in China

◆ Award Received from Shanghai Free-Trade Zone (Olympus Trading (Shanghai) Limited)

Olympus Trading (Shanghai) Limited has developed a safety production management system that includes manufacturing safety, industrial health and workplace environment evaluations in compliance with the basic requirements of corporate safety production standards mandated by the Shanghai Emergency Management Bureau. The company has established a policy and targets for manufacturing safety, set up a committee, assigned detailed responsibilities and produced an emergency response manual, all aimed at putting top priority on safety, prevention and total management. It also organizes annual emergency response drills.

The company received a letter of certification as a manufacturing safety standardization company for the first time in June 2015. In addition, further improvements in manufacturing safety led to an award from the Shanghai Free-Trade Zone in FY2019.

The company analyzes the risks and looks at case studies of manufacturing safety on a regular basis, at the same time working to improve employee awareness of manufacturing safety through a range of training programs.



A letter of appreciation from the Shanghai
Emergency Management Bureau

◆ Health and Safety Patrols & Firefighting & Evacuation Drills (Olympus (Guangzhou) Industrial Co., Ltd.)

Olympus (GuangZhou) Industrial Co., Ltd. conducts a safety check twice a day to maintain a safe and healthy workplace. In addition, an extensive health and safety patrol takes place before holiday periods, such as for the foundation anniversary. The Company organizes annual firefighting & evacuation drills as part of its efforts to raise employee awareness of safety. This is aimed at raising coordination among firefighting organizations, upgrading leadership capabilities, improving the capabilities of firefighting team in evacuation, rescue and firefighting, as well as in improving employee awareness of firefighting and safety.

Activities in Asia/Oceania

◆ Labor Safety Training (Olympus Vietnam Co., Ltd.)

Olympus Vietnam Co., Ltd. (OVNC) provides labor safety training at least once a year based on Vietnamese regulations.

Since OVNC has a large number of employees, up to about 5,000, it uses internal and external venues to hold trainings.

OVNC is committed to training and improving knowledge on occupational safety and sanitation for employees to ensure compliance with the principles and rules of labor safety in the factory. To all people—support the criteria: "Safety comes first."

◆ Promotion of safe driving (Olympus Australia Pty Ltd.)

Olympus Australia Pty Ltd. has newly established internal safe driving rules for its field staff to help reduce traffic accidents.

Occupational Safety and Health, Health Management

▼ Basic Approach and Policy ▼ Health Improvement Activities (Japan) ▼ Health Improvement Activities (Outside Japan)

Basic Approach and Policy

Introduction of Olympus Health Declaration

The Olympus Global Code of Conduct states that "Safe and healthy workplace is a major priority. We take proactive steps to prevent accidents and occupational illnesses at work and promote good health and wellness as well as work-friendly environment."

In Olympus and its Japan subsidiaries, we established the Olympus Health Declaration to help maintain and improve the health of employees and their families.

In line with the announcement of the Health Declaration, action to prevent passive smoking is to be made a priority. At the same time, we are introducing measures to help employees to become healthy and stay healthy, including advice with lifestyle improvements, recommendations and financial assistance with screenings to catch cancer at an early stage, and how to avoid mental health problems.

In this way, the Olympus Group wants to create a corporate culture that encourages employees to be healthy, both physically and mentally and for everyone to lead healthy and happy lives.

Olympus Health Declaration

◆ Realization of a Better Livelihood and Happiness

Our corporate philosophy is to contribute to society by "Making people's lives healthier, safer and more fulfilling." We believe this is possible with the support of healthy employees and their families with vitality.

Olympus places top priority on the health of its employees and their families through the following activities.

1. Olympus regards employee health as an important management issue and is committed to a corporate culture that places top priority on employee safety and health.
2. Olympus will continue to create a workplace environment where employees are able to work with vitality and good physical and mental health.
3. Olympus cooperates with the Health Insurance Association to support better health to each and every employee and their families.

Health Management System

In addition to the health management activities that form part of its industrial health and welfare program, Olympus and its Japan subsidiaries work with its Health Insurance Association to enable collaboration and coordinated action between the company and the Health Insurance Association. As an industrial health and welfare organization, we have maintained and strengthened our health management system by appointing dedicated industrial physicians, health care workers and health supporters proportionate to the scale of the facilities. Specifically, monthly meetings are organized for dedicated industrial physicians, at which they discuss the health conditions of employees, conduct reviews to share health condition and address problems together with healthcare workers and health supporters. In addition, industrial physicians and health supporters are working to upgrade their competences as specialists through the specialist qualification program for physicians under the Japan Society for Occupational Health. Four of our specialists presented case studies and researched presentations given at the Society (FY2021) to improve their skills. In addition to internal training programs for specialists, we accept university students studying medicine and nursing as trainees each year (six medical university students and nine nursing students in FY2021), to support the development of the next generation of specialists in industrial health and welfare.

Initiatives

Health Improvement Activities (Japan)

Recognized under White 500, the 2021 Certified Health and Productivity Management Organization Recognition Program

Olympus's activities in employee health management, implemented strategically from a management point of view, have won five-year consecutive recognition since 2017 from White 500^{*}, the Certified Health and Productivity Management Organization Recognition Program. In 2021, Aizu Olympus Corporation was listed in the Certified Health and Productivity Management Organization Recognition Program, and Olympus Medical Science Sales Co., Ltd. was listed in the White 500 of the Program.

Our health management is actively promoted through a combination of industrial health activities, which include health guidance based on health examinations results and a range of mental health services, and activities led by our health insurance association, such as awareness-raising about lifestyle disease prevention and promotion of cancer screening tests using endoscopes.

We plan to continue to work in cooperation with the Health Insurance Association, for continuing effort in building a better working environment and good health for both the employees and their families. We intend to work actively in promoting health among employees of the Japan subsidiaries and to contribute to society through promotion of health among its customers through our business activities.



* White 500 organized jointly by the Ministry of Economy, Trade and Industry and Nippon Kenko Kaigi, is a certification program to highlight outstanding large enterprises engaging in efforts to advance health and productivity management.

Health Examinations, Health Promotion, and Health Counseling

Olympus and its Japan subsidiaries cooperate with the Health Insurance Association regularly to upgrade their lineup of health examinations.

To contribute to the prevention of lifestyle diseases, we hold various events such as exercise seminars and quit smoking programs. We also provide physical and mental health counseling services through cooperation with external organizations.

* Most events are currently provided online due to the COVID-19 pandemic.

* Health counseling services are accessible by both employees and their families.

Cancer Screening

Olympus is also enhancing its cancer screening program of endoscopic screenings for the early detection of cancer. Such promotion includes full financial assistance of cancer screening by the Health Insurance Association for employees and their families; maintaining a high screening rate for endoscopic examinations (71% for gastrointestinal endoscopy and more than 61% for colonoscopy); and not setting age limitations for gynecological examinations for employees and families for the early detection of cancer.

We utilize a cancer screening call/recall program^{*}, in which examinees for the current fiscal year are encouraged to take screenings following a certain set of criteria based on previous examinations. Further, we provide a Cancer Education E-learning program for employees each year to raise cancer awareness and encourage cancer screening.

* Call/recall system: A system to automatically send emails to examinees selected based on previous screening data to advise on taking a further cancer screening.

Cancer Screening (screening rates^{*})

Examination Item	Gastrointestinal endoscopy	Colonoscopy	Lung cancer screening (CT)	Breast cancer screening (breast ultrasonography)	Breast cancer screening (mammography)	Cervical cancer screening	Abdominal ultrasonography
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						(cervical cytology)	
Screening rate (%)	71.1	61.5	33.7	56.7	26.6	65.5	84.8

* Screening rate: Number of people who actually take an examination within the encouraged yearly interval set for a specific cancer divided by the total number of examinee candidates.

* Data for the imaging business, which was transferred in January 1, 2021, are not included.

Cancer Screening Test Support System

Examination Item	Target	Health Insurance Cost Subsidy	Years Consultation Encouraged*
Stomach cancer (endoscope)	35 years and older	100% coverage	Once every two years
Stomach cancer (pepsinogen examination)	35 years and older	100% coverage	Year that Gastrointestinal endoscopy is not undertaken
Colorectal cancer (endoscope)	35 years and older	100% coverage	Once every three years (40 years and older)
Colorectal cancer (fecal occult blood test)	35 years and older	100% coverage	Year that Colonoscopy is not undertaken
Breast cancer/Cervical cancer	Women of all ages	100% coverage	Once every two years
Prostate cancer (PSA marker)	Men 50 years and older	100% coverage	Once every two years
Abdominal ultrasonography	40 years and older	100% coverage	Once every two years
Lung cancer (lung helical CT)	40 years and older	50% (Limit of ¥5,000 including tax)	Individual decides whether to receive health exam

* Consultation encouraged: For those who have not yet taken the exam for certain period from the target age (those who have not yet taken an exam within the encouraged yearly interval).

Preventing Mental Health Problems

Self-care	Mental health training such as e-learning programs, mental toughness seminars, etc., for employees. Interviews for all new employees and midcareer employees
Line care	Activities to support employees in the workplace, such as mental health seminars for managers.
Care by industrial health care personnel at business sites	Consultation and daily care service provided by industrial doctors and other health staff. Activities organized by industrial healthcare workers in cooperation with the Human Resources Division for the returning to work program for those with health problems.
Care provided by resources outside the business site	Consultation service and seminars provided by external psychologists

In addition, we are holding training workshops conducted by psychiatrists and other specialists in clinical practice for healthcare workers and nurses to support mental health care for employees.

We conduct the statutory stress checks all together in Olympus and its Japan subsidiaries. In fiscal 2021, the participation rate was 95%, with appropriated interviews and personalized follow-up provided according to results for early response if necessary. We continue to review its effective application, as part of our mental health program.

Activities to Quit Smoking

As a part of passive smoking prevention, ban on smoking inside all buildings and structures at business sites belonging to Olympus and its Japan subsidiaries was accomplished by the end of March 2020, and smoking was also prohibited within all premises by the end of March 2021. We also run the Quit-Smoking Marathon program, through which the health care personnel support those employees wanting to quit smoking. Also, the Health Insurance Association provides an online quit smoking program, covering expenses in full. Thanks to these efforts, the smoking rate decreased to 16.9% as of the end of March 2021.

Smoking Rate (average in Japan)*	
End of March 2018 (at the start of activities)	22.0%
End of March 2019	20.0%
End of March 2020	18.4%
End of March 2021	16.9%

* Data for the imaging business, which was transferred in January 1, 2021, are not included.

Action on Infectious Diseases

The following activities are being conducted to prevent infectious diseases.

- ♦ Hepatitis B antigen/antibody tests and vaccination to medical professionals
- ♦ Education programs on infection prevention to all employees who visit medical institutions
- ♦ Vaccination of employees traveling overseas on business assignments and accompanying family members (vaccines recommended for the destination region)

Examples: Hepatitis A, hepatitis B, tetanus or DTP vaccination

- ♦ Partial coverage of expenses for influenza vaccination
- ♦ Starting in FY2020, rubella antibody test conducted with the health examination (in response to additional action on rubella announced by the Ministry of Health, Labour and Welfare for men born between 1962 and 1978)

➤ [Olympus's Response to COVID-19 \(including safety and health\)](#)

Preventing Lifestyle Diseases

Activities under the Specific Health Guidance program are being conducted to prevent lifestyle diseases. Specific health guidance for Olympus and its Japan subsidiaries is provided by healthcare workers and nurses working in the health management offices of each company, through counseling and guidance. In the past, we have provided personalized exercise guidance to employees, but we now share online videos to promote exercising. The scope of this online exercise was widened to include all employees and due to these efforts, we were selected as a Sports Yell Company 2021* certified by the Japan Sports Agency.

In addition, some facilities introduced healthy cuisine created by healthcare workers and nurses at employee dining halls. Healthy dishes have been developed and are provided on request to employees in the Specific Health Guidance program.

* The Japan Sports Agency certifies companies that proactively encourage their employees to participate in sports for health promotion as "Sports Yell Companies." Olympus Terumo Biomaterials Corp. and Olympus Medical Science Sales Co., Ltd. were each certified as a Sports Yell Company 2021.

Health Promotion Activities and Campaigns

To foster greater awareness and provide support for employees to manage their health, the portal site WellsPort Navi was introduced under the initiative of the Health Insurance Association to promote health management for individual employees in Olympus and its Japan subsidiaries. In this portal site, various health campaigns have been actively organized, including campaigns for walking, weight control during new year holiday, stopping smoking and dental

health.

Effective activities are being introduced, such as the formation of groups at some facilities run by employees who have participated in internal exercise seminars and plan to continue exercising.

Support for Treatment and Continuing to Work

To help employees who are undergoing treatment to retain financial stability and continue their outpatient treatment and to raise employee incentive, various support programs have been introduced, including paid leave, flexible working hours and work-at-home system. To provide greater employee assistance, a special leave program was introduced in April 2020 for employees suffering from a disease for which the Ministry of Health, Labour and Welfare recommends support.

Health Management for Expatriate Employees

In addition to the statutory health examinations for expatriate employees required on departure and return to Japan, employees can have a health examination (for the items in the complete medical examination) during a temporary return to Japan. Health management is provided not only for the employee but also for their family members.

Industrial physicians, healthcare workers and nurses are assigned to provide everyday health counseling before departure and on returned to Japan. A health counseling service is offered not only to expatriate employees but also to their families.

Also, industrial physicians are dispatched on a regular basis to overseas subsidiaries to upgrade the quality of health management for expatriate employees.

Health Improvement Activities (Outside Japan)

Activities in North America

◆ Cigna - Mental Health First Aid Training program (Olympus Corporation of the Americas U.S.A)

The Cigna Mental Health First Aid training is designed to teach participants how to identify, understand and respond to signs of mental illness and substance use disorders. This training provides the skills needed to reach out and provide initial support to someone who may be developing a mental health or substance use problem and help connect them with appropriate care.

◆ New Year's Commit to Be Fit Walking Challenge (Olympus Corporation of the Americas U.S.A)

We aim to be an employer that is True to Your Life, and that means prioritizing your wellness. Our walking challenges focus on and support a culture of healthy living, and employees are encouraged to stay true to their health and wellbeing throughout the year. The New Year's Commit to Be Fit Walking Challenge ran for 35 days from January 18 – February 21. This 5-week challenge averaged out to 8,000 steps per day.

Activities in Europe

◆ Colorectal Cancer Awareness (Olympus Europa SE & Co. KG Germany)

Olympus Europa SE & Co. KG (OEKG) provides employees with the opportunity to a fecal occult blood test for colorectal cancer where early detection and early treatment are important. In cooperation with a local NPO, an event was organized for employees to promote greater awareness of colorectal cancer.

◆ Quit smoking program (Olympus Europa SE & Co. KG Germany)

Employee health is a top priority for Olympus. This is why the company supports all Olympus Europa SE & Co. KG and Olympus Deutschland GmbH colleagues throughout Germany in quitting smoking. This also applies to users of e-cigarettes and so-called heets. If interested and requested, the employer pays the costs for different seminar and therapy formats that are offered by external Olympus partners

Activities in China

◆ Injection of influenza vaccine

(Olympus(Beijing) Sales & Service Co.,Ltd.)

In step with the arrival of the influenza season, we carried out a full influenza vaccination program again this year, in recognition of the importance of employee health management. Employees who were vaccinated by their local doctor or clinic were reimbursed on submitting an expense claim form.

Activities in Asia/Oceania

◆ Health & Wellbeing Committee

(Olympus Australia & New Zealand)

Over the years various health and wellbeing initiatives have been organized by HR and Corporate Communications. However, at the beginning of FY2021, OAZ identified a need to not only improve the current offerings, but also to promote and maintain the wellbeing of our employees in more structured way. The COVID-19 pandemic highlighted just how important it was to ensure the total wellbeing of our employees are strongly supported. Therefore, a cross-functional committee was formed, comprising of employees across various departments and locations, who are all passionate about ensuring health and wellbeing is made an organization-wide priority. The committee created a vision, mission, purpose and strategy.

◆ Olympus Western Seaboard 10,000 Steps Tournament

(Olympus Australia & New Zealand)

Due to the COVID-19 pandemic, for most of 2020 the majority of OAZ employees worked from home. This presented both physical and social connection challenges given most staff members did not spend as much time being active by walking around the office, and from a social perspective were also isolated from their colleagues. Local COVID-19 restrictions were also in place, meaning many employees were not permitted to do the physical exercises they would normally do, such as going to the gym. The Health & Wellbeing Committee decided to run a company-wide tournament whereby over a four week period, teams would aim to walk 10,000 steps per person per day, from Perth to Broome in Western Australia, with the ultimate goal of being the first team to reach the final destination. This initiative encouraged employees to increase their steps around their home or walk outdoors (which was permitted during COVID-19 lockdowns), in addition to some friendly competition which contributed to positive social connection.

◆ Supporting Government to control COVID-19 spread

(Olympus Medical Systems India Private Limited)

With COVID-19 spreading through India at a spectacular speed, OMSI provided support to the Haryana state government where Gurgaon is located for the prevention and control of COVID-19. The specific support activities were as follows.

- 1- Antigen Test Kit
- 2- Viral Transport Medium Kit
- 3- 12 numbers of canopy Tent for putting up Covid-19 Testing camps
- 4- 3 Rental minivan Eeco required for three months (January, February, March 2021) for Covid-19 Samples transportation and Lab Technician pick up and drop from various Gurgaon Camps

Training and Education

Basic Approach

Basic Approach to Human Resource Development

The Olympus Group regards its employees as its most important management resource from a long-term perspective. By treating every employee with respect, sincerity and empathy, we aspire to become an organization capable of working globally with speed and solidarity in the face of changes in the business environment. To achieve this goal, every employee needs to gain a deep understanding of the principles and values shared by the entire Group and the skills to conduct business on a global scale, along with leadership and a high level of expertise. We believe it is important to trust in the incentive and enthusiasm shown by our employees and to assign each person to a job that matches their capabilities so that they can apply their own individual skills and competences.

For this reason, we have introduced activities to disseminate and energize these principles and values, including organization of a Core Value Week, which is held simultaneously worldwide, skills training programs held internally in the Global Group and foreign language learning programs for employees who work in non-English-speaking regions. In addition, the Olympus Global Talent Management System has been introduced for job definitions that require the implementation of management strategies. We are starting succession planning (planning to train successors for various job functions) for important positions and working to make effective use of human resources regardless of nationality so that we can maintain our advanced levels of expertise.

Other activities include the establishment of a globally unified leadership competency model, Leadership Academy, to train employees to exercise leadership and one-on-one support and onboarding programs in an effort to create a corporate culture that enables employees to continue to demonstrate outstanding performances in their jobs and a study of how to upgrade our human resources development.

Promotion Structure and Systems

Promotional Structure in Human Resources Development

In addition to the human resources development systems that operate in each region, to ensure optimal development of human resources on a global scale, the Olympus Group has improved its coordination between human resources development systems at the global and regional levels by organizing them into mirror organizations. Coordination among leaders of business and functional organizations has been improved by appointing human resources officers responsible for business and functional organizations known as HR Business Partners. This scheme is designed not only to assure consistency throughout our global organization, but also to maximize the efficiency and effectiveness of human resources development measures adapted to conditions specific to each region and business.

Human resources coordination between global and regional operations has proven effective in bringing greater efficiency to worldwide programs from the aspects of better multilingual responses, better coordination among existing regional programs and more effective resolution of business and organizational issues through closer coordination among business and leaders of functional organizations.

Training and Education System

The Olympus Group has started succession planning for important positions under the title "Leaders Developing Leaders," established a global leadership competency model for promising leadership candidates and activities aimed at the exercise of leadership and rendered assistance with skills development. Additionally, the globally unified skills training program that was started in 2019 is progressing as planned and training for all managerial employees was completed in March 2020. We are preparing to further develop the program and establish it as part of our corporate culture.

At present, Olympus and Olympus Medical Science Sales provide learning opportunities for their employees, with several hundred course titles made available each year. They include e-learning programs based on the Olympus College Plus educational management system and group specialized skills training and compliance training programs. With advances in the online environment in recent years, we are working to develop more effective and efficient skills development systems. Specifically, we have reduced travel costs by conducting online group training programs, created new internal studios, improved

the program participation rate with on-demand videos for existing programs and improved the learning effect through combining these programs with flipped learning. By thus consolidating our human resources systems on a global scale, we hope to achieve greater improvements in the training content, learning effect and participation efficiency.

Manufacturing Technicians Training Program

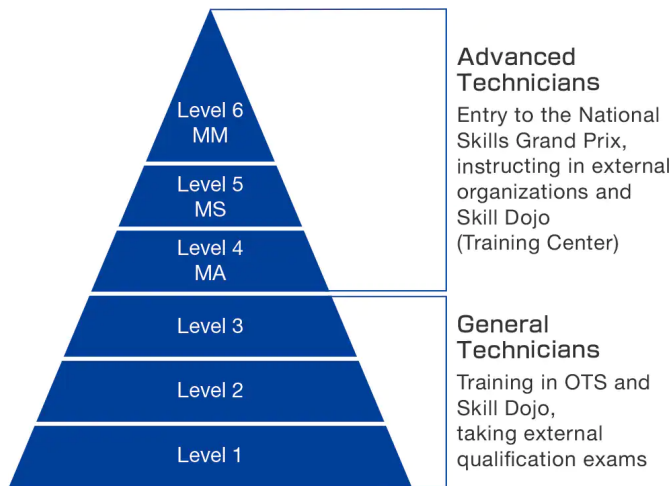
The Olympus Group regards its manufacturing technicians as an important source of added value.

The manufacturing sites in Japan provide them with functional training through the Manufacturing Technicians Training Program. In the Manufacturing Technicians Training Program, we classify skills of manufacturing technicians into 6 stages, aiming at a planned level-up. Level 1 to 3 new employees are "general technicians," Level 4 and above are certified as "advanced technicians" with high technical skills. Level 4 employees are referred to as Manufacturing Advisors (MA), Level 5 as Manufacturing Supervisors (MS), and the highest level 6 as Manufacturing Masters (MM). From new recruits to MMs, we nurture our employees in a planned manner according to their level. As of April 1, 2020, the cumulative number of advanced technicians reached 150.

We provide training programs oriented toward certification and programs that allow higher ranking certified technicians to provide assistance to raise the motivation of each employee.

At Olympus Vietnam Co., Ltd., where medical products are manufactured, a certification system for bonding and soldering work has been introduced. This is designed to upgrade the training and education programs and contribute to the creation of a global manufacturing system.

Skill level of Manufacturing Technicians Training Program (Manufacturing sites in Japan)



Diversity and Equal Opportunity

- ✓ Basic Approach
- ✓ Work-Life Integration
- ✓ Workstyle Reform
- ✓ Effects of Workstyle Reform
- ✓ Personnel Evaluation System
- ✓ Welfare System
- ✓ Promoting the Advancement of Women
- ✓ Employer Action Plan Based on the Next-Generation Act
- ✓ Support for Childcare and Work
- ✓ Employer Action Plan Based on the Act on the Promotion of Women

Basic Approach

For the Olympus Group, which is propelling its business globally, utilization of diverse human resources has a significant influence in our business. We believe that maintaining an awareness of the importance of diverse human resources in progressing every aspect of our human resource strategy provides work satisfaction to each employee.

In addition to the promotion of female workers, which we have been working on over the years, we are building a working environment where people in different situations—including people with disabilities or long-term illnesses, nursing caregivers, and those of a sexual minority (LGBT etc.)—can work fully.

The Olympus Group's Approach on the Human Resources Utilization toward Sustainable Growth



Systems and Mechanisms

Work-Life Integration

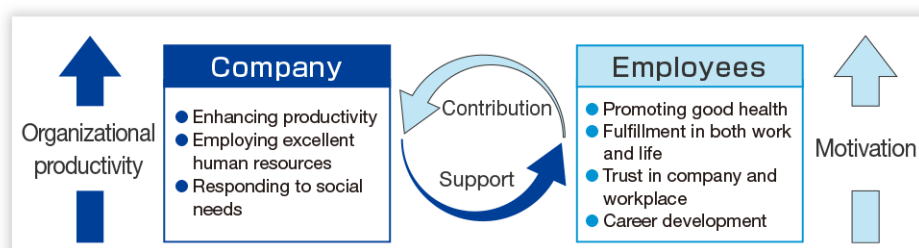
In 2011, the Olympus Group introduced the concept of Work-Life Integration to help our diverse employees progress their careers regardless of the life events they are facing. We also implemented a range of activities under this concept among Olympus and its Japan subsidiaries, and are aiming to further enhance these measures, which we believe can lead to synergetic fulfillment in both work and life. The measures are being implemented under four themes: (1) Promotion of diversity, (2) Nurturing the next generation, (3) Enhancing work productivity and (4) Promoting health ([Occupational Safety and Health](#)). We also started Work-Life Integration training for managers on a regular basis in FY2016 in order to disseminate an understanding of the importance of a management approach that will empower a diverse range of human resources. In FY2018, we published a booklet describing our systems concerning Work-Life Integration and case studies, to promote usage of such systems, as well as providing know-how about achieving a good work-life balance.



Workstyle Reform

Olympus and its Japan subsidiaries embarked on the Business Process Reengineering (BPR) Project in July 2016 to strengthen our business and management foundation and to make best use of our organizational strengths. In 2020, the Human Resources Division established a project to review working styles to address and control the spread of COVID-19. We developed a basic policy on new working styles at Olympus. We then conducted studies on our teleworking scheme, policy on commutation allowance, approach to office design, application of IT, etc., in coordination with the IT, security and other relevant divisions. We are promoting initiatives on working styles and developing a working environment founded on a self-reliant approach to work, to build a corporate culture that delivers high performance through the application of advanced specialized skills by each employee and a company that offers a sense of fulfillment at work and opportunities for growth.

Effects of Workstyle Reform



Starting in June 2020, we removed the requirements to qualify for our teleworking scheme to enable more employees to participate, expanding its use to all full-time employees by lifting the restrictions on use of our childcare and nursing care schemes. When all employees started using the scheme for COVID-19 countermeasures from March 2020, because application of the system had been expanding gradually while monitoring any issues, it was implemented without major confusion. At the same time, we deployed Office 365 as a communication tool in April 2020, earlier than planned. In addition to promoting a hybrid work scheme combining work in the office and work at home, the teleworking scheme was revised in April 2021. We reviewed the ceiling on the number of workdays and working venues of our previous teleworking scheme, making it into a new teleworking scheme. In addition, we created a work environment that offers versatile working styles and that is not restricted by time or location by introducing paid annual leave that is granted in units of hours, introducing satellite offices and other measures.

We have also introduced a flextime work system*, which allows employees to decide freely when to start and finish work during core time, to create a workplace culture that values their initiative, to improve their working efficiency and increase their mental and physical motivation. In June 2020, we revised our core time to 11:15-13:30, which was shorter than before.

* Employees who are involved in work that requires regular working hours may not be eligible.

Personnel Evaluation System

Olympus and its Japan subsidiaries manage their own goal management and evaluation system, to allow employees to proactively pursue their business themes and develop their abilities to grow towards their goals. Employees have regular individual interviews with their line managers to confirm the degree to

which they have achieved their quantitative and qualitative targets and to set goals for the next term.

Repeatedly attending interviews and improving their abilities not only allows employees to make temporary improvements in performance, but also allows them and their company to pursue mid- to long-term growth.

Furthermore, some senior management are to set and evaluate goals on a global scale to strengthen and promote integrated group management.

Welfare System

The Olympus Group implements welfare systems suited to different countries and regions.

Olympus and its Japan subsidiaries provide employees with a welfare system to share the healthcare, childcare/nursing care and self-enlightenment expenses they have to pay. Specifically, we give priority to implementing measures to support employees who in need of support for home nursing care, home bathing services, babysitting, childcare facilities and language learning, including employees who are strongly committed to self-development.

Major Welfare System

System	Description	Coverage
Pension	Legally designated system	Olympus Group
Childcare leave	Longer than legally specified number of days	Olympus Group

Promotion Structure and Initiatives

At Olympus and its Japan subsidiaries, the Human Resources Division serves as the center for dialogue with employees and the labor union, providing systems to support an active role for diverse human resources and appropriately drafting and implementing measures. In FY2018, we established a dedicated organization to reinforce our diversity promotion structure. To further develop a corporate culture and environment in which diversity is valued, we assigned the role of diversity promotion to the departments responsible for organizational development in April 2021. We are committed to continuing working on this issue.

> [Diversity and Inclusion in the Americas](#)

> [Diversity & Inclusion \(Olympus Corporation of the Americas\)](#) 

We conducted a range of activities to promote understanding and support for sexual minorities. Such activities include establishing a dedicated consultation office, providing seminars to promote awareness, hosting an LGBT Week (an awareness-raising campaign through e-learning and videos) and establishing a voluntary group called "LGBT ALLY." As a result of such efforts, we received the Silver rating under the PRIDE Index 2021, a Japanese index to evaluate a corporation's performance in LGBTQ inclusion.

Promoting the Advancement of Women

Olympus adopts gender equality in employment opportunities, employee promotions, and salary increases. We also actively appoint highly skilled and ethical people to appropriate positions. The advancement of women is in progress. At Olympus, as of the end of April 2021, 75 women were in managerial positions and the female candidates for managerial positions increased to 252. As well as establishing these welfare systems that support career progression irrespective of different major life events, we are also actively promoting the usage of such systems by publishing and distributing the leaflet concerning balancing work and child/elderly caring. We also hold related workshops in each department.

In FY2020, we have established a new common employer action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace. Because measures implemented under the action plan established in 2016 were found to be effective in improving the empowerment of women, the 2019 plan strengthened measures aimed at further career advancement for women to promote this empowerment, while maintaining the basic framework for the plan's goals. We will continue Work-Life Integration (WLI) training for managers to learn a management approach that will empower a diverse range of human resources, and training of managerial candidates to encourage the appointment of female managers, a mentoring system for female workers, and post-childcare training for early return to work.

In FY2021, we created online networking opportunities for employees on childcare leave to communicate with each other.

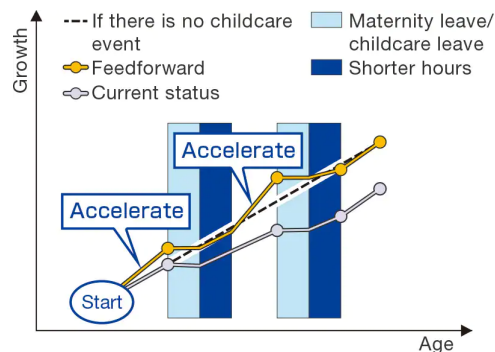
Since April 2020, we started a special leave scheme through which employees can continue working while receiving treatment for cancer, long-term

illnesses, fertility, etc. to optimize their work-life integration (WLI).

In March 2021, we held an internal event on International Women's Day. The event was opened with a message from the President and followed by an online town hall meeting presented by the CAO and the HR Executive Officer, lectures by external experts and role models from within our Companies. The event succeeded in promoting a culture that embraces diverse human resources.

We support the career development of women by taking the "feed forward" approach through which we offer opportunities to plan goals and work tasks in advance of assumed future life events.

Concept of Feedforward



Employer Action Plan Based on the Next-Generation Act

Olympus has formulated a general business operator action plan based on the Act on Advancement of Measures to Support Raising Next- Generation Children (Next-Generation Act). We revised the Plan in April 2021.

We are building a working environment that supports employees' child caring by expanding eligibility for the work-at-home system to all full-time employees and establishing childcare facilities in our business sites. Our nursery established in Shirakawa Facility in September 2018 was the first of its kind built in a production site in Japan. In June 2020, we built another nursery in Hachioji Facility, in which the highest number of our employees are working. In this way, we proactively provide work-life integration support to enable our employees to fulfill both work and child caring commitments.

We also offer the same type of support to working parents in subsidiaries outside Japan, such as through the Olympus America Child Care Center in Pennsylvania, U.S.

Fukushima Prefecture in Japan hosts the Ikuboss Declaration program, to which companies can register themselves to encourage their managers to pay attention to the work-life balance of their staff members. Aizu Olympus and Shirakawa Olympus, both located in the prefecture, are registered with the program.

* Ikuboss refers to a manager who considers their staff members' work-life balance and provides the necessary support, playing the role as a model work-life balancer while at the same time generating successful business results in the organization.

> [General Business Operator Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children \(Only in Japanese\)](#)



Support for Childcare and Work

At Olympus, employees can take maternity and childcare leave and nursing care leave (by the day and hour) and be exempt from overtime work as laid down by the law. Shorter working hours also apply to employees with a child older than three years, which is for longer than the law specifies. A lump-sum allowance for childbirth is provided by the Health Insurance Association for female employees who give birth and male employees whose spouses give birth and who are dependents on their health insurance.

We are working to support the balance between work and child care in the following ways.

Kurumin

Of the companies that formulate action plans under the Act on Advancement of Measures to Support Raising Next-Generation Children (Next-Generation Act), those that achieve the targets specified in those action plans and meet certain standards may apply to be recognized as companies that support the raising of children and receive Kurumin certification from the Minister of Health, Labour and Welfare.

To date, Olympus and its Japan subsidiaries has developed action plans to implement the Act on Advancement of Measures to Support Raising Next-

Generation Children. Olympus obtained Kurumin certification in 2016 and 2019 from the Minister of Health, Labour and Welfare. Olympus Terumo Biomaterials Corporation got Kurumin certification in 2018, and Olympus Medical Science Sales got it in 2020.



Eruboshi

Of the companies that formulate action plans under the Act on the Promotion and Advancement of Women, those that achieve the targets specified in those action plans and meet certain standards may apply to be recognized as good companies that implement measures for promotion and advancement of women and receive Eruboshi certification from the Minister of Health, Labour and Welfare.

In 2019, Olympus received Eruboshi certification at the highest grade 3 from the Minister of Health, Labour and Welfare.



Employer Action Plan Based on the Act on the Promotion of Women

Olympus and its Japan subsidiaries have formulated a general business operator action plan based on the Act on the Promotion of Women's Participation and Advancement in the Workplace (Act on the Promotion and Advancement of Women), which was adopted in August 2015.

The number of female managers is increasing thanks to the expanding a mentor program for female workers and continuing provision of training programs to develop female leaders. To date, our efforts to promote women include introducing nurseries in the Shirakawa and Hachioji Facilities, expansion of the scope for teleworking and shorter working hours for childcare, and the introduction of a special leave scheme in April 2020 for long-term medical treatment, including fertility treatment. Implementation of the work-life balance systems are also steadily progressing through the creation of a database to exchange company information to retain their career connections while on childcare leave and so on.

The female employment rate is also increasing by focusing on women candidates in our recruitment campaigns and by holding job fair presentations for women candidates.

➤ [General Business Operator Action Plan Based on the Act on the Promotion and Advancement of Women \(Only in Japanese\)](#) ■

Contributing to Medical Development

Physician Training in Developing Countries

Olympus endoscopes for diagnosis and treatment are contributing to the health and well-being of people in regions such as developing countries in Asia, where cancer and other lifestyle diseases due to rapid economic growth are raising the need for urgent measures.

Olympus is demonstrating its corporate citizenship activities by working with Japanese international-cooperation organizations and academic societies to help train doctors in endoscopy and related medical technologies and services from Japan.

Olympus-supported training in Thailand, Indonesia, Vietnam and other countries is raising health standards and contributing to healthier and more fulfilling lives.



Contributing to Medical Development

Participating in the Medical Industry Organizations

As a global medtech company, Olympus participates in medical industry groups in each country and region and contributes to the development of the medical industry. Membership fees are set for each group according to the company size and the business scale.

Name of the organization	Membership fee payment		
	FY2019	FY2020	FY2021
Medical Excellence JAPAN	¥1,500,000	¥1,500,000	¥1,500,000
Advanced Medical Technology Association (AdvaMed)	US\$566,595	US\$591,440	US\$590,262
Medical Alley Association	US\$7,500	US\$7,500	US\$8,000
Medtech Europe	134,354 €	119,533 €	122,000 €
The Asia Pacific Medical Technology Association (APACMed)	US\$40,000	US\$50,000	US\$50,000
Japan Electronics and Information Technology Industries Association *Total delivery from company-wide	¥9,396,000	¥8,004,960	¥9,694,300
Japan Medical-Optical Equipment Industrial Association	¥3,575,550	¥3,575,550	¥3,650,350
Medical Technology Association of Japan	¥1,200,000	¥1,200,000	¥1,700,000
Japan Association for the Advancement of Medical Equipment	¥444,000	¥444,000	¥444,000
Japan Association of Medical Devices Industries	¥400,000	¥400,000	¥410,000
The Japan Federation of Medical Devices Associations	¥300,000	¥300,000	¥300,000

Social Impact Assessment (Cancer Awareness)

Olympus group global cancer awareness activity

As a leading global medical technology company with key products in the field of gastric and colorectal cancer screening, detection and treatment, the Olympus Group bears a great social responsibility. It takes more than our innovative products to fulfill our Purpose to make people's lives healthier and more fulfilling.

At the Olympus Group, we address relevant social issues by promoting impactful cancer awareness activities that generate outcomes for beneficiaries such as public citizen like potential cancer patient and nonprofit partners on a global scale.

We, the Olympus Group, also conduct internal awareness campaigns for employees.

Accordingly, our cancer awareness activities contribute to a positive social change in the area of healthcare with the aim of improving the awareness and knowledge of prevention and early detection of cancer amongst our communities and employees.

In addition to raising awareness about cancer, we also focus on wellness activities that comfort cancer patients and their families during the healing process.

Introduction of logic model (Cancer Awareness)

The Olympus Group Cancer Awareness activity is implemented in accordance with the following logic model, which would give the maximum benefits to stakeholders.

[Introduction of logic model \(Cancer Awareness\) \(PDF: 586.4KB\)](#)

FY2021 result

The Olympus Group conducted following activities in FY2021, under the newly developing situations by COVID-19, which restricted its capacity and opportunity world widely.

Region	Cancer Awareness	Youth Education
Japan	3	5
Americas	8	1
EMEA	4	-
China	2	2
Korea	7	-

[Japan](#)

[Americas](#)

[EMEA \(Europe, Middle East & Africa\)](#)

[China](#)

[Australia & New Zealand](#)

[Korea](#)

Promoting cancer awareness activities to improve the rate of gastric and colorectal cancer screenings in collaboration with health administration and NPOs

The Olympus Group supports the improvement of the rate of gastric cancer screening and colorectal cancer screening to reduce the number of people who lose their lives from cancer by early detection and treatment of cancer. Our goal is to have many citizens have the right knowledge of cancer, get many people to check for cancer on a regular basis for early detection and treatment of cancer, and have people with suspected cancer have a detailed cancer examination. In Japan, public health care administrations conduct public cancer screening for citizens. We enclose a leaflet prepared by the Olympus Group to educate the public about endoscopic examinations, when the medical administrations send a guidance on cancer screening to citizens. To raise awareness of colorectal cancer screening, we support activities conducted by the Brave Circle Steering Committee, an NPO, and sponsor the Colorectal Cancer Awareness Campaign. To understand why the general public receives cancer screening and detailed examinations, and why they do not, we conduct an awareness survey throughout Japan. The cancer prevention awareness website "Onaka-Kenko.com" is used to educate people about the importance of early detection and treatment of cancer. By publishing the results of the analysis of the survey, we are implementing initiatives to make them useful to people involved in cancer countermeasures.



Colon Cave



Endoscope Hands-on

Americas

Promoting colorectal cancer awareness activities across the Americas

Olympus Corporation of the Americas (OCA) implements activities during National Colorectal Cancer Awareness Month in March and throughout the year that are dedicated to raising awareness internally and externally about colorectal cancer and the Olympus Group's commitment to prevention detection and treatment. Our goal is for employees to understand the Olympus Group's role in combating colorectal cancer and drive awareness amongst the public to understand the importance of early detection and know the national recommended screening age. We are dedicated to raising awareness about colorectal cancer and promoting prevention, detection, and treatment. We provide our employees and the public with education about preventative measures, diagnostic screenings, and life-saving procedures. Through key partnerships, we support organizations that are on the frontline of combating colorectal cancer and providing access to underserved communities. Our objectives consist of three impact goals; reduce the number of colorectal cancer deaths, raise general awareness about colorectal cancer and screening and increase employee engagement in support of this cause.



Dress in Blue



TdT Group 2019

EMEA (Europe, Middle East & Africa)

Colorectal cancer prevention initiatives

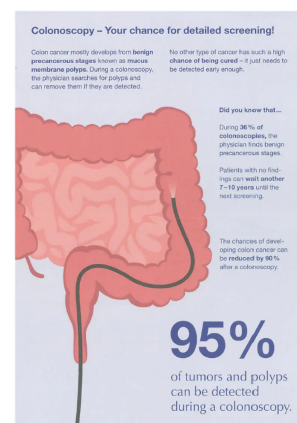
Within the EMEA region, the Olympus Group supports various initiatives to raise awareness about colorectal cancer prevention.

By doing so, the purpose of our initiatives are to raise awareness and draw attention to the importance of information and knowledge on screening and early detection amongst employees. Therefore, OEKG (Olympus Europe SE & Co. KG) regularly provides educational communication and activities for employees as well as invites external keynote speakers to inform and empower employees to actively take care about their own prevention measures. In addition, we offer direct prevention measures to employees as part of our ongoing stool test campaign.

Within our activities we strive for maximal impact for beneficiaries and the society, which is why we cooperate, and support selected Non-Profit-Organizations in order to make a meaningful and effective contribution to beneficiaries, such as young patients affected and suffering by cancer.



Leaflet for employees



Leaflet for employees

Stomach Care Month -- the cancer awareness project in China

The purpose of the project is to raise the public awareness of early gastrointestinal cancer screening, and to increase the endoscopy rate in China.

The Stomach Care Month campaign was started in 2010 and held from November to January, annually. We have carried out various activities to promote the knowledge of early gastrointestinal cancer prevention and treatment to the public and reduce their fear of endoscopy. Activities include lectures (online and offline), roadshow, media promotion, materials, etc.

Those activities intend to provide knowledge and information to people. To make them understand the importance of early cancer screening and let them go for endoscopy actually.

The target groups we want to promote are divided as internal and external: employees and the public. Different approaches are adopted to reach the internal and external outcomes.



Launching event



Educational video

Australia & New Zealand

Various cancer awareness activities

OAZ (Olympus Australia Pty Ltd. and Olympus New Zealand Limited) has undertaken several varying activities in an effort to raise awareness pertaining to cancer. By partnering with established NGOs including not-for-profit organizations, OAZ has four key initiatives.

The first is to increase community awareness. The second initiative is to provide aid - financially or equipment to aid NGO's campaigns. The third is to provide professional education opportunities to developing countries by supporting with the Australia & New Zealand Gastroenterology International Training Association (ANZGITA). And the last one is to create public education opportunities.

By partaking in these activities, OAZ hopes that there will be three broader outcomes:

1. An increase in Cancer Recognition
2. Improved interaction with local communities
3. Improvement in patient care in developing countries

We feel that these outcomes will naturally lead to future positive impacts in our greater community.



Evelyn's Morning Tea



Operation Ouch 2020

Running the 'going on' campaign to support cancer patients

Despite the increase of the cancer survival rate (70.4%, domestic cancer survival rate) with an early cancer screening and development of treatment technology, our society has not yet embraced cancer patients and survivors. OKR (Olympus Korea Co. Ltd.) developed and runs the 'Going-on' campaign which is designed to support their successful return to society. The campaign name implies that their beautiful lives will continue even after cancer diagnosis. There are several programs to support cancer survivors in the 'Going-on' campaign.

For example, 'Going-on Studio' is a video content training program which is conducted for cancer patients, provides educational opportunity to learn video planning, filming and editing skills.

'OLYM# Concert' is a special concert to improve emotional stability and quality of life of cancer survivors and their families by providing opportunities for enjoying culture and arts.

'Going-on' campaign consists of many other programs, such as 'Going-on Talk', 'Going-on Harmony', 'Going-on Diary' and 'Going-on Walk', which is an employee participation program.

The purpose of the 'Going-on' campaign is to improve the mental health and quality of life of cancer survivors through meaningful CSR activities. As time progresses, we will look to implement additional programs to further support those diagnosed with cancer.



Going-on Studio



Going-on YouTube

Corporate Philosophy

All of our activities are based on our corporate philosophy, which consists of Our Purpose and Our Core Values.

OUR PURPOSE Making people's lives healthier, safer and more fulfilling



Our Purpose

Making people's lives healthier, safer and more fulfilling

Supporting cutting-edge medical procedures and scientific discoveries. Helping make people feel safer and more secure. Through our business activities, we aim to contribute to global society by making these things happen. This is the purpose of our existence.

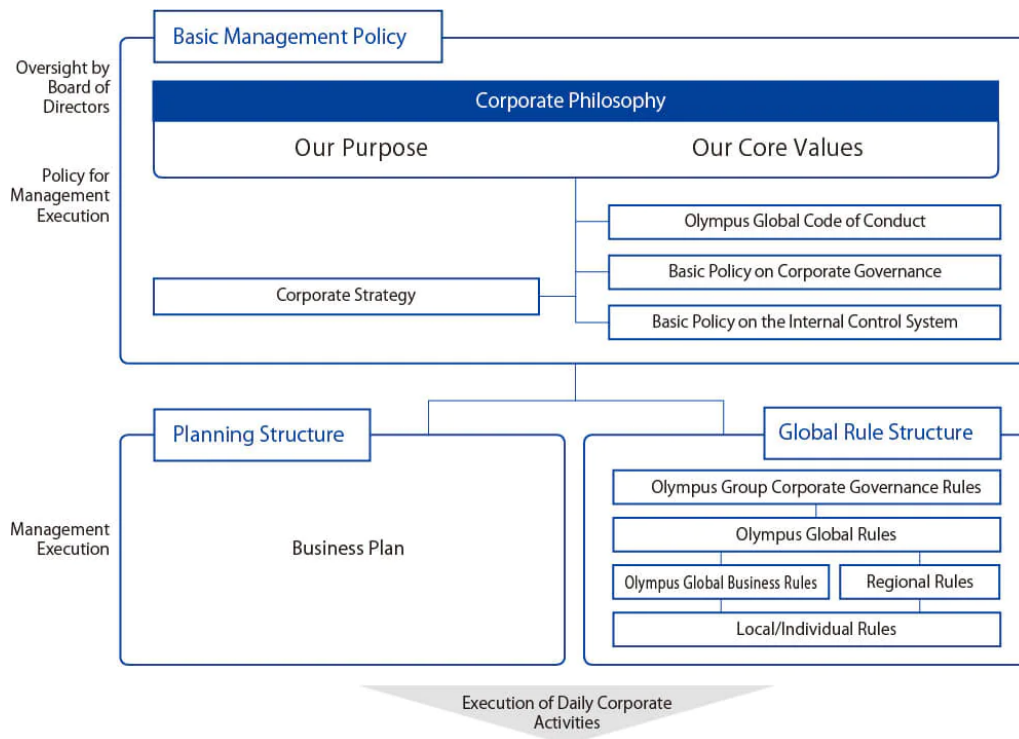
Our Core Values

Integrity, Empathy, Long-term View, Agility, and Unity

These values are shared among all global Olympus employees and are reflected in everything we do at Olympus. They are the very values that will let us realize Our Purpose.

Framework of Corporate Philosophy

The Olympus Group specifies the Basic Management Policies within the Framework of Corporate Philosophy, positioning its Corporate Philosophy at the top. The concrete guidelines for business execution are then compiled into two structures: Planning and Global Rules.



Related link

- > [Corporate Philosophy](#)
- > [Corporate Strategy](#)
- > [Olympus Global Code of Conduct](#)
- > [Basic Policy on Corporate Governance \(PDF: 82.8KB\)](#)
- > [Basic Policy on the Internal Control System](#)

Corporate Governance

➤ Basic Policy for Corporate Governance (PDF: 82.8KB)

The Olympus Group has created the basic policy for Corporate Governance based on the principals of Japan's Corporate Governance Code.

➤ Corporate Governance Report (As of June 24, 2021) (PDF: 1.4MB)

The Olympus Group submits a compilation of our corporate governance situation the "Corporate Governance Report" to the Tokyo Stock Exchange.

➤ Corporate Governance Structure

Find out our Corporate Governance Structure to ensure sound management including the makeup of the board and the roles of outside directors

➤ Board of Directors

Find out the reasons for appointments of outside directors, as well as the efforts to ensure robust audit and supervisory functions and the overview of the results of the evaluation of the Board Effectiveness.

➤ Internal Control System

Read our basic policy for internal controls which enhances effectiveness and efficiency of operations and the reliability of financial reporting by the company and its subsidiaries.

➤ Olympus Group Tax Policy

Find out our Group Tax Policy based on the principles of how Olympus people are expected to operate with respect to tax matters.

Last updated: June 24, 2021

Olympus Corporation

Director, Representative Executive Officer, President and CEO, Yasuo Takeuchi

Contact for inquiries: Investor Relations, Vice President, Takaaki Sakurai

Securities Code: 7733

<https://www.olympus-global.com/>

The status of corporate governance of the Company is as set out below.

I Basic concepts of corporate governance, capital structure, corporate attributes, and other basic information

1. Basic concepts

The Company has formulated basic concepts and policies concerning corporate governance in the “Basic Policy on Corporate Governance” set forth below.

[Basic Policy on Corporate Governance]

Our Corporate Philosophy

All our activities are based on our Corporate Philosophy, “Making people’s lives healthier, safer and more fulfilling.” Following this philosophy, we aim to improve our company’s continuous development and mid- and long-term corporate value for all stakeholders, including shareholders.

Basic Concepts Regarding Corporate Governance

Based on our fiduciary responsibility to shareholders and our responsibility to stakeholders including clients, employees and local communities, etc. as well as the above Corporate Philosophy, our company has implemented basically the principles of the Corporate Governance Code and developed this policy with the aim of realizing effective corporate governance.

1. Securing Shareholders’ Rights and Equality

(1) Our company respects shareholders’ rights and secures their substantial equality.

(2) Our company takes appropriate steps to improve the environment pertaining to the exercise of rights at the general meeting of shareholders.

(3) If it is judged that listed shares will contribute to the improvement of our group’s corporate value in the mid- to long-term, then, upon verifying the economic rationality and the future prospects for the mid- to long-term, our company will hold the listed shares. Every year, the Board of Directors will verify the suitability of ownership considering comprehensively the purpose of holding, the benefits associated with holding and the risks, and gradually reduce shares that we judged not to be suitable for possession. In order to exercise shareholders’ rights regarding policy shareholdings, our company will exercise its voting rights on all agenda items, and from the viewpoint of improving the mid- to long-term corporate value of an enterprise issuing such shares, will consider said enterprise’s financial condition and decide appropriately about whether to approve or disapprove each agenda item.

(4) In the case of conducting related party transactions, our company and its subsidiaries are required to obtain the approval of the Board of Directors of each company in accordance with the “Job Authority Rules” and any other related rules. Its subsidiaries are required to report to our company after obtaining approval from the regional headquarters.

2. Cooperation with Stakeholders other than Shareholders

Under our Corporate Philosophy, “Making people’s lives healthier, safer and more fulfilling,” our company endeavors to cooperate as appropriate with various stakeholders including employees, clients, business connections, creditors and local communities.

Our company will present its values regarding appropriate cooperation with stakeholders, respect for their interests, and ethics for sound business activities, and stipulate and implement a code of conduct to be complied with by such members. Specifically, we have formulated the “Corporate Philosophy”, “Our Behaviors” and the “Olympus Global Code of Conduct” as a code of conduct for all groups, and have widely disseminated them among all officers and employees who belong to our company groups.

As a supervisor responsible for compliance-related matters, we have appointed a Chief Compliance Officer (CCO). Furthermore, we have established a global contact desk which can be available 24 hours a day in multiple languages for any employees and external stakeholders in addition to local internal compliance-related reporting system in each region. We reports the status of use thereof to the Audit Committee regularly and to the Board of Directors as necessary.

3. Complete Information Disclosure and Secured Transparency

Under the basic concept for all corporate activities, our Corporate Philosophy, “Making people’s lives healthier, safer and more fulfilling,” our company will disclose corporate information, such as management policy, financial condition, status of business activities and CSR activities in a fair, timely, appropriate and active manner for the purpose of obtaining all stakeholders’ correct understanding and trust.

4. Responsibility of the Board of Directors, etc.

(1) Role of the Board of Directors

The Board of Directors determines basic management policy, matters related to the internal control system, and other important matters, and supervises directors and executive officers, in the execution of their duties.

(2) Qualification of Directors

Having high ethical standards as well as the experience, knowledge and ability required to create mid- to long-term corporate value, our directors spend a sufficient amount of time for the Board of Directors in order to fulfill their own obligations and responsibilities.

(3) Diversity of the Board of Directors

Our company considers the diversity of the composition of the Board of Directors in terms of experience, knowledge and ability, etc. regardless of nationality, race, and gender.

(4) Scale of the Board of Directors

Based on our group’s scale and business lines, we maintain an appropriate number of members, 15 or fewer persons, as stipulated in the Articles of Incorporation, in order to effectively and efficiently exercise the functions of the Board of Directors.

(5) Independent Outside Director

From the viewpoint of increasing the supervisory functions of the Board of Directors, more than half of the directors are independent outside directors. The independence standards are set forth by the Nominating Committee.

(6) Chairman of the Board of Directors

For the purpose of securing the separation of executive and supervisory function, an independent outside director serves as the chairman of the Board of Directors.

(7) Committees for Nomination, Compensation and Audit

The Board of Directors shall set up a Nominating Committee, Compensation Committee and Audit Committee.

[Nominating Committee]

- The Nominating Committee shall deliberate matters related to human resources at the director and executive officer level, and shall determine the content of proposals submitted to the general meeting of shareholders in relation to the appointment and dismissal of directors.
- The Nominating Committee consists of three or more committee members selected from among the directors by the Board of Directors, and independent outside directors constitute the absolute majority thereof. An independent outside director serves as the chairman.

[Compensation Committee]

- The Compensation Committee shall deliberate matters related to compensation of directors and executive officers, and prescribe policy in relation to determining the details of compensation, etc. for individuals, and in accordance with the policy, determine the contents of compensation, etc. for individuals.
- The Compensation Committee consists of three or more committee members selected from among the directors by the Board of Directors, and independent outside directors constitute the absolute majority thereof. An independent outside director serves as the chairman.

[Audit Committee]

- The Audit Committee shall carry out the following duties.
 - 1) Auditing the execution of duties by executive officers and directors, and creating audit reports
 - 2) Determining the content of proposals relating to the appointment, dismissal and non-reappointment of accounting auditors
 - 3) Other duties prescribed by law or by the Articles of Incorporation, and other matters recognized as necessary by the Audit Committee
- The Audit Committee shall consist of at least three individuals selected from among the directors by the Board of Directors, of whom more than half shall be independent outside directors. The chairman of the committee shall be an independent outside director. Moreover, at least one member shall be an individual who possesses extensive knowledge related to financial and accounting.

(8) Appointment Process of the Directors

The Nominating Committee shall deliberate director candidates while making reference to the selection criteria, hold interviews, and determine the content of proposals submitted to the general meeting of shareholders in relation to the appointment and dismissal of directors.

(9) Fostering and Deciding the CEO's Successor

The Nominating Committee establishes a succession plan for the CEO, and reviews it periodically.

As for determining the successor, the Nominating Committee discusses whether the candidates, including outside candidates, have qualifications that are suitable for the President, and provides opinions and advice to the Board of Directors. Thereafter, the successor is decided by the Board of Directors.

(10) Compensation System

Regarding officers' compensation (directors and executive officers), the basic policy is to provide compensation that is suited to their duties, and to increase the awareness among the officers in order to: "Meet expectations of various stakeholders including shareholders by aiming to maximize corporate values." Based on said policy, the Compensation Committee focuses on appropriately setting the compensation ratio linked to short and mid- and long-term performance, and decides officers' compensation.

(11) Management of the Board of Directors Meeting

For the purpose of deciding on important matters and supervising business operations, agenda items for, time of, and the frequency of holding the Board of Directors meeting are set in order to facilitate necessary and sufficient discussion. In order to facilitate constructive discussions and the exchange of opinions at the Board of Directors meeting, materials are previously sent regarding matters to be discussed and matters to be reported at the Board of Directors meeting in consideration of the time required for the attendees to prepare for the Board of Directors meeting. Moreover, the Board of Directors meeting schedule and expected agenda items are prepared in advance.

(12) Assembly for Outside Directors Only

Aiming at information exchange and knowledge sharing, our company will hold an assembly for only outside directors as needed.

(13) Evaluation of the Board of Directors Meeting

Every year, the effectiveness of the Board of Directors is analyzed and evaluated including a third party's perspectives, and an overview of the evaluation result is released.

(14) Information Acquisition and Support System

- Our company endeavors to actively provide the directors with information helpful for effectively fulfilling their roles and duties.
- The outside directors of the Company may, whenever deemed necessary or appropriate, request an explanation or report from internal directors, executive officers or employees, or request the submission of internal materials.
- Our company shall set up an office provided with suitable personnel, etc., so that the Nominating Committee, Compensation Committee, Audit Committee and any other committees can execute their duties appropriately.

(15) Improvement through Study of the Directors

The directors endeavor to improve themselves including by acquiring and updating, etc. their knowledge in order to fulfill their roles and duties. Our company provides newly-appointed outside directors with various programs for acquiring knowledge concerning our company, including tours to our company's business office and factory, as well as study groups on our business, etc.

5. Interaction with Shareholders

For the purpose of our company's continuous development and improvement of mid- to long-term corporate value, the Board of Directors have stipulated and announced the Policy for Improving the System and Initiatives for Promoting Constructive Interactions with Shareholders.

Policy for Improving the System and Initiatives for Promoting Constructive Interactions with Shareholders

1) Basic Policy

For the purpose of our company's continuous development and improvement of mid- to long-term corporate value, our company, centering on the CEO and the CFO, actively conducts constructive interactions with shareholders. The IR function assists such initiatives through internal information exchange and improving the system for providing shareholders' opinions as feedback, etc. to the upper management team.

2) Policy for Interactions by the CEO and CFO

The President and the financial officer play a central role in conducting overall interactions with shareholders toward the realization of constructive interactions. Specifically, the CEO and the CFO will proactively establish opportunities for direct interactions with shareholders by conducting the following in addition to individual interviews with shareholders: briefing sessions for every quarterly settlement, small meetings, telephone conferences with overseas investors, domestic and international road shows on a regular basis, and participation in conferences held by securities firms, etc.

3) Policy for IR Activities by the IR Function

By putting the IR function in charge of IR activities, our company actively implements IR activities toward solid interactions with shareholders. Specifically, in addition to conducting individual interviews at any time as requested by shareholders, our company will regularly implement IR events, such as briefing sessions for individual investors and facility tours. Moreover, we will actively provide information to shareholders through the website, integrated reports, business reports for shareholders and the Convocation of the General Meeting of Shareholders, etc.

4) Policy for Internal Information Exchange by the IR Function

The IR function, as needed, exchanges information with the Corporate Strategy and Planning, Internal Control, the Treasury, the Accounting, and the Legal Affairs functions etc. on a daily basis, and establishes a project team if necessary, in order to build a coordinated collaboration system. Moreover, the IR function reports shareholders' opinions and concerns obtained from interactions with shareholders centering on institutional investors at the Group Executive Committee as well as the Board of Directors meeting, if necessary. Thereafter, the contents of such opinions and concerns will be discussed.

5) Policy for Insider Information Management when Interacting with Shareholders

In accordance with the "Regulations for Insider Trading Prevention," insider information is strictly managed. When interacting with shareholders, the IR function issues a reminder to the person in charge of the interaction, thereby preventing the divulgence of insider information.

6) Revision and Abolition of this Policy

Revision and abolition of this Policy shall be subject to a resolution of the Board of Directors.

[Disclosure based on the principles of the Corporate Governance Code] Updated

[Principle 1-4 Policy shareholdings]

- In line with the Company's "Basic Policy on Corporate Governance," the Board of Directors specifically gives comprehensive consideration to the benefits and risks of its holdings, verifying the necessity of holdings for each individual issue, and sells shares which are not reasonable to hold. As of the end of March 2016 the Company held 64 issues worth 68 billion yen. This was reduced to 57 issues worth 27.9 billion yen at the end of March 2017, 48 issues worth 26.9 billion yen by the end of March 2018, 37 issues worth 18.9 billion yen at the end of March 2019, 29 issues worth 14.5 billion yen at the end of March 2020 and further decreased to 18 issues worth 10.4 billion yen at the end of March 2021.
- Details of shares held by the Company have been disclosed in annual securities reports, for your reference.
Annual Securities Report For the Fiscal Year Ended March 31, 2021 (from April 1, 2020 to March 31, 2021)
<https://www.olympus.co.jp/ir/data/pdf/annual153PA.pdf>
- If a company that holds the Company's shares as policy shareholdings other than pure investment makes an offer to sell, etc., the sale cannot be prohibited.
- The Company's policy regarding possession of listed shares as a policy measure and the criteria for exercise of voting rights for such policy shareholdings is stated in 1.-(3) of the "Basic Policy on Corporate Governance," for your reference.

[Principle 1-7 Related party transactions]

Information concerning the framework of procedures when the Company and the Company's subsidiaries conduct transactions with related parties is stated in 1.-(4) of the "Basic Policy on Corporate Governance," for your reference.

[Principle 2-6 Exercising the functions of corporate pension asset owners]

Regarding the corporate pension fund of the Company, the Asset Management Committee, which is charged with deliberations and proposals concerning the investment management of pension assets, submits proposal to various conference bodies, such as the Governing Board and the Representatives Committee, where proposals are deliberated upon and after verification of the appropriateness thereof executed by the Olympus corporate pension fund.

The Olympus corporate pension fund is subject to investment trust and pension insurance arrangements in accordance with policies and portfolios approved by the Asset Management Committee and the Representatives Committee. The actual fund management is mandated to a financial institution, with the investment status including stewardship activities being subject to quarterly monitoring in regular operations briefing sessions. The Asset Management Committee and the Representatives Committee consist of persons from the fields of human resources, accounting, and finance who have specialist expertise in the subject functions, as well as employee representatives, forming a framework capable of verifying the sound operations of the pension funds from the perspectives of professional expertise and beneficiary protection.

[Principle 3-1 Complete information disclosure]

In addition to appropriate disclosure based on laws and regulations, the Company voluntarily disseminates the following information in order to ensure transparency and fairness in decision-making and to realize effective corporate governance.

(1) Corporate Philosophy and Corporate Strategy

• Corporate Philosophy

Employing the concept of responding to fundamental requests for health, safety and fulfillment from people around the world and society and widely contributing to society through its business activities as "Meaning of our existence," its Corporate Philosophy, the Group restates the concept as "Making people's lives healthier, safer and more fulfilling," and all its activities are based on this philosophy.

• Corporate Strategy

As announced in January 2019, aiming to develop itself as a truly global medtech company while reaching a milestone of the centennial anniversary of the foundation, the Company developed a transformation plan "Transform Olympus," and has striven to establish a foundation that ensures sustainable growth of the Group as a truly global medtech company by carrying out activities such as 1. establishing centralized global group management, 2. globally integrating human resources management, 3. optimizing and simplifying medical device business "Transform Medical," 4. diversifying the Board of Directors, and 5. migrating to a company with Nominating Committee, etc. In November 2019, the Company also developed a medium- to long-term Corporate Strategy as the first step of developing itself as a truly global medtech company and for the purposes of fostering a more competitive corporate culture that encourages high performance and creating value for customers under the Company's Corporate Philosophy

“Making people’s lives healthier, safer and more fulfilling.”

The Company’s strategic aspiration in this Corporate Strategy is to “become a globally-leading medtech company contributing to people’s health around the world through innovative value that benefits customers, such as patients and healthcare professionals, medical institutions and the medical economy,” and the Company has stipulated the core components for business growth and enhanced profitability as follows.

1. Selection of and concentration on the corporate portfolio, 2. Strengthening our overwhelming position in Endoscopic Solutions Business, 3. Focus and scale the Therapeutic Solutions Business, 4. Leading the next-generation minimally invasive surgery market

- The Company’s Corporate Philosophy and Corporate Strategy are published on the Company’s website and in integrated reports available for reference.

(2) Basic concepts concerning corporate governance of the Company

- As set out in the above section 1 “Basic concepts,” based on the respective principles of the Corporate Governance Code, the Company has formulated as its “Basic Policy on Corporate Governance” basic concepts and basic policies concerning corporate governance, which are available for reference.

(3) Compensation of directors and executive officers

- At the Company, the compensation of directors is determined by the Compensation Committee, which is chaired by an independent outside director and whose members consist in the majority of independent outside directors. The Compensation Committee holds deliberations on the linkage with short-term and medium-term business results in relation to the performance-linked compensation element, including the composition of bonuses and compensation in stocks, and conducts reviews each time the Corporate Strategy is rolled forward.

The compensations of senior management members (meaning executive officers concurrently serving as directors; the same applies in the following.) are as stated above.

(4) Election of directors and executive officers

- At the Company, proposals for director candidate elections and dismissals are determined by the Nominating Committee, which is chaired by an independent outside director and whose members consist in the majority of independent outside directors, after it is discussed whether the candidate has experience, insight, etc. appropriate for directors. In addition, elections of executive corporate officers are determined by the Board of Directors after the Nominating Committee discusses whether the candidate has experience, insight, etc. appropriate for executive officers and develops proposals for elections. Elections of senior corporate officers are determined through interviews attended by the president and outside directors of the Nominating Committee.

(5) The reasons for the election of each director

- The reasons for the election of each director and skill matrix are described in the reference documentation to proposals for the election of directors, which is part of the convocation notice of the general meeting of shareholders and this report (II. Business management organization and other corporate governance structures related to business decisions, execution, and supervision, 1. Matters pertaining to organ structure and organization management, etc. and Directors Skills Matrix).

Notice Regarding the Convocation of the General Meeting of Shareholders For the Fiscal Year Ended March 31, 2021 (from April 1, 2020 to March 31, 2021)

https://www.olympus-global.com/ir/stock/pdf/meeting153p_02.pdf

[Supplementary principle 4-1-1 Scope of delegation to the management team]

Based on the Company’s policy of segregation of business execution and supervision, matters to be referred to the Board of Directors are set forth in the Board of Directors Regulations and the Standards for Referrals and Reports to the Board of Directors, respectively determined by the Board of Directors. These matters consist of basic policies of management, including statutory matters and matters set out in the Articles of Incorporation, etc., as well as important matters related to management, such as the Corporate Strategy. The management board executes business operations in accordance with the basic management policies and the Corporate Strategy determined by the Board of Directors.

[Principle 4-9 Qualifications and standards for independent judgments by independent outside directors]

The Board of Directors determines criteria for ensuring the independence of independent outside directors, which are detailed in this report, section II. 1. “Matters pertaining to organ structure and organization management, etc.,” sub-section “Independent officers.” The Nominating Committee, which consists in the majority of independent outside directors, assesses the independence of candidates, thereby ensuring practical effectiveness, and at the same time verifies that the selected candidates can be expected to contribute to the Board of Directors.

[Supplementary principle 4-11-1 Balance, diversity and scale for the Board of Directors, and policies and procedures for election of the Directors]

Balance and diversity for the Board of Directors, and policies and procedures for election of the Directors are stated in the section on “Basic Policy on Corporate Governance,” sub-section “4. Responsibility of the Board of Directors, etc.”

As for the current composition, of 11 directors, eight are independent outside directors. In addition, of 11 directors, three have a citizenship other than Japanese nationality, and one is female. With multiple human resources equipped with abundant experience and insight in corporate management, finance and international business deployment, the board has a composition with consideration for internationality and gender as well.

[Supplementary principle 4-11-2 Situation of concurrent posts for directors and audit & supervisory board members]

Directors’ status as concurrently serving officers of other listed companies is disclosed annually as reference document to the notices regarding the convocation of the general meeting of shareholders, in business reports and in annual securities reports.

Notice Regarding the Convocation of the General Meeting of Shareholders For the Fiscal Year Ended March 31, 2021 (from April 1, 2020 to March 31, 2021)

https://www.olympus-global.com/ir/stock/pdf/meeting153p_02.pdf

[Supplementary principle 4-11-3 Self-evaluation for the Board of Directors]

At the Board of Directors of the Company, an analysis and evaluation of the effectiveness of the Board of Directors overall is annually conducted, including from a third-party perspective. Since 2015, the Company has continuously implemented evaluations, primarily with self-evaluations through a questionnaire, and is sharing problems and promoting improvement to enhance effectiveness. After the transition to a company with Nominating Committee, etc. in 2019, the Company has understood matters for improvement, etc. to further increase the effectiveness of the Board of Directors and individual committees (Nominating Committee, Compensation Committee, and Audit Committee) and been promoting improvement.

[Major initiatives for issues extracted in the effectiveness evaluation of the Board of Directors during the term of office of directors in FY2019]

Initiatives for the Board of Directors and individual committees to further contribute to sustainable growth and increase in medium-to long-term corporate value in order for the Company to develop itself as a truly global medtech company have been complied as follows:

1. Work to further increase the quality of management, and improve the speed of management.
 - (i) Focus on monitoring important strategic issues
 - (ii) To increase effectiveness of the Board of Directors, review how to operate the Board of Directors, selection of issues, and ideal ways and methods of information provision, and promote improvement
 - (iii) Clarify responsibilities and roles of directors and executive officers
2. Realize the optimal composition of directors for the Board of Directors from the standpoints of diversity and continuity.
Develop a necessary matrix of candidates for directors from the viewpoint of “experience,” “insight” and “attributes,” and examine proposals for planned election and dismissal of directors as succession plans.
3. Continuously make operational efforts to realize the best decision making and the further enhancement of Board of Directors’ deliberations.
 - (i) Further strengthen the internal control structure
 - (ii) Implement improvement of the risk management structure and process contributing to monitoring, and progress report

[Overview of the evaluation regarding the effectiveness of the Board of Directors during the term of office of directors in FY2020]
In this effectiveness evaluation, the evaluation of the Board of Directors was made for two main purposes of (a) confirming the direction of improvement of issues in the previous effectiveness evaluation and firmly establishing improvement activities, and (b) reaching an agreement in the Board of Directors on responsibilities to be carried out by the Board of Directors and how to fulfill a monitoring function more effectively for further strengthening of the supervisory function of the Board of Directors based on the Corporate Strategy aiming for continuous development as a global medtech company.

• Evaluation method

The evaluation was conducted for directors and executive officers through a questionnaire concerning the Board of Directors and each committee. Discussions were also held between all directors, and based on the opinions of directors during these discussions, the evaluations were discussed at the Board of Directors. The questionnaire was conducted based on the knowledge of external consultants in order to objectively measure the effects of improvements identified in the previous evaluation of the Board of Directors and to understand how the Board of Directors should monitor those improvements. Based on the results of the questionnaire, discussions were held several times to obtain the frank opinions of each director on the effective monitoring function of the Board of Directors of the Company. External consultants facilitated the discussion to objectively organize the issues and support the discussion. Subsequently, the Board of Directors discussed measures to improve the effectiveness of the Board of Directors based on the analysis results based on the discussions.

• Summary of evaluation results

As a result of the analysis and evaluation, we have confirmed that trust in the execution of the Board of Directors has been fostered and a common understanding has been formed in which the Board of Directors should appropriately expand the delegation of authority to executive officers and further accelerate management decision-making.

Furthermore, the systemic foundation to support effective corporate governance has been secured for the Board of Directors of the Company as a company with Nominating Committee, etc. In addition, in terms of operations, we have also confirmed that substantial efforts have been continuously made to improve the effectiveness of the Board of Directors, such as through prior explanations to outside directors and information sharing and mutual exchange of opinions through meetings of outside directors, and such efforts have been well established. We identified the following responsibilities of the Board of Directors of the Company. “In order to contribute to the enhancement of Olympus’ corporate value through cooperation with the executives, the Board of Directors will: (i) deepen the recognition and insight of the business environment and management issues through constructive discussions with the executive officers; (ii) effectively supervise management decision-making and execution from a strategic and broad perspective; and (iii) support the promotion of strategy for the growth of Olympus as a truly global medtech company.”

• Future initiatives

Based on the aforementioned responsibilities of the Board of Directors and the confirmation on the common recognition of directors in discussions, the Board of Directors of the Company will promote the following initiatives in order to further improve the effectiveness of these initiatives.

I. Going forward, in the execution of the Company’s Corporate Strategy to become a global medtech company, the Company will regard the proposals for product quality, research and development, etc., as a major important issue for the Board of Directors, and continue to promote initiatives to further deepen discussions on such proposals.

II. In light of the fact that it is important for the Board of Directors to understand the reality of the Company’s management, including

the issues of execution, their historic background, and corporate culture, in supervising management, the Board of Directors will strive to organize and present specific issues in relevant agenda items and share the importance, complexity, and broad significance of such issues in order to promote overall understanding, which includes a sensible understanding among the members of the Board of Directors.

III. We will ensure the effective operation of the three committees (Nominating, Compensation and Audit Committees) and strengthen cooperation between the three committees and the entire Board of Directors.

IV. In order to ensure the sustainable operation of the “Board Succession Plan,” the Board of Directors shall clarify the optimum composition (skill matrix) to effectively fulfill its duties, taking into account the management strategy and management issues of the time, and the Nominating Committee shall evaluate and appoint directors in a systematic manner for its realization.

An overview of the evaluation of the Board of Directors is published on the website of the Company.

Board of Directors: <https://www.olympus-global.com/company/governance/board.html>

[Supplementary principle 4-14-2 Training policy for directors and audit & supervisory board members]

With regard to training for directors, the Company’s policy is to support the acquisition of knowledge about the Company by carrying out visits to the Company’s major business bases such as business offices and factories, etc., briefing sessions, and business study sessions in addition to providing opportunities to acquire knowledge about the Company’s Corporate Strategy and corporate governance structure for newly inaugurated directors including outside directors. Additionally, it is a policy of the Company to arrange for, and cover the cost of, external training sessions for directors to acquire basic knowledge necessary for the performance of directors’ duties with a view to deepening directors’ understanding of their roles and responsibilities.

[Principle 5-1 Policy concerning constructive interaction with shareholders]

Policies concerning the creation of frameworks and efforts to promote the constructive interaction with shareholders are described in the section “Basic Policy on Corporate Governance,” sub-section “5. Interaction with Shareholders.”

2. Capital structure

Foreign shareholder ratio

30% or more

[Main shareholders] Updated

Name	Number of shares held (shares)	Ratio (%)
The Master Trust Bank of Japan, Ltd. (trust accounts)	169,323,100	13.17
JP MORGAN CHASE BANK 385632	92,419,874	7.19
Custody Bank of Japan, Ltd. (trust accounts)	73,115,000	5.69
Nippon Life Insurance Company	53,146,472	4.13
SMBC Trust Bank Ltd. (Sumitomo Mitsui Banking Corporation Pension Trust)	45,616,000	3.55
MUFG Bank, Ltd.	43,522,344	3.39
STATE STREET BANK AND TRUST COMPANY 505010	42,787,084	3.33
SSBTC CLIENT OMNIBUS ACCOUNT	33,854,835	2.63
MSCO CUSTOMER SECURITIES	23,495,015	1.83
STATE STREET BANK WEST CLIENT - TREATY 505234	18,376,712	1.43

Controlling shareholders (excluding parent company)

— — — —

Parent company

None

Supplementary information

— — — —

3. Corporate attributes

Listed Stock Market and Market Section	Tokyo Stock Exchange First Section
Fiscal Year-End	March
Industry type	Precision instruments
Number of group employees at the end of the previous fiscal year	1,000 or more
Consolidated sales in the previous fiscal year	100 billion yen to under 1 trillion yen
Number of consolidated subsidiaries at the end of the previous fiscal year Updated	100 to 299

4. Guidance on measures to protect minority shareholders when conducting transactions with controlling shareholders

— — —

5. Other special circumstances that may have significant impact on corporate governance

— — —

II Business management organization and other corporate governance structures related to business decisions, execution, and supervision

1. Matters pertaining to organ structure and organization management, etc.

Organizational form	A company with Nominating Committee, etc.
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[Directors]

Number of directors pursuant to the Articles of Incorporation	15
Tenures of directors pursuant to the Articles of Incorporation	1 year
Chairman of the Board of Directors	Outside directors
Number of directors Updated	11

[Outside Directors]

Number of outside directors Updated	8
Number of outside directors designated independent officers Updated	8

Company relationships (1) Updated	
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Name	Attribute	Relationship with the Company*											
		a	b	c	d	e	f	g	h	i	j	k	
Sumitaka Fujita	From another company												
Susumu Kaminaga	From another company												
Tetsuo Iwamura	From another company												
Yasumasa Masuda	From another company												
Atsushi Iwasaki	From another company												
David Robert Hale	From another company							△					
Jimmy C. Beasley	From another company												
Sachiko Ichikawa	From another company												

* Item selection concerning relationship with the Company

* Marked “○” if recently or currently applicable to the person in question and marked “△” if previously applicable.

* Marked “●” if recently or currently applicable to a relative in question and marked “▲” if previously applicable.

a Business executive of a listed company or its subsidiary

b Business executive or non-executive director of a listed company’s parent

c Business executive of a listed company’s affiliate or subsidiary

d Person whose main transaction counterparty is a listed company or a business executive thereof

e Main transaction counterparty of a listed company or a business executive thereof

f Consultant, accounting expert, or legal expert deriving from a listed company large financial gains or other property (other than officers’ remuneration)

g Main shareholder of a listed company (if that shareholder is a corporation, a business executive thereof)

h Business executive (only the person in question) of a transaction counterparty of a listed company (other than items d, e, and f)

i Business executive of an entity in a relationship of mutual employment as outside officers (only the person in question)

j Business executive of a recipient of a donation from a listed company (only the person in question)

k Other

Name	Committee affiliation			Independent officer	Supplementary explanation concerning applicable items	Reasons for appointment
	Nominating Committee	Compensation Committee	Audit Committee			
Sumitaka Fujita	○			○	There is no fact that falls under attribute information.	Mr. Sumitaka Fujita has extensive experience and diverse knowledge as a business manager at ITOCHU Corporation. He also possesses a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company through his experience as an Outside Director and Outside Auditor at other companies and his experience as the Chairman of the Japan Association for Chief Finance Officers. Since Mr. Fujita took the post of Outside Director of the Company in April 2012, he has been giving guidance/advice to the business management of the Company at the Board of Directors. In addition, he contributed to the development of a transparent director compensation system as the Chairman of the Compensation Committee which was established voluntarily. Since June 2018, he has been leading the Board of Directors as the Chairman of the Board of Directors of the Company. Furthermore, after the transition to a company with Nominating Committee, etc., in June 2019, he facilitated decisions of contents of an agenda item to elect directors as the Chairman of the Nominating Committee in addition to the supervision of the business execution of the Company at the Board of Directors. The Company expects that Outside Directors will supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has determined that he is an indispensable person for the composition of the Board of Directors and nominated him. The appointed person meets the independence criteria and is therefore designated as an independent officer.
Susumu Kaminaga		○		○	There is no fact that falls under attribute information.	Mr. Susumu Kaminaga has extensive experience and diverse knowledge as a business manager at Sumitomo Precision Products, Co., Ltd. in addition to his long experience in global business development in advanced technology fields. In addition, through his experience as an Outside Director at other companies, he possesses a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company. Since Mr. Kaminaga took the post of Outside Director of the Company in June 2016, he has been giving guidance/advice to the business management of the Company at the Board of Directors and the Compliance Committee voluntarily established. In addition, he has been serving as a member of the Compensation Committee since June 2017. Since the transition to a Company with Nominating Committee, etc., in June 2019, he has been taking charge of the operation of the Compensation Committee as the Chairman since February 2020 in addition to the supervision of the business execution of the Company at the Board of Directors. The Company expects that Outside Directors will

Name	Committee affiliation			Independent officer	Supplementary explanation concerning applicable items	Reasons for appointment
	Nominating Committee	Compensation Committee	Audit Committee			
						<p>supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has been determined that he is an indispensable person for the composition of the Board of Directors and nominated him.</p> <p>The appointed person meets the independence criteria and is therefore designated as an independent officer.</p>
Tetsuo Iwamura	○	○		○	There is no fact that falls under attribute information.	<p>Mr. Tetsuo Iwamura has an extensive experience and diverse knowledge as a business manager at Honda Motor Co., Ltd. In addition, through his long experience in global expansion in the sales marketing, manufacturing and development field at Honda Motor Co., Ltd., he has a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company. Since Mr. Iwamura took the post of Outside Director of the Company in June 2017, he has been giving guidance/advice to the business management of the Company at the Board of Directors and the Nominating Committee and Compliance Committee voluntarily established. After the transition to a company with Nominating Committee, etc., in June 2019, he facilitated decisions of contents of an agenda item to elect directors as a member of the Nominating Committee in addition to the supervision of the business execution of the Company at the Board of Directors. In addition, since July 2020, he has facilitated decisions regarding executive compensation as a member of the Compensation Committee. The Company expects that Outside Directors will supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has determined that he is an indispensable person for the composition of the Board of Directors and nominated him. The appointed person meets the independence criteria and is therefore designated as an independent officer.</p>
Yasumasa Masuda			○	○	There is no fact that falls under attribute information.	<p>Mr. Yasumasa Masuda has extensive experience and diverse knowledge as a business manager in the healthcare industry at Astellas Pharma Inc. In addition, through his experience as an independent non-executive officer at the Deloitte Tohmatsu Group, he possesses a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company. Since Mr. Masuda took the post of Outside Director of the Company in June 2018, he has been giving guidance/advice to the business management of the Company at the Board of Directors and the Nominating Committee established voluntarily. After the transition to a company with Nominating Committee, etc., in June 2019, he facilitated decisions of contents of</p>

Name	Committee affiliation			Independent officer	Supplementary explanation concerning applicable items	Reasons for appointment
	Nominating Committee	Compensation Committee	Audit Committee			
						an agenda item to elect directors, and decided directors' compensations as a member of the Nominating Committee and the Compensation Committee in addition to the supervision of the business execution of the Company at the Board of Directors. The Company expects that Outside Directors will supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has determined that he is an indispensable person for the composition of the Board of Directors and nominated him. The appointed person meets the independence criteria and is therefore designated as an independent officer.
Atsushi Iwasaki			○	○	There is no fact that falls under attribute information.	Mr. Atsushi Iwasaki has extensive experience and diverse knowledge as a certified public accountant. In addition, through his experience as an Outside Director and Outside Audit & Supervisory Board Member at other companies, he possesses a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company. Since Mr. Iwasaki took the post of Audit & Supervisory Board Member of the Company in June 2016, he has been auditing/supervising the business execution of the Company at the Audit & Supervisory Board and the Board of Directors. In addition, after the transition to a company with Nominating Committee, etc., in June 2019, he conducted an audit on the execution of duties of the Directors and the Executive Officers of the Company as a member of the Audit Committee in addition to the supervision of the business execution of the Company at the Board of Directors. The Company expects that Outside Directors will supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has determined that he is an indispensable person for the composition of the Board of Directors and nominated him. The appointed person meets the independence criteria and is therefore designated as an independent officer.

Name	Committee affiliation			Independent officer	Supplementary explanation concerning applicable items	Reasons for appointment
	Nominating Committee	Compensation Committee	Audit Committee			
David Robert Hale	○			○	Mr. David Robert Hale is a Partner of Value Act Capital Management L.P. Previously, Value Act Capital Master Fund, L.P. controlled by Value Act Capital Management L.P. held more than 5% of the total number of voting rights of the Company and the Company deemed Mr. David Robert Hale not an independent officer considering the Company's criteria for independence of Outside Officers. However, as of March 31, 2021, the voting rights of the Company held by the said company consist of less than 5% of the total number of voting rights of the Company and the Company's independence criteria is satisfied, and therefore the Company designates him as independent officer.	Mr. David Robert Hale is a Partner of Value Act Capital Management L.P. (hereinafter called "VAC"), one of the Company's shareholders. He has a track record of helping global companies transform themselves with his knowledge of the global capital markets and the healthcare industry as a business management consultant and investor with experience in diverse industries, and he possesses a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company. Since Mr. Hale took the post of Outside Director of the Company in June 2019, he has been giving guidance/advice to the business management of the Company at the Board of Directors. In addition, he has participated in decisions on the evolution of the board as a member of the Nominating Committee. The Company expects that Outside Directors will supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has determined that he is an indispensable person for the composition of the Board of Directors and nominated him as a candidate for Outside Director again. Since he serves as a partner at VAC, which is one of the Company's shareholders, the Company believes that he will contribute to the enhancement of the Company's corporate value by reflecting shareholders' voices into the business management of the Company. The appointed person meets the independence criteria and is therefore designated as an independent officer.
Jimmy C. Beasley		○		○	There is no fact that falls under attribute information.	Through his 30 years of global business experience and extensive management experience in the C. R. Bard Group, one of the world's leading companies in the healthcare industry, Mr. Jimmy C. Beasley possesses a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company. Since Mr. Beasley took the post of Outside Director of the Company in June 2019, he has been giving guidance/advice to the business management of the Company at the Board of Directors. In addition, he facilitated decisions of directors' compensations as a member of the Compensation Committee. The Company expects that Outside Directors will supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has determined that he is an indispensable person for the composition of the Board of Directors and nominated him. The appointed person meets the independence criteria and is therefore designated as an independent officer.

Name	Committee affiliation			Independent officer	Supplementary explanation concerning applicable items	Reasons for appointment
	Nominating Committee	Compensation Committee	Audit Committee			
Sachiko Ichikawa			○	○	There is no fact that falls under attribute information.	Ms. Sachiko Ichikawa has extensive experience, broad knowledge and a global perspective as an attorney (in Japan and New York, U.S.A.) and a certified public accountant in the U.S. In addition, through her experience as an Outside Director and Outside Audit & Supervisory Board Member at other companies and as a Director of The Board Director Training Institute of Japan, she possesses a high level of insight, expertise, and capabilities that are expected of an Outside Director of the Company. The Company expects that Outside Directors will supervise management from the perspective of achieving sustainable growth of the Company and enhancing corporate value over the medium to long term as entrusted by shareholders, and will provide advice based on their own knowledge. Based on this, the Company has determined that she is an indispensable person for the composition of the Board of Directors and nominated her. The appointed person meets the independence criteria and is therefore designated as an independent officer.

[Committees]

Committee compositions and chairman attributes Updated

	Total number of members	Number of full-time members	Number of internal directors	Number of outside directors	Chairman
Nominating Committee	4	0	1	3	Outside director
Compensation Committee	3	0	0	3	Outside director
Audit Committee	4	1	1	3	Outside director

[Executive officers]

Number of executive officers

5

Concurrently held positions

Name	Representative authority	Concurrent position as director			Concurrent position as employee
			Nominating Committee member	Compensation Committee member	
Yasuo Takeuchi	Yes	Yes	○	×	No
Akihiro Taguchi	No	No	×	×	No
Nacho Abia	No	No	×	×	No
Chikashi Takeda	No	No	×	×	No
Stefan Kaufmann	No	Yes	×	×	No

[Audit framework]

Directors and employees assigned to assist with the duties of the Audit Committee

Yes

Matters concerning relevant directors' and employees' independence from executive officers

The Company shall allocate a dedicated employee who will assist with the Audit Committee's duties. Employees can be deployed in dual roles as needed. In addition, the Company shall set forth internal corporate regulations to ensure independence from execution as stated below, and ensure effectiveness of directions from the Audit Committee to such employees.

- 1) While employees who have been assigned to assist in the duties of the Audit Committee assist in those duties, directors (excluding Audit Committee members), executive officers and employees, etc. shall not give them commands or instructions.
- 2) The appointment, dismissal, transfer, wage or personnel evaluation of employees who are assisting the Audit Committee with their duties shall be decided only after obtaining the approval of the Audit Committee.

Cooperation of Audit Committee, accounting auditor, and internal audit department Updated

The Audit Committee members have, at the Audit Committee meetings, received reports from the internal audit function and the accounting auditor, respectively, and engaged in cooperation, such as by exchanging opinions with the internal audit function and the accounting auditor. Moreover, outside directors receive through the meetings of the Board of Directors regular reports from the Audit Committee.

[Independent officers]

Number of independent officers Updated	8
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Other matters concerning independent officers

The Company designated eight outside directors as independent officers. No special interest relation exists between outside directors and the Company.

[Concepts concerning the independence of outside officers]

The Company has established the following "Criteria concerning the independence of outside officers" to clarify the concepts of outside officers' independence.

[Criteria concerning the independence of outside officers]

- 1) No remuneration (excluding officer remunerations from the Company) or other property was directly received from the Company or an affiliate of the Company in any of the last 10 years (collectively, the "Group") in an amount exceeding 10 million yen. If the person in question is a consultant, accounting professional, or legal specialist, no affiliated organization of the person in question has received from the Group a remuneration or other payment in an amount exceeding 10 million yen.
- 2) In the last 10 years, the person in question has held no position as executive director, executive officer, corporate officer, or as employee in a position as general manager or higher in a company that meets any of the following conditions.
 - (1) In any fiscal year of the past 10 years, the transaction amount with the Group exceeds 2% of consolidated revenue on either side.
 - (2) A large shareholder of the Company (directly or indirectly holding more than 5% of the total voting rights of the Company. The same applies in the following.).
 - (3) The Group is a large shareholder.
 - (4) Effectively an interested party in relation to the Group (main bank, consultant, etc.).
 - (5) The Group and the relevant company have a relationship in which they mutually dispatch and appoint directors.
- 3) The livelihood of the person in question is not predicated on a person corresponding to items 1) or 2) above.
- 4) The person in question is not the spouse or a relative up to the third degree of a director, executive director, corporate officer, or of an employee holding a position at the Group as general manager or higher.
- 5) The person in question does not belong to an audit firm that conducts statutory audits of the Group.
- 6) Further to the foregoing items, the person in question has no relationship of significant interest that renders independence doubtful.

[Incentives]

Implementation status of incentives for directors and executive officers

Introduction of a performance linked compensation system

Supplementary explanation of relevant items Updated

Details on the Company's compensation system are provided in the section "Disclosure content of policy for determining compensation amount or the calculation method."

Stock option awardees

Supplementary explanation of relevant items

[Compensations of directors and executive officers]

Disclosure status (compensation of individual director)

Individual compensation is partially disclosed

Disclosure status (compensation of individual executive officer) Updated

Individual compensation is partially disclosed

Supplementary explanation of relevant items Updated

The Company has disclosed the below compensation results for directors and executive officers for the fiscal year ended March 31, 2021 in its business report and annual securities report.

< Compensation for the fiscal year ended March 31, 2021 >

(1) Total amount by type of compensation, etc., and the number of officers subject to compensation, etc.

Officer classification		Total amount of compensation, etc. (in millions of yen)	Total compensation by type (in millions of yen)			Number of subject officers (persons)
			Basic compensation	Performance-linked compensation, etc.	Non-monetary compensation, etc.	
Director	Inside	717	450	182	86	5
	Outside	149	129	—	20	10
	Total	866	578	182	106	15
Executive Officer		431	191	173	67	3

Notes:

1. Basic compensation shows the amount paid for the fiscal year ended March 31, 2021. Performance-linked compensation, etc. shows the amounts of short-term incentive compensation for the applicable period, the fiscal year ended March 31, 2021 (to be paid in July 2021), and non-monetary compensation, etc. shows the amount of long-term incentive compensation to be recorded as expenses for the fiscal year ended March 31, 2021. Performance-linked stock compensation (PSU) of 87 million yen is only recorded in non-monetary compensation, etc. and is not recorded in performance-linked compensation, etc.
2. There are two other executive officers (who double as director) in addition to the three executive officers mentioned above, compensation, etc. of the two are included in compensation for directors.
3. The Company does not pay performance-linked compensation, etc. to directors who do not double as an executive officer.
4. The aforementioned inside directors include the two inside directors who retired at the close of the General Meeting of Shareholders for the fiscal year ended March 31, 2020 held on July 30, 2020. Outside directors include the one outside director who retired at the close of the same General Meeting of Shareholders.
5. One outside director has requested to decline his compensation and the Compensation Committee has decided to not pay the compensation to him. However, he is included in the number of outside directors mentioned above.

(2) Total amount of consolidated remuneration, etc. for each officer of the submitting company whose total amount of consolidated remuneration, etc. is 100 million yen or more.

(i) The total amount of consolidated compensation, etc. for the fiscal year ended March 31, 2021 for each officer is as follows.

Name	Officer classification	Total amount of compensation, etc. (in millions of yen)	Total compensation by type (in millions of yen)		
			Basic compensation	Performance-linked compensation, etc.	Non-monetary compensation, etc.
Yasuo Takeuchi	Director, Executive Officer	234	91	87	57
Stefan Kaufmann	Director, Executive Officer	425	302	95	28
Akihiro Taguchi	Executive Officer	115	42	47	26
Nacho Abia	Executive Officer	239	118	91	30

Note:

This table shows the amounts of compensation paid in the current fiscal year (the fiscal year ended March 31, 2021) and includes amounts equivalent to housing and pensions based on tax adjustments for compensation outside of the country of origin and individual agreements. Performance-linked compensation, etc. lists the amount of short-term incentive remuneration with the applicable period of the current fiscal year (the fiscal year ended March 31, 2021, schedule to be paid in July 2021), and non-monetary compensation, etc. lists the amount of long-term incentive remuneration to be recorded as expenses in the current fiscal year (the fiscal year ended March 31, 2021). Furthermore, performance-linked stock compensation (PSU) is recorded only in non-monetary compensation, etc., and is not recorded in performance-linked compensation, etc.

(3) Target and actual values related to performance-linked compensation

(i) Short-term incentive compensation (STI)

For short-term incentive compensation (STIs) for executive officer with the applicable period of the fiscal year ended March 31, 2021, the target and actual values of the respective performance indicators are as follows.

Performance evaluation index	Target value	Actual value	Achievement rate	Payment rate
Revenue (20%)	¥669.5 billion	¥715.4 billion	107%	21.4%
General and administrative expenses (20%)	¥384.2 billion	¥358.9 billion	120%	24%
Strategic goals (60%)	—	—	111%	66.6%

Notes:

1. The contents and target values related to the strategic goals in the performance evaluation index have been set mainly in the “Measures to Be Implemented in Fiscal Year 2021” disclosed in June 2020.

2. Revenue: Forex-adjusted and excluding the Imaging Products Business, which was transferred during the fiscal year.

3. General and administrative expenses: Forex-adjusted and excluding the Imaging Products Business, which was transferred during the fiscal year. Excluding other gains and losses.

1. The upper limit of payments is set at 131.5 % based on the average share price in the most recent 30 business days of the previous fiscal year and the current fiscal year.

2. As a result of the above, the payment rate is 112% for the total payment rate of each performance evaluation index. In addition, the payment amount was determined by multiplying this payment rate by the standard amount of performance-linked compensation (STI).

(ii) Long-term incentive compensation (LTI): Performance-linked stock compensation (PSU), which is non-monetary compensation, etc.

For executive directors through the fiscal year ended March 31, 2019 and for executive officers through the fiscal year ended March 31, 2021 after the transition to a company with a Nominating Committee, etc., we have listed the performance-linked stock compensation (18PSU) as non-monetary compensation with the applicable period of the fiscal year ended March 31, 2021 as the final fiscal year of the assessment period.

1. Performance-linked stock compensation (18PSU) is intended to stimulate motivation to increase medium- to long-term business growth and profitability and to reward the results of such efforts, and with an applicable period of three fiscal years, has adopted a performance evaluation index of (i) the average rate of revenue growth over the applicable period and (ii) the total profit attributable to owners of parent (hereinafter “Profit”) for the applicable period. In addition, the PSU has been set to grant a number of common shares of the Company equivalent to an amount adjusted within the range of 0 to 150% according to the achievement rate of the targets at the end of the applicable period.

2. Target and actual values of each performance indicator for 18PSU are as follows.

Performance evaluation index	Target value	Minimum value	Actual value	Payment rate
Total Profit for applicable period	¥291.9 billion	¥145.9 billion	¥72.7 billion	0%
Average rate of revenue growth over applicable period	6.4%	3.2%	0.2%	0%

Notes:

1. Total Profit includes the Imaging Business for the fiscal year ended March 31, 2019 and the fiscal year ended March 31, 2020, and does not include the Imaging Business for the fiscal year ended March 31, 2021.
2. The actual value for the average rate of revenue growth does not include the Imaging Business for the entire period.

3. The payment rate is 0% as the actual value fell below the target value.

<Other decisions regarding compensation for the fiscal year ended March 31, 2021 term>

In order to improve corporate value, we examined the improvement of the system to further strengthen compensation governance and decided to apply the following from compensation for the fiscal year ending March 31, 2022.

[Compensation risk management] The RSU's rights will be defined after six months following the time of retirement of an executive officer.

Availability of policy for determining compensation amount or the calculation method	Available
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Disclosure content of policy for determining compensation amount or the calculation method

(1) Basic policy

Our basic policy regarding officer compensation is to make officers have a strong sense of awareness that maximize the corporate value and meet expectations of various stakeholders, and reward their responsibilities with suitable and appropriate treatments.

(2) Structure of the Compensation Committee and reporting to the Board of Directors

The policy to determine the compensation of directors and executive officers and the details of individual compensation are discussed and determined by the Compensation Committee, which consists of at least three members, the majority of whom are independent outside directors. The Compensation Committee reports the determined policy and compensation details to the Board of Directors.

(3) Details of policy to determine the amount of compensation, etc. for officers or the calculation method thereof and how the policy is determined

(i) At the Company as a company with nominating committee, etc., the Compensation Committee the majority members of which are occupied by independent outside directors discusses/determines policy to determine compensations, etc., of the Company's directors and executive officers on an individual basis, details of compensation, etc. and compensation rules. The Compensation Committee determined the details of compensations, etc. for the fiscal year ended March 31, 2021 after discussing matters concerning the determination of compensations, etc., including the consistency of the policy to determine compensations, etc., of directors and executive officers on an individual basis with how the details and amounts of compensations, etc., are determined, and the rationality of the process of deriving the details and amounts of compensations, etc., by applying numerical values and other relevant factors to the way they are determined, and the Company has decided that this is in accordance with said policy for determination.

(ii) The Compensation Committee retained "Pay Governance," an international independent compensation consultant, to provide objective and professional advice and information, and to support investigations. They attended 12 of 14 meetings of the Compensation Committee.

< Compensation of directors for the fiscal year ended March 31, 2021 >

(1) Level of compensation for directors for the fiscal year ended March 31, 2021

(i) In order to set the directors' compensation at competitive compensation levels for securing and retaining talented personnel, the compensation level shall be 50-75% compared with the peer group in the role responsibilities and each residence.

1. Full-time non-executive director (Resident in Japan) 1 person
2. Part-time non-executive director (Residents in Japan) 7 people
3. Part-time non-executive director (Non-residents in Japan) 2 persons
4. Executive officers who double as director 2 persons

(ii) Compensation levels for each peer group are confirmed using objective compensation survey data from external specialist organizations.

(iii) If a director requests to decline compensation, the Compensation Committee will confirm and decide on the response.

(2) Compensation composition of directors for the fiscal year ended March 31, 2021

(i) Non-executive directors perform supervisory functions at various points of contact with the Board of Directors meeting, managements, and executive officers, and contribute to the creation of corporate value. Therefore, in addition to monetary compensation (basic compensation) for supervisory functions, non-performance-linked stock compensation (non-monetary compensation) is granted as compensation for the creation of corporate value.

(ii) Stock compensation for non-executive directors shall be subsequent grant-type restricted stock compensation (RSU: Restricted Stock Unit), and the right will be defined at retirement for those directors who live in Japan. The right will be defined on an individual basis in accordance with a general method of stock compensation in each region for those directors who do not live in Japan.

(iii) Stock compensation will be set at 3 million yen for both Japanese and non-Japanese residents. The number of shares to be given will be calculated based on the share price at the time of assumption of office at the general meeting of shareholders, and the number of shares will be given after vesting. In addition, the following shareholding guidelines are established.

a. Residents in Japan: Shareholding guidelines will not be established because they will vest upon their retirement

b. Non-residents in Japan: 0.5 times or more of basic compensation

(iv) Chairman of the Board of Directors receives a Chairman allowance in addition to the basic compensation.

(v) For those who double as executive officer, monetary compensation paid for management and supervisory functions performed as director is separate from compensation of executive officer for those who are natives of Japan. For those who are not natives of Japan, monetary compensation paid for management and supervisory functions performed as director is included in compensation of executive officer.

< Compensation of executive officers for the fiscal year ended March 31, 2021 >

Executive officers in this section include those who double as directors.

(1) History overview

(i) In the management strategy published in November 2019, we defined “the meaning of our existence (Corporate Philosophy)” as “Making people’s lives healthier, safer and more fulfilling,” and announced the strategic aspiration and performance metrics of “become a globally-leading medtech company contributing to people’s lives by delivering innovative solutions that benefit patients, healthcare professionals, payors and providers.” The Company transitioned to a company with nominating committees, etc. in the fiscal year ended March 31, 2020, and the position of the compensation committee was changed from a voluntary committee to a statutory committee. In accordance with the management strategy of aiming to become a global medtech company, based on the direction of greater emphasis on long-term incentive compensation (LTIs), which was discussed by the Compensation Committee in the fiscal year ended March 31, 2019, we further deepened discussions and conducted numerous discussions about the new officer compensation system. As a result, we have established a new compensation system and described it in annual securities report for the fiscal year ended March 31, 2020.

(ii) However, with the spread of COVID-19, as the business environment in the fiscal year ended March 31, 2021 has changed significantly, the Compensation Committee determined that the reward content of the fiscal year ended March 31, 2020, originally set, is not suitable for “enhance the motivation of executive officers by setting challenging and achievable targets,” which is one of the philosophies of compensation, and it does not lead to creating corporate value and enhancing the shareholder value. As a result the Company reviewed the compensation for the fiscal year ended March 31, 2021.

(2) Details of policy to determine the amount of compensation, etc. for officers or the calculation method thereof and how the policy is determined

(i) Philosophy on compensation

In order to achieve our management strategy and to create corporate value, it is essential that we have a compensation system that ensures that we have capable management personnel and that they can fully demonstrate their abilities. To this end, we have decided on a compensation system based on the following concepts.

a. Establish a more powerful incentive program which can compete with global med-tech companies.

b. Establish an incentive program which is consistent with the management strategy.

c. Establish a program with focuses on value creation and performance evaluation utilizing long-term incentive compensation, which is non-monetary compensation, etc.

d. Pay a competitive basic compensation compared to leading Japanese global companies.

e. Ensure a sound management of incentives by putting claw-back clauses and shareholding guidelines in place.

f. Enhance the motivation of executive officers by setting challenging and achievable targets.

(ii) Level of compensation for executive officers for the fiscal year ended March 31, 2021

1. While a standardized, global compensation system is desirable for compensation design for executive officers who are responsible for global management, differences in compensation levels by region make it difficult to attract and retain talented executives by pay levels of Japan. As such all executive officers are compensated within a standard structure and set of ratios for basic compensation (BS: Base Salary), short-term incentive compensation (STI: Short Term Incentive), which is performance-linked compensation, etc., and long-term incentive compensation (LTI: Long Term Incentive), which is non-monetary compensation, etc. However, actual compensation levels are determined by considering differences in pay levels in the country of origin of the executive officer. Basic compensation for executive officers from Japan was set by comparing with basic compensation of companies included in TOPIX500 in the medical or life science field (peer groups). The total compensation also considers the pay ratio (the ratio of the median between CEO compensation and employee salary). A similar approach is used for executive officers whose country of origin is outside of Japan using appropriate local and regional benchmarks.

2. Compensation levels for the peer group are verified using objective compensation survey data from external specialist organizations.

(iii) Compensation composition of executive officer for the fiscal year ended March 31, 2021

1. Compensation for executive officer is a combination of fixed base compensation (BS), short-term incentive compensation (STI), which is performance-linked compensation, etc., and long-term incentive compensation (LTI), which is non-monetary compensation, etc.
2. For executive officers who are not from Japan, time-sum payments and Severance Pay, as well as housing allowances and pensions, are established to make adjustments to the previous compensation agreements on an individual basis. The Compensation Committee decides on the amount and terms that are set individually. The payment of Severance Pay at the time of retirement and the amount of the allowance are determined based on multiple conditions such as the term of office.
3. Focusing on achieving management strategies aimed at enhancing medium-to long-term corporate value and shareholder value, the ratio of Performance-linked compensation, particularly long-term incentive compensation, was raised for the CEO, and the ratio of short-term incentive compensation (STI), and long-term incentive compensation (LTI) against basic compensation (BS) was set as follows.
BS:STI:LTI=1 (25%) : 1 (25%) : 2 (50%)
4. With respect to executive officers other than the CEO, the following ratios were adopted based on the same concept.
BS:STI:LTI=1 (28.5%) : 1 (28.5%) : 1.5 (43%)

(iv) Short-term incentive compensation, which is performance-linked compensation, etc., for the fiscal year ended March 31, 2021 (FY2021-STI)

While taking into account the status of the spread of COVID-19, the Compensation Committee ultimately decided the details of FY2021-STI as follows.

a. Upper limit of payment

In order to share value with our shareholders, we calculated the Total Shareholders Return (TSR) using the average share price in the most recent 30 business days of the previous fiscal year (the fiscal year ended March 31, 2020) and the current fiscal year (the fiscal year ended March 31, 2021) and set the upper limit of payment.

b. Due to the spread of COVID-19, it was difficult to establish targets for the initial financial indicators that were set, so the Company increased the ratio of strategic goals, which are non-financial indicators. In addition, since operating profit, which was set as a financial indicator, is an index that is greatly affected by the external environment, the Company has determined that it is appropriate to set general and administrative expenses, which are closely related to operating profit, as an index.

c. The composition ratio of revenue, general and administrative expenses, and strategic goals was set as follows.

Revenue	General and administrative expenses	Strategic goals
20%	20%	60%

Note:

The composition ratio of indices under the new compensation system set in the fiscal year ended March 31, 2020 was revenue 30%, operating profit 50% and strategic goals 20%.

(i) Revenue: 20%

- Even in a business environment where COVID-19 continues to spread, revenue growth is essential to achieve medium-to long-term management strategy targets and was set as an indicator.
- Evaluation table
 - The achievement rate for the management-base plan as of the first quarter equals the payment rate.
 - With 100% achievement of targets equaling 100% payment and achievement rate equaling payment rate, we have set a payment curve with a lower limit of 70% and an upper limit of 130%.

(ii) General and administrative expense: 20%

- General and administrative expenses is set as an indicator because it is closely related to operating profit and is essential for implementing investments for future growth.
- Evaluation table
 - It is assessed using the consumption rate for general and administrative expenses versus the management-base plan as of the first quarter.
 - An incremental evaluation table for general and administrative expenses has been established in which actual results in the range of 105 to 92% provide a payment rate of 70 to 130% and actual results of 100% provide 100% payment. In addition, the lower limit of 0% is provided if actual results are over 105%, and the upper limit of 130% is provided if actual results are less than 92%.

(iii) Strategic goals: 60%

- The following “Measures to Be Implemented in Fiscal Year 2021” disclosed in June 2020 are set as the main targets.
 - Focus our corporate portfolio
 - Structural reform of fixed costs
 - Successful launch of next-generation GI endoscopy system EVIS X1
 - Continued steady investment in product development for future growth
 - Driving efficiency in our R&D operations
- Evaluation table
 - The payment curve is set at between 0% and 200% by individual policy.

(v) Long-term incentive compensation, which is non-monetary compensation, etc., for the fiscal year ended March 31, 2021 (FY2021-LTI)

1. The business environment has been greatly affected by the spread of COVID-19). However, we have decided not to change the compensation composition for subsequent grant-type restricted stock compensation (RSU) or performance-linked stock compensation (PSU=Performance Share Unit) (RSU=25%, PSU=75%), the evaluation indicators or ratios (operating margin: 40%, ROIC=15%, EPS growth rate=15%, relative TSR=20%, ESG=10%) for performance-linked stock compensation (PSU), or the target values.

2. Subsequent grant-type restricted stock compensation (RSU) has a transfer restriction period of three years, and a number of shares equivalent to 25% of the standard amount for long-term incentive compensation (LTI) (basic compensation multiplied by a factor of 2 for the representative executive officer and 1.5 for executive officers) is determined at the beginning of the transfer restriction period. This number of shares is provided after three years have passed.

3. Reasons for selecting evaluation indicators, target values, and evaluation tables of performance-linked stock compensation (PSU) are as follows.

a. Operating margin: 40%

- Operating margin, a financial guidance on management strategy was set as an indicator of performance evaluation.
- 100% will be paid to achieve the operating margin target of the financial guidance of the management strategy. The evaluation table of 0% to 200% payment is calculated based on the reasonably set logic by relative comparison with the peer group.

b. ROIC: 15%

- ROIC, a financial guidance for management strategy, is used as an indicator for performance evaluation.
- 100% will be paid to achieve the ROIC target of the financial guidance of the management strategy.
- The evaluation table of 0 to 200% payment is calculated based on the logic reasonably consistent with the evaluation table of operating margin.

c. EPS growth rate: 15%

- The EPS growth rate, a financial guidance for management strategy, is used as an indicator of performance evaluation.
- 100% will be paid to achieve the EPS growth rate target in the financial guidance of the management strategy.
- The evaluation table of 0 to 200% payment is calculated based on the logic reasonably consistent with the evaluation table of operating margin.

d. Relative TSR: 20%

- Relative TSR is set as an indicator of performance evaluation. It is an important standard which makes long-term performance and pay align from the viewpoints of both shareholders and the executive management.
- Twenty global medtech companies (companies with medical or life science related businesses) are set as a peer group, and 100% will be paid if the rank of our TSR is located at 50%. The evaluation table of 0 to 200% payment is calculated based on the logic reasonably set by relative comparison with the peer group.

e. Strategic target (ESG): 10%

- Strategic goals are used as an indicator for ESG, which is announced to be reinforced in its management strategy.
- The index of DJSI (Dow Jones Sustainability Index) is set as an evaluation index for the following reasons.
 - It is a highly reliable external evaluation organization and ensures transparency and fairness.
 - The breadth of coverage in the evaluation area contrasts with the expectations of a broad range of stakeholders.
 - There is completeness of corporate activities as a whole.
- DJSI ratings are “World Index (W),” “Asia Pacific Index (AP),” and “Non-Index (N)” from the top ranks. In the fiscal year ended March 31, 2019, the Company won Asia Pacific Index. Establish an assessment table that emphasizes Index to be acquired in the third year, considering the outcome in the first and second years, and set payment rates of 200%, 150%, 100%, 50%, and 0%.

(3) Compensation risk management

(i) Shareholding guidelines

1. Shareholding guidelines are established to share interests between investors and management (executive officers).

2. Shareholding guidelines shall be as follows.

- a. The CEO shall hold a number of the Company’s shares that is three times the amount of basic compensation or more.
- b. Other executive officers shall hold a number of the Company’s shares that is one times the amount of basic compensation or more.

3. The shareholding guidelines will depend on the achievement of the targets but will be achieved in approximately three to five years after taking role. We will review the ratio of long-term incentive compensation (LTI), which is non-monetary compensation, etc., and consider the necessity of reviewing the holding guidelines when changing the composition of compensation.

(ii) Clawback clause

1. A clawback clause has been set up to deter the management (executive officers) from reckless investments and improper accounting.

2. Clawback is subject to short-term incentive compensation (STI), which is performance-linked compensation, etc., and long-term incentive compensation (LTI), which is non-monetary compensation, etc., for executive officer. The clawback will be turned on if the following event occurs.

- a. An event that requires the refund of the difference between the amount of compensation that have been paid and the amount of compensation that should have been paid caused by a revelation that the information prerequisites for compensation is incorrect or different.
- b. An event requiring the return of the amount of compensation already paid as a kind of sanctions in the event of a violation of obligation, etc.

3. The final decision on the application of clawback to individual events is made by the Compensation Committee and reported to the Board of Directors

<Compensation of directors for the fiscal year ending March 31, 2022>

Compensation of director will be paid in the following manner.

(1) Level of compensation for directors

(i) In order to set the directors' compensation at competitive compensation levels for securing and retaining talented personnel, the compensation level shall be 50-75% compared with the peer group in the role responsibilities and each residence.

(ii) Compensation levels for each peer group are confirmed using objective compensation survey data from external specialist organizations.

(iii) If a director requests to decline compensation, the Compensation Committee will confirm and decide on the response.

(2) Compensation composition of directors for the fiscal year ending March 31, 2022

(i) Non-executive directors perform supervisory functions at various points of contact with the Board of Directors meeting, managements, and executive officers, and contribute to the creation of corporate value. Therefore, in addition to monetary compensation (basic compensation) for supervisory functions, non-performance-linked stock compensation (non-monetary compensation) is granted as compensation for the creation of corporate value.

(ii) Stock compensation for non-executive directors shall be subsequent grant-type restricted stock compensation (RSU), and the right will be defined at retirement for those directors who live in Japan. The right will be defined on an individual basis in accordance with a general method of stock compensation in each region for those directors who do not live in Japan.

(iii) Stock compensation will be set at 3 million yen for both Japanese and non-Japanese residents. The number of shares to be given will be calculated based on the share price at the time of assumption of office at the general meeting of shareholders, and the number of shares will be given after vesting. In addition, the following vesting and shareholding guidelines have been established.

a. Residents in Japan: Vested upon their retirement

b. Non-residents in Japan: Shareholding guidelines of 0.5 times or more of basic compensation

(iv) Chairman of the Board of Directors receives a Chairman allowance in addition to the basic compensation.

(3) For those who double as executive officer, monetary compensation paid for management and supervisory functions performed as director is separate from compensation of executive officer for those who are natives of Japan. For those who are not natives of Japan, monetary compensation paid for management and supervisory functions performed as director is included in compensation of executive officer.

<Compensation of executive officers for the fiscal year ending March 31, 2022>

Executive officers in this section include those who double as directors.

(1) Type of executive officer compensation

The following compensation will be paid to each target person.

1. Basic compensation

2. Short-term incentive compensation, which is performance-linked compensation, etc.

3. Long-term incentive compensation, which is non-monetary compensation, etc.

a. Subsequent grant-type restricted stock compensation: FY2022-RSU

b. Performance-linked stock compensation: FY2022-PSU

4. Transformational FY22-RSU

(2) Level of compensation for the fiscal year ending March 31, 2022

Similar to the fiscal year ended March 31, 2021, the composition level for the fiscal year ending March 31, 2022 has been set based on the following concept.

1. While a standardized, global compensation system is desirable for compensation design for executive officers who are responsible for global management, differences in compensation levels by region make it difficult to attract and retain talented executives by pay levels of Japan. As such all executive officers will be compensated within a standard structure and set of ratios for basic compensation (BS: Base Salary), short-term incentive compensation (STI: Short Term Incentive), which is performance-linked compensation, etc., and long-term incentive compensation (LTI: Long Term Incentive), which is non-monetary compensation, etc. However, actual compensation levels are determined by considering differences in pay levels in the country of origin of the executive officer. Basic compensation for executive officers from Japan was set by comparing with basic compensation of companies included in TOPIX500 in the medical or life science field (peer groups). The total compensation will also consider the pay ratio (the ratio of the median between CEO compensation and employee salary). A similar approach will be used for executive officers whose country of origin is outside of Japan using appropriate local and regional benchmarks.

2. Compensation levels for the peer group will be verified using objective compensation survey data from external specialist organizations.

(3) Compensation composition for the fiscal year ending March 31, 2022

Similar to the fiscal year ended March 31, 2021, the fiscal year ending March 31, 2022 has been set based on the following concept.

1. Compensation for executive officer is a combination of fixed base compensation (BS), short-term incentive compensation (STI), which is performance-linked compensation, etc., and long-term incentive compensation (LTI), which is non-monetary compensation, etc.

2. For executive officers who are not from Japan, time-sum payments and Severance Pay, as well as housing allowances and pensions, are established to make adjustments to the previous compensation agreements on an individual basis. The Compensation Committee decides on the amount and terms that are set individually. The payment of Severance Pay at the time of retirement and the amount of the allowance are determined based on multiple conditions such as the term of office.

3. Focusing on achieving management strategies to improve medium- to long-term corporate value and shareholder value, the Company has set the ratio of short-term incentive compensation (STI) and long-term incentive compensation (LTI) to the base salary (BS) in the case of the CEO as follows.

a. BS:STI:LTI=1 (25%) : 1 (25%) : 2 (50%)

4. With respect to executive officers other than the CEO, the following ratios were adopted based on the same concept.

a. BS:STI:LTI=1 (28.5%) : 1 (28.5%) :1.5 (43%)

(4) Short-term incentive compensation, which is performance-linked compensation, etc. (FY2022 STI)

(i) Target composition

Since it is important to steadily implement long-term and strategic efforts within each fiscal year, the Compensation Committee has decided to increase the composition ratio of strategic goals among FY2022-STI targets to the following ratios.

Revenue	Operating profit	Strategic goals
30%	40%	30%

(ii) Upper and lower limit on the evaluation table

Upper limit is set as 200% and lower limit 0% at each evaluation index.

(iii) Evaluation table of revenue

1. The target is revenue in the “Forecast for the Fiscal Year Ending March 31, 2022” stated in the Consolidated Financial Results for the Fiscal Year Ended March 31, 2021. 100% will be paid for achieving 100% of the target. When evaluating the results, the exchange rate will be the exchange rate of the “Forecast for the Fiscal Year Ending March 31, 2022” in the Consolidated Financial Results for the Fiscal Year Ended March 31, 2021. Furthermore, if the target values change greatly in the future, we will hold new discussions and decide at the Compensation Committee, including the payment curve shown below.

2. 200% payment is paid when 107% of the amount of sales is achieved for 100% payment. The payment table between 100% and 200% payments is a straight line connecting the respective sales.

3. The 50% payment will be the same amount of sales as the actual sales for the fiscal year ended March 31, 2020. The payment table between 50% payment and 100% payment shall be a straight line connecting the respective sales.

4. If the sales amount for the fiscal year ending March 31, 2022 is less than the actual sales for the fiscal year ended March 31, 2020, the payment rate will be 0%.

5. The payment rate is rounded to the first decimal place.

(iv) Evaluation table of operating profit

1. The target is the amount of operating profit in the “Forecast for the Fiscal Year Ending March 31, 2022” of the Consolidated Financial Results for the Fiscal Year Ended March 31, 2021. 100% will be paid for achieving 100% of the target amount. When evaluating the results, the amount of operating profit after deducting other income and other expenses will be used, and the actual exchange rate will be used. In the event that target amounts are changed significantly going forward, the target amounts, including the payment curve presented below, will again be discussed and determined by the Compensation Committee.

2. If the operating margin reaches 20% of the sales at the time of 200% payment in the preceding paragraph, 200% will be paid. The payment table between 100% payment and 200% payment is a straight line connecting the respective operating profit amounts.

3. The 50% payment shall be the same amount of operating profit as the operating profit of the fiscal year ended March 31, 2020 after deducting other expenses and other income. The payment table between 50% payment and 100% payment shall be a straight line connecting the respective operating profit amounts.

4. If the operating income for the fiscal year ending March 31, 2022 is less than the actual operating income for the fiscal year ended March 31, 2020, the payment rate will be 0%.

5. The payment rate is rounded to the first decimal place.

(v) Strategic goals

Target items are set on important company-wide issues in the fiscal year ending March 31, 2022 explained at the financial results meeting for the fiscal year ended March 31, 2021 held on May 7, 2021 and set them as common goals for all executive officers. The payment curve between 0% and 200% in the evaluation table is set for each item.

- Deepening profitable growth strategy in Medical business
- Further improvement of efficiency and effectiveness through Transform Olympus
- Continued steady investment in product development for future growth
- ESG initiatives that contribute to a sustainable society

(5) Long-term incentive compensation, which is non-monetary compensation, etc. (FY2022 LTI)

This section describes long-term incentive compensation, which is non-monetary compensation, etc. (FY2022-LTI) starting in the fiscal year ending March 31, 2022 and ending in the fiscal year ending March 31, 2024.

Long-term incentive compensation (LTI), which is non-monetary compensation, etc., in the new compensation system established in the fiscal year ended March 31, 2021 consisted of 25% stock compensation (RSU: Restricted Stock Unit) and 75% performance-linked stock compensation (PSU: Performance Share Unit). Every assessment period is three years. However, the spread of COVID-19 significantly affected the initiatives in the first year (the fiscal year ended March 31, 2021) of the management strategy announced in November 2019, and increased uncertainty in the business environment in the second year (the fiscal year ending March 31, 2022). As a result of discussions on the ratio of RSUs and PSUs of FY2022-LTI at the Compensation Committee, we set 40% of RSU and 60% of PSU.

RSU 40%	PSU 60%
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(i) Subsequent grant-type restricted stock compensation: FY2022-RSU

1. Vesting

- Three years after the payment, the rights will be vested after confirmation by the Compensation Committee.
- When retiring as an executive officer, the rights shall be vested after confirmation by the Compensation Committee six months after the retirement.

2. Grant date and number of units provided

- The grant date shall be April 1, 2021.
- The calculated stock price shall be the closing price of the Company's common shares on the First Section of the Tokyo Stock Exchange on the business day prior to the grant date.
- For foreign exchange, apply TTM on the business day before the grant date.
- The total basic salary of executive officers, which is the basis for granting, is 324,983,375 yen, and the total number of units paid is 91,866 units.

(ii) Performance-linked stock compensation: FY2022-PSU

1. The PSU will be decided based on the philosophy of compensation, which is to make the incentive program consistent with the management strategy, and also in consideration of the business environment.

2. PSU metrics consist of operating profit, relative TSR, and ESG metrics.

Operating profit 40%	Relative TSR 40%	ESG 20%
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- Increased corporate value is equally assessed from both a financial perspective (operating profit) and a shareholder perspective (relative TSR)
- We are focused on increasing corporate value from an ESG perspective, and the ESG metrics are 50% of the financial perspective / shareholder perspective

3. The target values and evaluation table for each metric are set as follows.

a. Operating profit: 40%

- Going forward, we will continuously promote reforms to increase corporate value, and the Compensation Committee has decided that the below method is suitable to assess operating profit.
- At the start of each fiscal year during the assessment period of PSU, operating profit targets and a 0 to 200% payment curve are decided, and after the end of each fiscal year, the payment rate for each fiscal year is calculated from results. The average payment rate for the three fiscal years is then used as the payment rate for PSU's operating profit.
- The target values and payment curve for operating profit in the current fiscal year are as shown in the section of "Short-term incentive compensation, which is performance-linked compensation, etc. (FY2022-STI)."

b. Relative TSR: 40%

- Twenty global medtech companies (companies with medical or life science related businesses) are set as a peer group, and 100% will be paid if the rank of our TSR is located at 50%. The evaluation table of 0 to 200% payment is calculated based on the logic reasonably set by relative comparison with the peer group.

c. Strategic goals (ESG): 20%

- Indicators for ESG, which is announced to be reinforced in the management strategy, are used as strategic goals.
- The Dow Jones Sustainability Index (DJSI) is set as an evaluation index for the following reasons.
 - It is a highly reliable external evaluation organization and ensures transparency and fairness.
 - The breadth of coverage in the evaluation area contrasts with the expectations of a broad range of stakeholders.
 - It provides comprehensive coverage of overall corporate activities.
- DJSI ratings are "World Index (W)," "Asia Pacific Index (AP)," and "Non-Index (N)" from the top ranks. Establish an assessment table that emphasizes Index to be acquired in the third year, considering the outcome in the first and second years, and decide payment rates of 200%, 150%, 100%, 50%, and 0%.

(6) Transformational FY22-RSU

The Compensation Committee believes that providing appropriate compensation to Executive Officers responsible for management to be highly motivated in their efforts to achieve the management strategies and for the results they produce will lead to the subsequent maximization of corporate value and enhancement of shareholder value.

A new management strategy announced in November 2019 replaces the 2016 Corporate Strategic Plan ("16CSP") and has progressed significantly in line with the long-term direction of the Company. Performance-linked stock compensation, for which the evaluation period was the three-year period from the fiscal year ended March 31, 2019, to the fiscal year ended March 31, 2021, was set based on the 2016 Corporate Strategic Plan ("16CSP") and was not provided because the actual value in the performance evaluation index fell below the minimum value.

Considering the various reform themes being promoted in the business transformation plan "Transform Olympus" based on the management strategy, the one-time costs due to the transfer of the Imaging Business implemented in the fiscal year ended 31, 2021, and the impact of the spread of COVID-19, etc. from the fiscal year ended March 31, 2020, and onward, although the actual value

of the performance evaluation index fell below the performance target minimum value linked to officers' compensation, the Compensation Committee has determined that the management efforts of executive officers have produced results that will lead into the fiscal year ending March 31, 2022, and onward.

In light of the above results and management efforts of the executive officers, and in the midst of an uncertain business environment, the Company considered it necessary to provide effective compensation to the executive officers to encourage them to continue to strive to maximize corporate value and increase shareholder value in the fiscal year ending March 31, 2022, and onward, as well as to encourage them to hold shares in order to further strengthen the sharing of interests with shareholders. Therefore, the Compensation Committee, after consulting with "Pay Governance," an independent compensation consultant, decided at the discretion of the Compensation Committee to grant the following "Transformational FY22-RSU" as subsequent grant-type restricted stock compensation.

(1) Grantees

CEO and CTO

(2) Form of payment

The unit grant date for "Transformational FY22-RSU" is April 1, 2021, and the rights will be vested three years later or upon retirement at the Company's request. In the event of retirement that is not due to the Company's request, the Compensation Committee will decide how to respond.

(3) Units granted

The standard amount for "Transformational FY22-RSU" is set at 18% of the basic compensation for the fiscal year ending March 31, 2022. The number of shares to be given will be calculated based on the share price on the business day prior to the grant date, and the number of shares will be given after vesting.

[Support systems for outside directors]

- The Company established the Board of Directors Office as a dedicated organization to support the execution of duties of outside directors as well as the effective and vigorous activities of the Board of Directors, Nominating Committee and Compensation Committee.
- To support the effective execution of the roles and duties of outside directors, the Company works proactively to provide outside directors with information and distributes documents prior to Board of Directors meetings while setting an opportunity for the explanation of agendas in advance as necessary and working to stimulate discussions in the Board of Directors meetings.
- Additionally, the Company provides training for newly inaugurated directors including outside officers, comprising visits to the Company's major business bases such as business offices and factories, etc., and business study sessions such as briefing sessions, directors presentations, and technical result presentations based on a policy of promoting knowledge acquisition about the Company. Additionally, the Company arranges for, and covers the cost of, external training sessions for directors to acquire basic knowledge necessary for the performance of directors' duties with a view to deepening directors' understanding of their roles and responsibilities.

2. Matters related to functions of business execution, audit and supervision, personnel nomination, determination of compensation, etc. (Outline of the current corporate governance structure) Updated

As its organizational design, the Company has adopted the form of a company with Nominating Committee, etc. By having the Board of Directors specialize in deciding important items related to the core of management and in management supervision, we are working to enhance our management speed and supervisory functions. For items related to the everyday execution of duties, authority has largely been delegated to executive officers as we work to increase the speed of management decision making and execution by management. Furthermore, related to points that should be discussed at the Board of Directors and matters to be reported, we are working to increase the effectiveness of the Board of Directors by promoting improvements based on the results of the effectiveness evaluation of the Board of Directors.

[Supervisory functions of the Board of Directors]

• The Board of Directors consists of 11 directors, including a majority of eight outside directors, thereof all independent outside directors. Tenures of directors continue for one year. The Board of Directors convenes once every three months and when needed. The Board of Directors determines matters related to basic policies of management and internal control systems and other important matters, and monitors the execution of the duties of directors and executive officers, etc. The Board of Directors is chaired by an independent outside director. In the exercise of supervisory functions at the Board of Directors, the eight outside directors are expected to bring their specialist knowledge to bear on management. The Company proactively provides directors with information to enable the effective execution of their roles and duties. Outside directors of the Company may at all times when needed or when considered appropriate require clarifications and reports or the submission of internal documents from internal directors, executive officers, and employees, so as to strengthen the functions of information transmission and supervision and to create systems to ensure the soundness of management.

• So that the Company's Board of Directors can contribute to enhancing Olympus's corporate value by cooperating with executive officers, its duties to be fulfilled are (i) improving recognition and insight into the management environment and management issues through constructive discussion with executive officers, (ii) effectively supervising management decision making and execution from a strategic, broad perspective, and (iii) supporting the promotion of strategies so Olympus can develop itself as a truly global medtech company, and it will exercise effective monitoring capabilities.

• Aiming for outside directors to mutually exchange information and share awareness, the Company is working to improve oversight functions with an "Opinion Exchange Meeting for Outside Directors," which is held four times a year (once per quarter)

as a regular meeting in which only outside directors can participate, and an “Executive Session,” which is held after the conclusion of every Board of Directors meeting.

[The member structure of the Board of Directors]

The member structure of the Board of Directors is shown below. The chairman of the Board of Directors is Sumitaka Fujita.

Directors

Yasuo Takeuchi, Stefan Kaufmann, Nobuyuki Koga

Outside directors

Sumitaka Fujita, Susumu Kaminaga, Tetsuo Iwamura, Yasumasa Masuda,
Atsushi Iwasaki, David Robert Hale, Jimmy C. Beasley, Sachiko Ichikawa

[Activities of the Board of Directors in FY2021]

(1) Number of meetings held: 18

(2) Attendance (average attendance rate): 100%

Attendance for individual directors at meetings of the Board of Directors is described in the reference documentation to proposals for the election of directors, which is part of the convocation notice of the ordinary general meeting of shareholders.

Notice Regarding the Convocation of the General Meeting of Shareholders For the Fiscal Year Ended March 31, 2021 (from April 1, 2020 to March 31, 2021)

https://www.olympus-global.com/ir/stock/pdf/meeting153p_02.pdf

(3) Main matters to be discussed

First quarter

Report on cross-shareholdings, Report on results of internal audit

Second quarter

Evaluation of the Board of Directors’ effectiveness, Audit & Supervisory Board audit plan report

Third quarter

Status report on individual businesses and regions, Report on cross-shareholdings

Fourth quarter

Business plan, Internal audit plan, Executive Officer structure for the next fiscal year

In addition to the above, the Chairman of the Board of Directors reports as necessary at the meeting of the Group Executive Committee on matters to be discussed and regularly receives status reports on the execution of duties from Executive Officers. Furthermore, separately from regular meetings of the Board of Directors, management strategy meetings were held on the state of progress and issues in the management strategy and on topics in the business plan, and active discussions took place.

[Nominating-, Compensation-, and Audit Committees]

• In addition, the three committees comprised of the Nominating-, Compensation-, and Audit Committees, each consisting in the majority of independent outside directors, determine director candidates (Nominating Committee) and the compensation of directors and executive officers (Compensation Committee), and audit the execution of the duties of directors and executive officers (Audit Committee). The members of each committee are as follows.

Nominating Committee	Chairman:	Sumitaka Fujita (Independent outside director)
	Members:	Tetsuo Iwamura, David Robert Hale (Independent outside directors) Yasuo Takeuchi (Director)
Compensation Committee	Chairman:	Susumu Kaminaga (Independent outside director)
	Members:	Tetsuo Iwamura, Jimmy C. Beasley (Independent outside directors)
Audit Committee	Chairman:	Yasumasa Masuda (Independent outside director)
	Members:	Atsushi Iwasaki, Sachiko Ichikawa (Independent outside directors) Nobuyuki Koga (Directors)

[Activities of the committees in FY2021]

(1) Nominating Committee (Number of meetings held: 12)

• The Nominating Committee deliberated matters related to human resources at the director and executive officer level, and determined the content of proposals submitted to the general meeting of shareholders in relation to the appointment and dismissal of directors.

• As a main item for consideration, in considering the plan for the composition of the Board of Directors, the Nominating Committee created a matrix of the experience and knowledge required from directors of the Company.

• In selecting candidates for director, the Nominating Committee held discussions and interviews in accordance with the selection criteria and made decisions.

• Regarding the selection plan for executive officers, the Nominating Committee discussed their suitability and made decisions after a year-long selection process.

• Regarding the succession plan for executive officers, the Nominating Committee discussed whether they possessed the desired experience and knowledge in accordance with expected roles in the execution of duties at the Company.

(2) Compensation Committee (Number of meetings held: 11)

- The Compensation Committee reviewed the determination policy for individual compensation for directors and executive officers and the contents of the compensation and made decisions.
- The details are listed in the [Incentives] and [Compensations of directors and executive officers] sections above.

(3) Audit Committee (Number of meetings held: 26)

- In addition to maintaining an independent position and fair and unbiased attitude and auditing and overseeing the Accounting Auditor and internal audit department, the Audit Committee conducted effective, efficient audits by directly verifying the suitability and validity of the execution of duties by the directors and executive officers.
- In addition to monitoring and evaluating whether the Accounting Auditor maintained an independent position and performed suitable audits, the Audit Committee received reports from the Accounting Auditor on the state of execution of its duties and requested explanations where necessary.
- In addition to maintaining an independent position and fair and unbiased attitude and auditing and overseeing the Accounting Auditor and internal audit department, the Audit Committee conducts effective, efficient audits by directly verifying the suitability and validity of the execution of duties by the directors and executive officers. Additionally, due to COVID-19, from April 2020, the Audit Committee was forced to perform audits through remote online meetings. Nevertheless, it succeeded in conducting activities in line with the initial audit plan.

[Contents of limitation of liabilities agreements and directors and officers insurance agreements]

In order to enable directors to fully discharge their expected functions, the Company has entered with directors (excluding executive directors, etc.) into agreements based on the provisions of Article 427, paragraph (1) of the Companies Act which limit the indemnification liability pursuant to Article 423, paragraph (1) of the Companies Act, such that the indemnification liability under the said agreements corresponds to the statutory minimum indemnification liability amount.

Furthermore, the Company has entered into directors and officers liability insurance agreements with an insurance company with directors and officers as the insured persons pursuant to Article 430-3, Paragraph 1 of the Companies Act. The insurance agreements cover damages that may arise when the insured person assumes liability for the execution of his or her duties or receives claims related to the pursuit of such liability. The Company will bear the full amount of the insurance premiums.

[Resolution requirements for elections of directors]

The Articles of Incorporation stipulate that directors of the Company are elected by majority vote of the general meeting of shareholders with at least one-third of shareholders eligible to exercise voting rights in attendance and that resolutions on elections are not adopted by cumulative voting.

[Matters for resolution by the general meeting of shareholders which can be resolved on by the Board of Directors]

In order to carry out capital policy in accordance with changes in the business environment and to carry out flexible return of profits to shareholders, the Company stipulates in its Articles of Incorporation that matters, including dividends from surplus, set forth in each item of Article 459, paragraph (1) of the Companies Act shall be decided by resolutions of the Board of Directors, not those of general meeting of shareholders, unless otherwise provided by laws and regulations.

Furthermore, the Articles of Incorporation stipulate that in order to enable directors and executive officers to fully discharge their expected functions, the Company can, by a resolution of the Board of Directors, pursuant to the provisions of Article 426, paragraph (1) of the Companies Act, in cases where the statutory requirements are satisfied, exempt directors (including former directors) and executive officers (including former executive officers) from the indemnity liability pursuant to Article 423, paragraph (1) of the Companies Act, limited to the balance of the indemnity liability amount reduced by the statutory minimum liability amount.

[Requirements for special resolutions of the general meeting of shareholders]

The Articles of Incorporation stipulate that in order to facilitate the operations of the general meeting of shareholders by relaxing the quorum requirements for special resolutions of general meetings of shareholders pursuant to Article 309, paragraph (2) of the Companies Act, special resolutions of the general meetings of shareholders are adopted by a vote of two-thirds or higher of shareholders in attendance who hold one-third of voting rights.

[Executive Officers]

Executive officers are comprised of the following five persons: Chief Executive Officer, Chief Operating Officer, Chief Technology Officer, Chief Financial Officer, and Chief Administrative Officer, who accelerate and streamline the decision-making system in the Group and centrally manage risk management across the Group.

3. Reasons for choosing the current corporate governance structure Updated

The Company aims to develop itself as a truly global medtech company, and as described below, to accelerate decision making in the execution of duties and to strengthen and further increase the transparency of governance, in June 2019, it transitioned to a company with Nominating Committee, etc.

1. Acceleration of management decision making and business execution functions

Functions are separated based on the basic principle of “separation of corporate oversight and business execution” in a “a company with nominating committee, etc.” The Board of Directors focuses on deciding important matters on core managerial elements and management supervision, and works to enhance management speed and supervisory functions. The Company will seek to

accelerate management decision-making and execution by delegating more authority to executive officers concerning matters related to daily business execution.

2. Reinforced supervisory function in management

The Company will establish three committees; nominating committee, compensation committee and audit committee, which consist in the majority of independent outside directors, supervise management through the functions of each committee, and build more appropriate management supervisory system.

3. Increased transparency in management

The nominating committee, which consists in the majority of independent outside directors, will decide candidates for directors, while the compensation committee, which consists in the majority of independent outside directors, will decide compensation of directors and executive officers. These committees will improve the transparency of director and executive officer assignment and compensation decisions. The Company will seek to further increase its management transparency to domestic and foreign stakeholders.

III State of implementation of measures concerning shareholders and other stakeholders

1. Status of efforts at activating general meetings of shareholders and facilitating voting rights exercise Updated

	Supplementary explanation
Advance dispatch of convocation notices of general meetings of shareholders	In order to provide our shareholders with time to sufficiently review information on the convocation notice, the Company ships the convocation notice three weeks before the general meeting of shareholders. Additionally, a few days before shipment a PDF version of the convocation notice will be published electronically on the Company's website, TDnet, and the electronic voting rights exercise platform for voting rights.
Off-peak scheduling of general meetings of shareholders	The policy is to appropriately set the date on which the general meeting of shareholders is to be held with the intention of shareholders attending after adequately considering proposals.
Electronic voting rights exercise	Voting rights can be exercised electronically by using the Company's designated voting rights exercise website or the electronic voting rights exercise platform.
Provision of English convocation (outline) notices	The text English translation of the convocation notice is available on the Internet (on the electronic voting rights exercise platform and the Company's website).
Other matters	The full text of the convocation notice and resolution notice is published on the Internet (on the electronic voting rights exercise platform and the Company's website). In order to gain the understanding of shareholders, visuals are used to illustrate the matters reported in general meetings of shareholders. These materials are also published on the Internet (the Company's website). Furthermore, by adopting an attendance-type virtual general meeting of shareholders in which questions can be asked and voting rights can be exercised through an online attendance method, the Company is working to secure the opportunity for all shareholders to exercise their voting rights. The video that is livestreamed on the day of the general meeting of shareholders is posted in the above materials on items to be reported and on the Company's website after the meeting is held.

2. IR related activities Updated

	Supplementary explanations	Availability of explanations from the representative
Disclosure policy creation and publication	The Company publishes its "Information Disclosure Policy" on the Company's website. In addition, in accordance with its information disclosure policy, the Company has established information disclosure frameworks, disclosure standards, and pertinent information management regulations, as well as Information Disclosure Regulations for timely and appropriate information disclosure.	
Regular briefing sessions for individual investors	The Company's website provides an overview of the Company's businesses, its strengths, and the steps that it has taken to develop cutting-edge optical equipment products. Furthermore, as opportunities for direct dialogue, the Company participates in individual investor briefings and online seminars held by securities companies and IR events.	No
Regular briefing sessions for analysts and institutional investors	On the day that financial results are announced each quarter, the Company's management holds results briefings for direct dialogue with analysts and institutional investors on the business environment, financial results, financial forecasts, and progress in the management strategy. Furthermore, in addition to holding events such as management strategy briefings, small meetings with the Company's management, new product presentations, and factory tours as appropriate, the Company participates in conferences held by securities companies. Moreover, individual meetings are held by the Chief Executive Officer, Chief Financial Officer, and IR officers as needed, excluding the quiet period between the day quarterly results are calculated and the day financial results are announced.	Yes
Regular briefing sessions for international investors	On the day that financial results are announced each quarter, the Company's management holds the results briefing at the same time as	Yes

	<p>the briefing for domestic analysts and institutional investors. Moreover, several times a year, the Chief Executive Officer, Chief Financial Officer, or an IR officer visits overseas institutional investors. Additionally, IR officers at U.S. locations hold individual meetings as needed, excluding the quiet period between the day quarterly results are calculated and the day financial results are announced. The IR officers also actively participate in conferences held by securities companies.</p> <p>In FY2021, we cancelled visits to overseas institutional investors due to the impact of COVID-19, but the Chief Executive Officer and Chief Financial Officer were proactively involved in teleconferences and online meetings, ensuring the same opportunities for dialogue with overseas investors as in the past.</p>	
Publication of IR materials on the Company website	The Company publishes financial results information (financial results, presentation materials, numerical reference materials) and other corporate disclosures, integrated reports, convocation notices to general meetings of shareholders, shareholder communications, securities reports and quarterly reports, medical fact books, and reports on CSR and environmental activities. The Company also publishes videos of various events including management strategy briefings and financial results briefings, new product presentations, general meetings of shareholders.	
IR Department (Officer)	<p>Officer in charge: Executive Officer, Chief Financial Officer Chikashi Takeda</p> <p>Department in charge: IR department.</p>	

3. Status of efforts at the integration of stakeholder viewpoints Updated

	Supplementary explanations
Regulations on the integration of stakeholder viewpoints based on internal regulations, etc.	The Group has established the “Olympus Global Code of Conduct,” which expressly prescribes behavior in accordance with laws and regulations and high ethical standards as well as fair and honest corporate conduct in relationships with customers, business partners, shareholders, employees, and local communities, etc.

Implementation of environmental protection activities, CSR activities, etc.

The Group, based on its Corporate Philosophy of “Making people’s lives healthier, safer, and more fulfilling,” strives to respond to all stakeholder expectations at a high level, acts as a good corporate citizen, and aims to achieve sustainable growth together with society.

The Group has included ESG as an important element in its Corporate Strategy. In particular, the Group has included six important ESG fields: 1) corporate governance, 2) economic sustainability, 3) product sustainability, 4) the environment, 5) human resources, and 6) society. Additionally, the Group has established five important issues (materiality): 1) providing a wide range of healthcare opportunities and improving outcomes, 2) focusing on compliance and product quality and safety, 3) promoting a responsible supply chain, 4) promoting diversity and inclusion, 5) contributing to the realization of a carbon-neutral and circular society in harmony with society. While strengthening and promoting our initiatives in each materiality and fulfilling our responsibilities to society and our stakeholders, we will improve the Company’s economic value and realize sustainable growth.

In May 2021, we newly added the materiality “contributing to the realization of a carbon-neutral and circular society in harmony with society” to the materiality established in our Corporate Strategy announced in November 2019 and established environmental goals to realize carbon neutral by 2030. We also agreed with recommendations by the Task Force on Climate-related Financial Disclosures (TCFD) and decided to work on information disclosures based on the TCFD recommendations.

We will continue to improve our manufacturing improvement activities and energy saving measures to achieve our target of carbon neutrality. At the same time, we will accelerate efforts to reduce CO₂ by switching all power consumed at our business locations to renewable energy sources by 2030. We will also continue to concentrate on highly transparent information disclosure focused on analyses of the risks and opportunities posed by climate change.

For specific CSR activities, the Company holds procurement policy briefings once a year for major domestic suppliers of the Company’s businesses in order to share the Group’s Corporate Strategy and procurement policy. In FY2021, to prevent the spread of COVID-19, we cancelled in-person briefings for suppliers but are considering holding online briefings going forward. Furthermore, in environmental activities, reducing the environmental burden throughout the entire product life cycle is regarded as an important issue by the “Olympus Group Environmental Policy.” Consequently, the Company engages in a range of activities to contribute to international society, civil society and local society by actively engaging in environmental improvement activities for production, business sites, and logistics. Furthermore, the Company recognizes climate change as a major environmental issue that affects our business activities. We see the risks as carbon tax, carbon emissions trading, stronger regulations for CO₂ reduction by various countries, and supply chain disruptions caused by the growing scale of natural disasters such as typhoons, floods, etc. In response, we are implementing measures including activities aimed at improvements in energy efficiency, the expanded introduction of natural energy sources, and the diversification of suppliers. Based on the above initiatives, we have begun to evaluate the nature of the Company’s contributions to the “Sustainable Development Goals (SDGs)” of the United Nations.

To facilitate understanding of the Group, the Company strives to actively disclose information and enhance communication. Detailed information is available in integrated report and published on the Company’s website.

(<https://www.olympus.co.jp/ir/data/integratedreport/>)

Formulation of policies concerning the provision of information to stakeholders

In order to be correctly understood and trusted by all stakeholders, the Group has established the “Olympus Global Code of Conduct,” which prescribes the fair, timely, and appropriate disclosure of corporate information such as management policies, the status of business activities, and CSR activities.

Other matters

[Initiatives for health and productivity management]

The Company has prepared a health declaration in order to clarify that establishing a working environment where employees can work in an active and healthy manner is a major premise of the Company for proceeding with various activities, and that it is the management has resolved to properly support the maintenance and improvement of the health of employees and their families, in cooperation with the Health Insurance Association. The Company will promote health maintenance and enhancement among employees by further working to prevent second hand smoke, recommend lifestyle changes, encourage regular checkups and complete examinations for cancer screenings, and give advice when hospital visits are required. By actively developing health management initiatives, the Company was recognized as a “White 500” organization for five years in a row since 2017.

[Promotion of Work-Life Integration]

In order to prepare an environment where employees can demonstrate their abilities to the fullest and actively continue their career, even with different circumstances such as child-rearing or nursing care, the Group is promoting initiatives for “Work-Life Integration” to support both employees’ work and lives to achieve synergy between them, and is working to introduce flexible systems related to working styles and expand users.

As an enhancement of supporting measures for both work and childcare/nursing care, the Group has introduced the “work-from-home system,” “re-entry system,” “position flex system,” and “reduced working hours system.” The Group is aiming to realize a diverse workplace, increase productivity and increase employees’ motivation by supporting both work and family life.

[Ensuring diversity in the Company including active roles for women]

At the Company and its domestic Group companies, centered on the Human Resources Division, we establish and operate systems and policies to support active roles for diverse human resources. Through new workstyles centered on telework, by eliminating distance and time constraints, diverse personnel feel a sense of ease in their work and happiness in their growth as we work to create an environment in which they can flourish. In our hiring, promotions, and pay raises, we proactively use human resources that have both strong expertise and abilities and morals.

Furthermore, in promoting “Work-Life Integration,” the Group has set the promotion of women’s participation and advancement as an important issue, and formulated a plan of action for general employers in accordance with the Act on the Promotion of Female Participation and Career Advancement in the Workplace in 2016. Major initiatives include expanding employees allowed to utilize the work-from-home system, implementing the provision of information for employees taking childcare leave, creating a system that can balance work and treatments for infertility or cancer, opening childcare facilities at certain workplaces, and establishing the “Diversity Promotion Group,” which is a dedicated organization to strengthen the diversity promotion system. The Group supports career advancement of female employees by assuming life events in advance and with the concept of feed forward, which quickly provides experience and opportunities.

In 2020, we produced our first female corporate officer from within our company. As of the end of April 2020, 65 women were active in managerial positions (an increase of 122% from the previous year), and the number of female employee candidates for managerial positions rose to 247 (an increase of 116% from the previous year), as our ratio of female employees has increased each year. We also have an increasing number of foreign nationals in managerial positions.

Aiming for LGBT persons to feel a sense of ease and happiness in their work, to create workplaces highly accepting of diversity, we offer education and events to promote understanding and are promoting the establishment of a dedicated helpdesk.

In employing persons with disabilities, we approach disabilities as one element of individuality. We proactively hire persons with disabilities by focusing on what they can do, support them as they take their positions, and offer employee education. We see the hiring of disabled persons and their onboarding as an important issue, and in addition to engaging in regular hiring activities, we have established a specialized subsidiary and are improving our onboarding system. During the onboarding process, we provide training and education to promote understanding so that superiors and colleagues can understand the nature of their disabilities. As part of our onboarding, when disabled persons first joins the Company, they meet with the Human Resources Division, their superior, and an industrial physician. As of January 2021, we achieved a disabled person hiring ratio of 2.4%, higher than the statutory employment rate.

The Company proactively hires older employees who are past retirement age and believes that it is important for personnel who have exercised strong expertise and produced results in the past to continue to have an active role in the Company. For employees who wish to continue working after the fixed retirement age of 60, we have created a system to allow

them to continue working until 65. After improving the treatment of employees in April 2016, we began reforming our position-style human resources system, which deals with personnel based on job grade, from April 2020 for rehired personnel who have a high level of expertise in order to evaluate work after rehiring. Going forward, while considering the trends and tendencies in society, including laws and regulations, we will continue to build a vibrant working environment in which employees can exercise their expertise after mandatory retirement.

[Reforming our human resources system to support the challenge of becoming a global medtech company]

To win in future competition with competing global medtech companies, we cannot only engage in regional hiring. We must also create a comprehensive operating model for governance, operations, and human resources on an integrated, global level, and improve the management efficiency of the entire Group. To realize this goal, it is essential that we assign personnel with diverse abilities that support our global business to the appropriate positions irrespective of their home country or region. We are working to create a human resources system that encourages the desire for growth among the Group employees and to build a corporate culture that allows them to use their individual abilities to the maximum for the development of the Company.

In April 2019, we changed our human resources evaluation system for managerial employees in Japan to a position-based wage system. The job description form clarifies the roles, responsibilities, and authorities of each employee. The treatment of employees is decided based on the scale of job responsibilities and results, and we promote a hiring system that does not consider age or nationality. Furthermore, in April 2020, we standardized goal setting and evaluation criteria for global senior management and clarified their responsibility for performance. Senior management has set forth strategic goals to achieve global shared KPI and is working toward organizational reform. As a result of promoting assignments based on capabilities and suitability rather than nationality, 40% personnel of our heads of business and capabilities are foreign nationals.

In response to the spread of COVID-19, we established a global taskforce, enacted various policies that place the safety of all employees first, and are reviewing global workstyles to respond to the new normal. In Japan, we are moving forward with new workstyle reforms including eliminating limits on work-from-home days and building an environment for telework.

[Hiring women, foreigners, and mid-career hires for managerial positions]

At the Company, as our approach aimed at balancing work and personal life, we promote Work-Life Integration (WLI) and support diverse personnel exercising their capabilities. In promoting WLI, we position the promotion of active roles for women as one materiality and have formulated and disclosed an action plan. We also actively promote the hiring of mid-career hires and foreigners to managerial positions.

- Basic policy

- (i) Strengthen the planned development of female candidates for managerial positions.
- (ii) Strengthen an environment that realizes a balance between work and personal life.
- (iii) Strengthen the hiring of women.

- Target

- (i) By the start of FY2025, double the number of female managerial employees compared to FY2020.
- (ii) Strengthen an environment that realizes a balance between work and personal life.
- (iii) Increase the percentage of female new graduate hires joining the Company in April 2024 by 25% or more.

- Previous conditions and future plans

- (i) Policies to strengthen an environment that realizes a balance between work and personal life
 - Introducing flexible care and a balanced system, expanding the scope of work-from-home system, introducing an hour-based annual leave system, and opening a childcare facility at our Hachioji business office, etc.
- (ii) Policies for personnel hiring irrespective of gender, age, or nationality
 - Introducing a “position-style human resources system”
 - Implementing talent reviews

[Risk management]

Based on its “Internal Rules on Risk Management and Crisis Response” and related rules, the Olympus Group has built a global management system. The Group conducts risk management from the viewpoints of both “offense” that leads to the creation of sustainable growth and value for the company through proactive, sound risk-taking and “defense” to prevent fraud and accidents. We are also working to create a crisis management process to

minimize the effects of unpredicted incidents on corporate value. The status of our risk management initiatives is listed in our integrated report and posted on the Company's website.

[Compliance]

The Olympus Group works to create an honest corporate culture that complies with laws and regulations. In September 2019, we established the "Olympus Group Code of Conduct," which is published in 18 languages on the Company's website. The status of our compliance initiatives is listed in our integrated report and posted on the Company's website.

[Information security]

The Olympus Group recognizes the proper handling and protection of information as a social responsibility and formulated the "Information Security Policy," working to ensure information security. The details of our information security are listed in our integrated report and posted on the Company's website.

IV Matters concerning internal control systems, etc.

1. Basic concepts and maintenance status on internal control systems Updated

All our activities are based on our Corporate Philosophy, “Making people’s lives healthier, safer and more fulfilling.”

The Company, based on this basic concept, shall prepare and operate a framework which ensures the effectiveness and efficiency of operations and appropriateness and reliability of financial reporting of the Company and its subsidiaries (hereinafter, “the Olympus Group”), and make continuous improvements.

1. Framework to ensure the compliance by Executive Officers and employees of the Company and Directors and employees of the its subsidiaries, in performance of duties, to applicable laws and regulations as well as the Articles of Incorporation

(1) In order to ensure a system in which Executive Officers and employees of the Olympus Group perform their duties in compliance with applicable laws and regulations as well as the Articles of Incorporation, the Company shall establish “Management Basic Policy,” basic policy the Board of Directors relies on when the Board supervises the execution of duties of Directors and Executive Officers. Furthermore, it shall establish the Olympus Global Code of Conduct and internal corporate regulations, based on the Corporate Philosophy, and shall instill the policies and facilitate initiatives to raise awareness of compliance in the Olympus Group through continuing education and other measures.

(2) The Company shall also establish a compliance promotion system by appointing an officer in charge of compliance (“Chief Compliance Officer”) and establishing a function in charge of group-wide compliance. The function in charge of group-wide compliance shall be responsible for activities toward the improvement of the group compliance system based on the Global Compliance Management System. Furthermore, it shall continuously conduct education of employees and measures relating to assessment. It shall establish a global contact desk which can be available 24 hours a day in multiple languages so that any employee and external stakeholders, when suspecting there is or may be a violation of laws and regulations, etc., may make a report in addition to a local hotline contact desk in each region.

(3) The Chief Executive Officer shall be the person responsible for CSR at the Company, and shall determine the content, set objectives and conduct evaluations for CSR activities. Furthermore, beginning with instilling a strong sense of ethics, the Company shall drive initiatives to be in line with the Olympus Global Code of Conduct.

(4) The Company shall set up an internal audit function reporting directly to the Chief Executive Officer. Based on the Internal Audit Charter, the internal audit function shall conduct audits to verify the effectiveness of the various processes for risk management, control and governance. The internal audit function shall report the results of internal audits to the Chief Executive Officer of the Company, and the Audit Committee.

(5) In order to ensure the fairness of operations of subsidiaries, the Company shall dispatch Directors and Audit Committee to major subsidiaries and request them to obtain the Company’s approval for significant matters of subsidiaries based on the Job Authority Rules and any other related rules.

(6) In order to ensure the appropriateness and reliability of financial reporting of the Olympus Group, the internal audit function shall continue to conduct improvement activities by regularly evaluating its efforts and operations to ensure that control activities relating to financial reporting function effectively under the internal control system.

(7) The Company shall be responsible for working with lawyers, the police and other parties to systematically stand firm against anti-social forces and organizations which threaten societal order and safety. The Olympus Group continuously shall conduct measures for excluding anti-social forces and prepare relevant rules and regulations in order to maintain its social responsibility to exclude anti-social forces.

2. Framework regarding the maintenance of records and management of information in relation to performance of duties by Executive Officers of the Company

(1) Pursuant to laws and regulations and the internal rules on document management, the Company shall maintain and manage documents or electronic data.

(2) Directors may access important documents such as the minutes of a meeting of the Board of Directors and documentary approvals at any time based on the internal rules on document management.

3. Regulations and other framework relating to managing risks of loss of the Olympus Group

(1) The Company shall manage its business risks of the Olympus Group based on due deliberations held at meetings of the Board of Directors and the Group Executive Committee, among other meetings, and appropriate operation of the internal approval procedure.

The Board of Directors shall determine basic management policy, matters related to the internal control system, other important matters and important matters related to business execution, as well as deciding matters to delegate to Executive Officers. Also, for important matters not decided by the Board of Directors, Executive Officers shall make a decision, and make a report to the Board of Directors.

(2) The Company shall manage risks such as those relating to quality, product safety, export control, information security, health and safety, the environment and disasters by designating functions in charge, establishing internal corporate regulations, working for preventive risk management as the Olympus Group, and implementing education and training.

(3) Based on the Internal Control Rules and other related rules, the Company shall prevent the emergence of serious risks resulting from the business activities of the Olympus Group, and shall create, operate appropriately, and manage a risk management system to minimize damage in the event of such risks emerging.

Moreover, pursuant to the Risk Management Operation Rules, each function in charge in the Olympus Group shall be aware of risks and take preventative measures, and the Company has a framework which enables prompt actions in the event of an emergency. In the event of a violation of corporate ethics, or an earthquake, fire or accident, the function in charge shall make immediate reports to the Executive Officers and relevant people. The final determination in such circumstance shall be made by the Chief Executive Officer.

4. Framework to ensure the effective performance of duties by Executive Officers of the Company and Directors of its subsidiaries

(1) The Board of Directors shall approve medium- and long-term Corporate Strategic Plans in which the business objectives of the Olympus Group are set forth, and action plans for these, which are called annual business plans. The Board of Directors shall decide on other important matters, and delegate except matters that should be resolved by the Board of Directors to Executive Officers in order to enhance efficient and agile decision-making on the execution of business. In addition, the Board of Directors shall receive reports, at least once a quarter, on business performance in order to evaluate the status of the Company's annual business plan, and supervise Executive Officers' performance of duties.

(2) The Board of Directors shall determine the assignment of duties among the Executive Officers. In addition, the Board of Directors shall receive, at least once a quarter, reports on their duties as performed.

(3) Based on the Job Authority Rules, Organization Rules, and other related rules, the Board of Directors shall approve the responsibilities and authorities of major job ranks. Based on internal corporate regulations including the internal rules on approval procedures and organizational matters, the Board of Directors shall approve the management organization and the separation of duties as well as the responsibility and authority of each of the Representative Director, other Operating Directors and Executive Officers, and receive reports from major management organizations on their duties as performed.

(4) With the establishment of Treasury Control Framework, which regulate financial policies as a base for financial operations of the Olympus Group, the Company strengthens the governance of the Olympus Group from a financial aspect, and oversees and manages funding, foreign exchange, and transactions with financial institutions for the Olympus Group including the subsidiaries.

5. Framework for reporting to the Company on matters concerning execution of duties by the Directors and employees of the subsidiaries

(1) After the Company has clarified the management criteria of subsidiaries by means of the Affiliated Company Management Rules and other related rules, the presidents of the regional headquarters shall conduct reviews of the situation faced by management, and periodically report the results of the reviews to the President of the Company.

(2) The Company shall ensure receiving reports as appropriate and in a timely manner from the subsidiaries in accordance with the Global Consolidated Accounting Control Framework to ensure that the Company will remain accurately informed of financial position and results of operation of the Olympus Group, and appropriately maintain and manage the consolidated accounting policies.

6. Framework for matters related to employees whose assignment is to assist in the duties of Audit Committee of the Company, and matters related to the independence of those employees from the Executive Officers of the Company, and matters related to ensuring the effectiveness of instructions from Audit Committee of the Company to those employees

The Company shall allocate a dedicated employee who will assist with the Audit Committee's duties. In addition, the Company shall set forth internal corporate regulations to ensure independence from execution as stated below, and ensure effectiveness of directions from the Audit Committee to such employees.

(1) While employees who have been assigned to assist in the duties of the Audit Committee assist in those duties, Directors (excluding Audit Committee members), Executive Officers and employees, etc. shall not give them commands or instructions.

(2) The appointment, dismissal, transfer, wage or personnel evaluation of employees who are assisting the Audit Committee with their duties shall be decided only after obtaining the approval of the Audit Committee.

7. Framework regarding reports by Directors (except those who are members of the Audit Committee), Executive Officers and employees of the Company to the Audit Committee of the Company, and reports by Directors and employees of the subsidiaries of the Company or personnel who have received reports from them to the Audit Committee of the Company

(1) Directors (except those who are members of the Audit Committee), Executive Officers and employees of the Company, as well as Directors, Audit and Supervisory Board members and employees of subsidiaries shall promptly, and either directly or via the relevant function, submit a report to the Audit Committee of the Company in cases where it becomes known that there has been

a significant violation of laws or regulations or of the Articles of Incorporation; or when it becomes known that there has been wrongdoing; or when it becomes known that there is risk of substantial harm to the Company. In other cases where the Audit Committee requests a report from an Executive Officer or employee, etc. of the Olympus Group, in accordance with laws and regulations, or Audit Committee Rules etc., the Executive Officer or employee in question shall promptly report to the Audit Committee.

(2) In case any material compliance issue arises in the Olympus Group, the Chief Compliance Officer shall make reports on details and other matters to the Board of Directors in accordance with the Compliance Management System Rule. Reports on details of issues reported and results of investigations shall also be made regularly to the Audit Committee.

(3) The internal audit function of the Company shall regularly report the status of internal audit in the Olympus Group to the Audit Committee of the Company. In addition, the Chief Compliance Officer shall report the status concerning compliance to the Audit Committee regularly.

8. Framework to ensure that any personnel who have made a report to the Audit Committee of the Company will not be subjected to any unfair treatment due to the report made

The Company shall set forth internal corporate regulations and shall not impose any unfair treatment (including de-facto measures such as restricting the personnel to engage in duties, or assigning the personnel solely to work on chores, in addition to measures of personnel affairs such as dismissal, demotion, pay cut and other disciplinary actions and disadvantageous transfer) to any personnel who have made a report on the grounds of having made a report to the Audit Committee.

9. Matters regarding procedures for advance payment of expenses incurred in connection with execution of duties by the Audit Committee members of the Company and their reimbursement, and treatment of other expenses or liabilities incurred in connection with execution of the duties

The Company shall set forth internal corporate regulations. When an advance payment or reimbursement of expenses is requested for execution of duties of Audit Committee members, the Company shall promptly process disbursement except for such case that the expense is obviously deemed unnecessary for execution of duties by Audit Committee members.

10. Other systems to ensure the effectiveness of audit by the Audit Committee of the Company

(1) Directors, Executive Officers and employees of the Company and Directors and employees of the subsidiaries shall ensure effectiveness of the audit by cooperating with the Audit Committee for investigations by interviews and on-site inspections.

(2) The Company shall ensure that it provides the Audit Committee with opportunities to sufficiently exchange opinions with Directors, Executive Officers, Accounting Auditors and any other personnel necessary.

(3) The Company shall ensure that the Audit Committee is permitted to have its members attend important meetings, and that they have an opportunity to state their opinion.

(4) The Audit Committee and an internal audit function shall work closely, and the Audit Committee are allowed to exercise authority to give instructions and make commands to the internal audit function as necessary.

(5) The Company shall ensure that it provides the Audit Committee with, upon their request, opportunities of collaboration between the Audit Committee and Audit Committee of the subsidiaries and collecting information from employees of the subsidiaries.

2. Elimination of organized crime - Basic concepts and their maintenance

The Company has in the basic policies of its internal control system defined policies against anti-social forces and has established frameworks for systematic counteraction. Specifically, the Company has established an internal communication network, cooperates with lawyers and the police force, and takes preventive measures by joining specialized organizations, along with information gathering and training activities. Additionally, the Company works to constantly and completely shield itself by stipulating in agreements with business partners the exclusion of anti-social forces.

V Other matters

1. Adoption of takeover defense measures

Adoption of takeover defense measure	None
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Supplementary explanation of relevant items

2. Other matters concerning the corporate governance structure, etc.

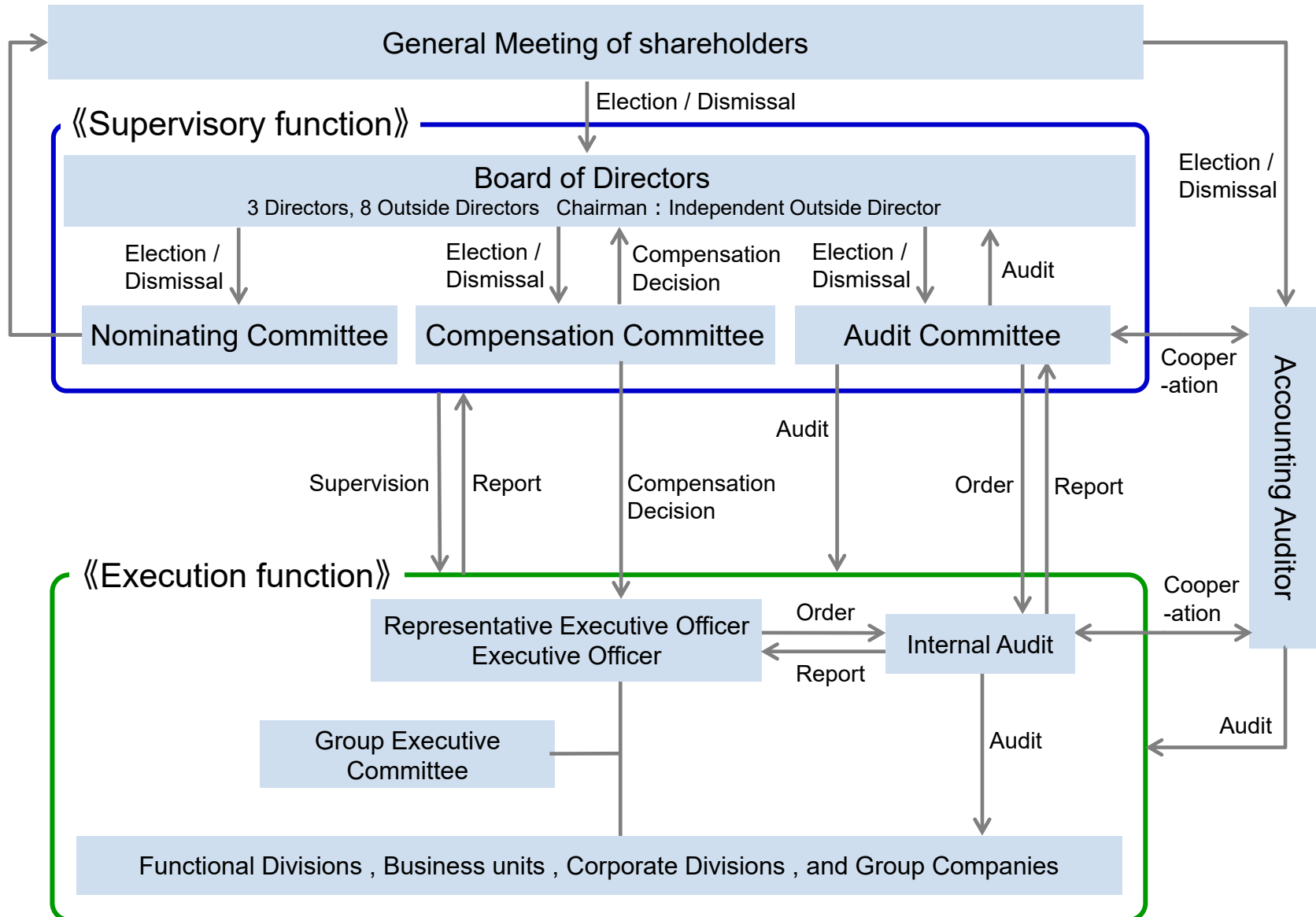
In disclosing information, Olympus shall comply with the laws and the Financial Instruments Exchange rules and shall disclose information in compliance therewith. Olympus shall also proactively disclose the information which may have a material impact on its corporate value evaluation in accordance with the Article 27-36 of the Financial Instruments and Exchange Act (so-called “Fair Disclosure Rules”) and the Internal Information Disclosure Criteria regardless whether such disclosure is not required by the laws or the rules. To this end, we have established internal corporate regulations such as “Rules on Information Disclosure” and “Detailed Rules on Information Disclosure,” and set out specific duties and procedures for information disclosure.

Based on the “Information Disclosure Flow,” information for disclosure is aggregated from the IR liaison (a person in each function/operating division who is in charge of the information disclosure as appointed by the IR Division) and the secretariats of the management meetings (the Board of Directors meeting and Group Executive Committee) and other committees, etc. and whether or not to disclose is determined by the head of Information Disclosure after deliberations with the head of the IR division and the head of the division disclosing the information.

Corporate Governance Structure (June 2021)

Updated

Decision on proposal of election/ dismissal of directors



Directors Skills Matrix Updated

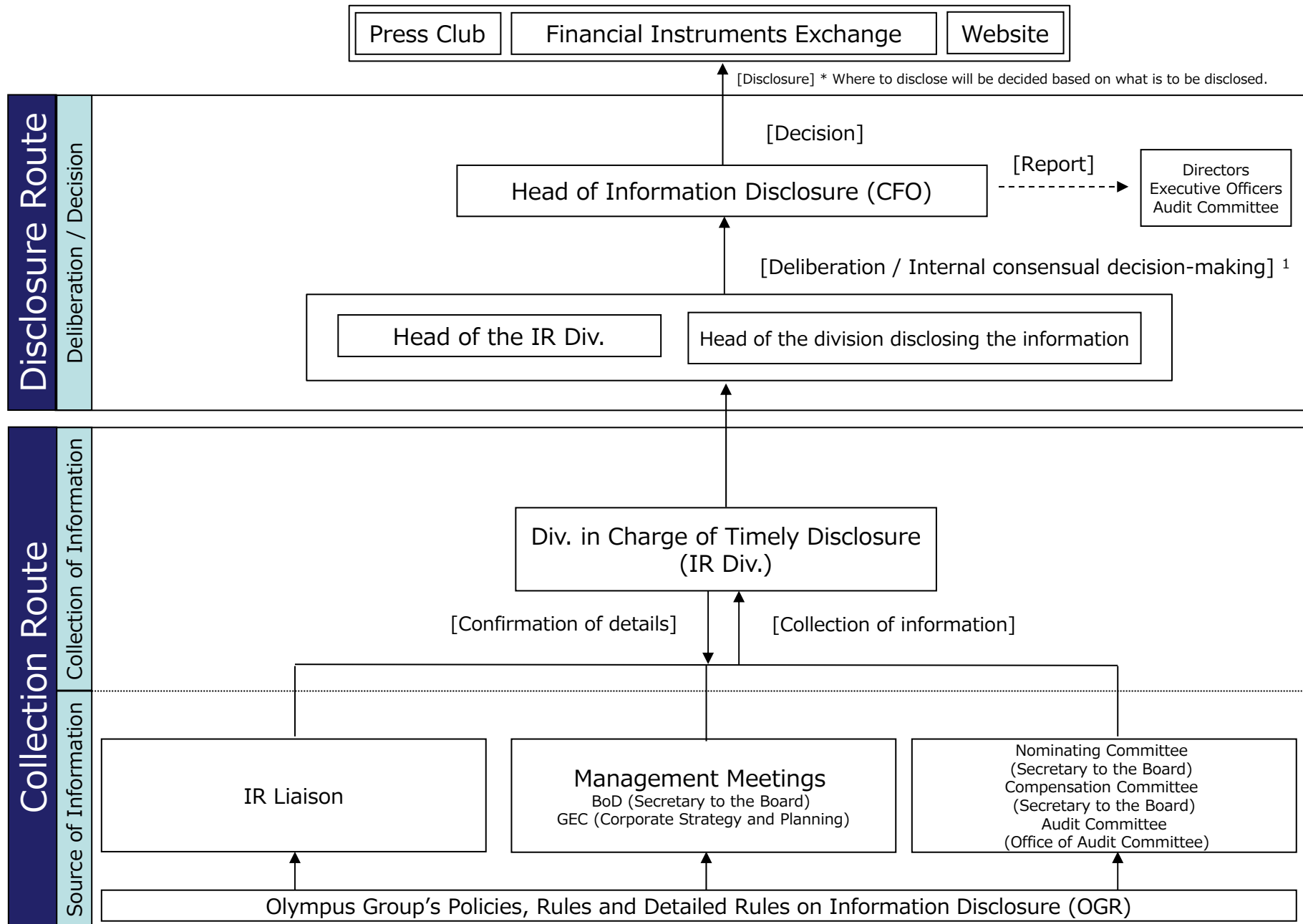
As of June 24,2021

Name	Position and responsibility in the Company		Area the Company expects the candidates for director to display their capabilities in ※						
			Corporate Management ※2	Overseas Business/Diversity	MedTech Industry	Manufacturing/Development/Research	Legal/Risk Management	Finance /Accounting	ESG
Yasuo Takeuchi	Director, Representative Executive Officer President and Chief Executive Officer (CEO)	Nominating Committee	●	●	●			●	
Sumitaka Fujita	Outside Director	Nominating Committee ★	●	●				●	●
Susumu Kaminaga	Outside Director			●		●			
Tetsuo Iwamura	Outside Director	Nominating Committee	●	●		●			
Yasumasa Masuda	Outside Director			●	●			●	
Atsushi Iwasaki	Outside Director							●	
David Robert Hale	Outside Director	Nominating Committee		●	●			●	
Jimmy C. Beasley	Outside Director			●	●				
Sachiko Ichikawa	—			●			●	●	●
Stefan Kaufmann	Director, Executive Officer Chief Administrative Officer (CAO)			●	●				
Nobuyuki Koga	Director		●		●	●			

★Committee Chairman

※ The above table is not to indicate all the expertise/experiences Directors have.

Information Disclosure Flow



1. When the case meets any of the Consensual Decision-Making Criteria in the Internal Information Disclosure Criteria, or when the case is not set forth in the Internal Information Disclosure Criteria and the head of the IR div. finds it necessary.

Communication with Stakeholders

Basic Approach and Policy

The Olympus Group is committed to "making people's lives healthier, safer, and more fulfilling." This is our corporate philosophy and the fundamental concept underlying our activities, enabling us to respond to the highest expectations of our stakeholders, conduct ourselves as a model corporate citizen, and work towards sustainable growth together with society.

In acting as a global company to address the issues of international society, we are participating in the UN Global Compact, reporting our CSR activities to them and conducting studies into what we can do to contribute to the Sustainable Development Goals (SDGs).

Initiatives

Customers

To implement a customer-centric approach and a constant quest for quality under the Olympus Group Quality Policy, the Olympus Group regularly monitors customer satisfaction in each of our activities, from sales to after-sales service and repair, and provides feedback on our activities during and after sales to improve the quality of our operations. Especially in the medical area, we are working to provide a safe and reliable healthcare environment for our customers. Specifically, we are contributing to greater efficiency in medical care at medical institutions, including communicating important information to customers, providing training on the appropriate use of our products, maintenance services and prompt recovery and repair services for our products.

Shareholders and Investors

We adhere closely to the Article 27-36 of the Financial Instruments and Exchange Act (so-called "Fair Disclosure Rules") and proactively disclose our management policies, financial status, business activities, non-financial and corporate information in a fair, timely and appropriate manner according to the Olympus Group's Disclosure Policy. We also invite investors to meetings in which our senior management, including the Representative Executive Officer, relevant executive officers, and head of relevant business divisions, present our medium- to long-term corporate strategies and business plans.

[> Investor Information](#)

[> Investor Relations Activities \(PDF: 35.2KB\)](#) 

Suppliers

Once a year, the Procurement Policy Meeting is held with key domestic suppliers for each business for the purpose of sharing with them the business strategies and procurement policy of the Olympus Group.

In addition, Compliance Helpline, a service to receive inquiries on compliance, handles reports from the Olympus Group in Japan and from suppliers with which Olympus has direct trade relations.

Employees

We conduct the Core Value Survey for all 35,000 Olympus Group employees to build a better corporate culture and working environment through listening to our employees. The results of the survey are then shared by senior management in different regions and utilized to create various improvement measures.

We are particularly keen on disseminating open corporate culture and work style reform, as well as enhancing working efficiency. As a part of this movement, Olympus launched the time-off scheme for voluntary activities and another system to allow side jobs. We also regularly publish the Global Newsletter. By distributing news relevant to the entire Olympus Group, such as interviews with new senior managers, to all employees across the world, we encourage borderless communications beyond the divisions and regions. In Olympus and its Japan subsidiaries, the Human Resources Division takes the initiative to

hold dialogs between senior management and employees or labor unions in order to establish and operate schemes and measures to help diverse human resources exert their full capabilities. The senior management and labor union leaders discuss management-related issues including corporate culture, bonuses, and future personnel system, and the results of such discussions are shared among union members and all managers through the intranet.

Communities

As a global med-tech company, Olympus actively participates in resolving local social issues based on our Corporate Citizenship Policy through working together with a wide range of stakeholders, including local governments, schools, and corporations, in the communities across the world where our business sites are located. We also take part in local community events, such as promoting cancer screenings through networks of healthcare administration and NPOs, and providing classes jointly with NPOs for primary schools and junior high schools.

[> Corporate Citizenship Activities](#)

National and Local Governments

We are actively involved in a wide range of corporate citizenship programs in cooperation with national and local governments. In Japan, we maintain cancer prevention agreements with several prefectural and city governments to encourage their citizens to take cancer screenings. As a part of these agreements, Olympus provides leaflets to explain endoscopic examinations, which health administration then include in notice letters about strategic stomach cancer screenings and colon cancer examinations. Also, Olympus and its Japan subsidiaries host classes in primary schools and junior high schools as a part of the school curriculum for Period for Inquiry-Based Cross-Disciplinary Study and cancer education such as "Endoscope workshop for kids" to teach children about endoscopes and cancer prevention, and "Microscope workshop for kids" to contribute to STEM education in schools.

We also donated funds and personal protective equipment to charity organizations across the world as a contribution to COVID-19 countermeasures.

[> Olympus Increases Support for COVID-19 Measures to 100 Million Yen](#)

Compliance

▼ Basic Approach and Policy ▼ Promotion Structure ▼ Initiatives ▼ Systems and Mechanisms

Basic Approach and Policy

Because What We Do Matters Olympus Global Code of Conduct

What we do at Olympus matters to the people we serve, and how we do our work matters to our stakeholders. To help our management team and employees put Our Purpose and Our Core Values into practice, we developed a single, simplified resource, the Olympus Global Code of Conduct, which replaces the Olympus Group Corporate Conduct Charter and Code of Ethics. The updated Global Code of Conduct went into effect on September 27, 2019, and is available online in 18 languages.

[> Olympus Global Code of Conduct](#)

Acting with Integrity Matters

The Olympus Global Code of Conduct builds on our 100-year tradition of innovation, positive contributions to society, and our unwavering commitment to integrity. It explains the standards of conduct expected of our management team and employees, and guides them as they conduct business with integrity. The Olympus Global Code of Conduct reflects a comprehensive declaration of Olympus' stance on Environmental, Social, and Governance sustainability matters (ESG), and we formulate specific ESG-related policies based on this Code.

Our activities are based on Our Purpose of "making people's lives healthier, safer and more fulfilling." Following Our Purpose, we are committed to conducting our affairs with integrity, and accordingly, will comply with applicable laws and regulations. The Olympus Global Code of Conduct is the foundation for our policies and is required to be read, understood and followed by our management team and employees. We are committed to acting in accordance with the Global Code of Conduct in our global corporate activities.

Promotion Structure

Compliance Management System

Our global Compliance function works to raise awareness of the Olympus Global Code of Conduct and related-compliance policies by providing the management teams and employees with the resources and training they need to do business with integrity, treat customers, suppliers, third-party business partners fairly, and report concerns when they arise.

Olympus has appointed a Global Chief Compliance Officer (CCO), who leads the global compliance function to collaborate across the Company to continuously assess whether business activities are consistent with applicable legal requirements and Company policies and procedures. Our CCO reports regularly to the Chief Executive Officer and the Audit Committee of our Board of Directors and more frequently as needed. We have also established a Global Compliance Leadership Team (GCLT), which is composed of the CCO, Regional Compliance Officers (RCOs), and Global Operations and Planning leaders, to implement compliance-related policies and measures globally, understand regional situations and challenges, and carry out necessary corrective measures. The GCLT meets on a quarterly basis and more frequently as needed.

Policies and measures directed and confirmed by the GCLT are applied to each region by RCOs. In addition, compliance circumstances and issues throughout the Olympus Group identified by the GCLT and RCOs are reported by the CCO on a regular basis to the Audit Committee and are discussed at Board of Directors' meetings as needed.

Compliance Management System (As of April, 2021)



Initiatives

Compliance with Laws and Regulations

In FY2021, there were no violations that caused penalties or other punitive measures concerning these key laws/regulations (as stated below) and other socially important legislation.

Strengthening Compliance with Key Laws and Regulations

Jurisdiction	Name of Law/Regulation, etc.
Laws, regulations and guidelines in Japan	Laws and regulations relating to anti-bribery such as Unfair Competition Prevention Act, etc. National Public Service Ethics Act/rules of ethics Agreements relating to fair competition Transparency guidelines for the medical device industry in relation to medical institutions, etc. (formulated by the Japan Federation of Medical Devices Associations) Act on Prohibition of Private Monopolization and Maintenance of Fair Trade (Antimonopoly Act) Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (Subcontract Act) Laws and regulations relating to labor such as Labor Standards Act/Industrial Safety and Health Act, etc. Laws and regulations relating to insider trading Personal information protection laws/My Number ID Act Laws and guidelines relating to measures against antisocial forces
Laws, regulations and guidelines in other countries	Foreign Corrupt Practices Act (FCPA, United States) U.K. Bribery Act 2010 (United Kingdom) Anti-Kickback Statute (United States) OECD agreements concerning the prevention of the bribery of foreign public officials in international commercial transactions United Nations agreements concerning the prevention of corruption Other laws and regulations relating to the prevention of unfair competition Physician Payment Sunshine Provision (United States) Laws and regulations relating to anti-monopoly Laws and regulations relating to measures against antisocial forces

Systems and Mechanisms

Reporting System

The Olympus Group is committed to comply with the laws and industrial guidelines as well as acting based on high ethical standards.

As a system to support its practice, we implemented a reporting system that can be used by both our employees and suppliers.

In April 2019, we established the Integrity Line, for the Olympus organization worldwide.

Integrity Line (Global Reporting System)

As stated in the Olympus Global Code of Conduct, all employees are responsible for immediately reporting any suspected violation of the Code or Company policy.

Olympus is committed to our culture of integrity and provides a safe and open workplace for all employees to ask questions and raise concerns. We provide a global reporting system, known as the Olympus Integrity Line, which is available to all Olympus employees, third parties, and the general public who may wish to report a concern. The Olympus Integrity Line is operated by an independent third party and is available 24 hours a day, seven days a week, 365 days a year, in multiple languages. The Global Compliance function expanded efforts to promote our Integrity Line and Disclosure Program. Olympus does not tolerate retaliation against individuals who report concerns in good faith.

The Global Compliance function manages and monitors the Integrity Line, and refers matters for review, as appropriate, to other functions, such as Human Resources, depending on the nature of the concern. The Integrity Line system is continuously assessed and improved. In 2020, enhancements were implemented to improve reporting and trending capabilities, which reporting is designed to support employee confidence that speaking-up and raising concerns can make a difference in their organizations.

> [Website for the Olympus Integrity Line](#) 

Facilitating an Environment That Encourages the Use of the Integrity Line

Additionally, the Global Compliance function, at the direction of the Global Chief Compliance Officer and the Regional Compliance Officers, raises awareness of this system through consistent messaging in the Global Code of Conduct, and related e-learning programs and communications. During Fiscal Year 2021 Olympus received 250 reports, whether through the Integrity Line or other means. Olympus takes all reports of concern seriously. If a concern of misconduct is substantiated following appropriate review, Olympus takes corrective action, including policy/process remediation, enhanced training and education for individuals/groups, issuance of warning to individuals, and in serious cases, up to termination, in accordance with local regulations. In FY2021, 42.8% of closed reports were substantiated following review.

Specifically, with the aim of enhancing the internal reporting system and increasing its trustworthiness, we conduct systematic training of internal reporting system supervisors at Olympus and its subsidiaries.

Compliance Education

In order to raise compliance awareness and promote an understanding of important laws and internal rules, as well as to ensure consistent compliance with them, the Global Compliance function strives continually to enhance compliance education programming. By example, in Japan, the Compliance Promotion Department conducts education programs for various individuals using a variety of tools, course participants and training methods in accordance with the characteristics of applicable laws. At the subsidiaries outside Japan, the Regional Compliance function undertakes compliance education in a systematic manner at each regional headquarters according to its annual plan.

Major Results in Compliance Education (Olympus and its Japan subsidiaries)

Category	Target	Method	Description	Results
General	All employees	E-learning and group training	Education on compliance helpline	Frequency of program: 1 Number of participants: 13,493
	Selected employees	Distribute Compliance Handbooks containing explanations of the management philosophy and corporate code of ethics as well as a Q&A summary (The Compliance Handbook has been revised with an updated Olympus Group Corporate Philosophy.)		Frequency of program: As needed Target: New employees, midcareer employees, etc.

Category	Target	Method	Description	Results
Education in Important Laws and Regulations	Selected employees	E-learning and group training	Education on compliance helpline Provide more comprehensive education programs to departments and supervisors that are deeply involved with key laws and regulations related to management	Frequency of program: 1 Number of participants: 12,383 (employees in medical care-related business)
Rank-Specific Education	People at specific ranks	Group training	Educational programs required for management and executive personnel, employees who have been promoted, and new employees	Frequency of program: As needed in accordance with the plan
Messages from Senior Management	All employees	Intranet	Messages distributed from the President, executives, and the CCO CCO messages are sent out during Compliance Month (October).	Message from the CCO Frequency of program: 1 (October)
Management Dialog Opportunities	Managers and employees	Town meetings	At town meetings, top management of the Group explains the importance of compliance. Town meetings held on an ongoing basis (include subsidiaries and local corporations)	Small town hall meeting by the RCO Frequency of program: 1 Number of participants: 71 (10 divisions)

Basic Approach and Policy

We established and adhere the Olympus Group Tax Policy based on our corporate philosophy and Olympus Global Code of Conduct, in order to undertake and maintain appropriate tax procedures.

Olympus Group Tax Policy

Our Corporate Philosophy and Global Code of Conduct set out the legal and ethical principles that we apply to our business and defines our relationships with all of our stakeholders, which includes tax authorities. Our Corporate Philosophy, "Our Core Values", includes Empathy and Integrity. We earn trust and empathy with patients, customers, healthcare professionals, authorities and the communities with integrity in all aspects of our operations, and "Our Core Values" governs the way we operate our business.

Group Tax Policy

This Group Tax Policy outlines the principles of how Olympus people are expected to operate with respect to tax matters. The Policy is set out in detail below.

◆ 1. Compliance with laws, rules and regulations:

Olympus is committed to observing all applicable tax laws, rules, regulations, and reporting and disclosure requirements, wherever there is a requirement to do so as a result of our business presence and transactions, in line with "Our Core Values", "Integrity", as described in the Corporate Philosophy and Global Code of Conduct.

A dedicated tax function (Group Tax) collaborates with the Group's businesses to provide advice and guidance necessary to ensure compliance, obtaining external advice where necessary. There are clear management responsibilities, backed up by regular monitoring and review, carried out by members of Group Tax with the necessary experience and skill set and where necessary support is provided by external professional advisors.

◆ 2. Consistency with Group strategy:

Tax decisions are made at all times in a manner which is consistent with and complements the Group's overall business strategy. Key business decisions are made cognisant of the tax consequences. Group Tax partners with the businesses to ensure there is consistency.

◆ 3. Governance, Assurance and Tax Risk Management:

Responsibility and accountability for the Group's tax affairs is clearly defined in accordance with a Tax Responsibility Matrix, and decisions are taken at an appropriate level, determined by formal Group Delegation of Authority.

Diligent professional care and judgement are employed to assess tax risks in order to arrive at well-reasoned conclusions on how the risks should be managed. Olympus has a conservative approach to tax risks and seeks to mitigate tax risks as far as possible. Where there is uncertainty as to the application or interpretation of tax law, appropriate written advice evidencing the facts, risks and conclusions may be taken from third party advisers to support the decision-making process.

In reviewing the risks of a tax action or decision, the following would be considered:

- ◆ The legal and fiduciary duties of directors,
- ◆ The requirements of our Group compliance and ethics policies,
- ◆ The maintenance of corporate reputation, having particular regard to the principles regarding the way we interact with the stakeholders around us, embodied in the Group's approach to the stakeholders as described in the Corporate Philosophy of Olympus, "Empathy",
- ◆ The tax benefits and impact on the Group's reported result comparative to the potential financial costs involved, including the risk of penalties and interest,

- ♦ The wider consequences, as a double taxation where a specific income is taxed by multiple countries, of potential disagreement with tax authorities, and any possible impact on relationships with them.

Group Tax employs various risk management processes and systems to provide assurance that the requirements of the Group Tax Policy are being met. This includes compliance and risk monitoring systems and internal audit reviews of tax compliance activity across the Group.

♦ 4. Relationships with tax authorities:

Olympus is committed to the principles of openness and transparency in its approach to dealing with tax authorities wherever we operate around the world. Where there is uncertainty as to the application or interpretation of tax law, we secure certainty by consultation with advance information disclosure. All dealings with the tax authorities and other relevant bodies are conducted in a collaborative, courteous and timely manner. The aim would be to strive for early agreement on disputed matters, and to achieve certainty wherever possible.

♦ 5. Tax Planning:

Olympus pays its fair share of taxes in the countries where it operates, and considers this a part of its contribution to community. Olympus does not undertake aggressive tax planning or artificial tax arrangements. Olympus maintains and follows a transfer pricing policy that is based on OECD Transfer Pricing Guidelines and the Base Erosion and Profit Shifting ("BEPS") Action Plan which is the international framework to prevent cross-border tax avoidance activities. In particular, Olympus adhere to the principle that profits should accrue where economic value is created and that tax follows business reality and is underpinned by business substance.

♦ 6. Incentives and reliefs:

Olympus believes that it should pay the amounts of tax legally due in any territory. There will, however, be circumstances where this amount may not be clearly defined, or where alternative approaches may result in differing tax outcomes. The Group uses its best judgement in determining the appropriate course of action, using available reliefs and incentives where possible for tax cost optimization.

Anti-Corruption

Systems and Mechanisms

Prevention of Bribery

The Olympus Group will never engage in actions that could be deemed to be bribery in its dealings with any of its business partners, such as government officials, and employees of government agencies (including international agencies), or any other parties. In addition to having established our own rules based on key laws and regulations and thoroughly educating our employees on those rules, we are working on the prevention of actions that could be interpreted as bribery by tightening the rules governing external business dealings and internal approval system as well as by implementing process controls. With the [Global Code of Conduct \(PDF: 2.2MB\)](#), the Olympus Group has established a key guideline to preventing bribery, which has been disclosed on its website.

Requesting Your Support for the Olympus Global Code of Conduct and Your Cooperation in Fighting Corruption

The Olympus Group does business throughout the world and seeks to earn and maintain the respect and trust of all of our stakeholders - patients, physicians, customers, governments and shareholders. Olympus expects that each and every one of our employees act in a manner that is consistent with law, Olympus policies and our values. We also expect and require that third parties who act on Olympus' behalf operate in the same manner.

Olympus has developed policies, procedures and training on key issues, such as the prevention of bribery and the support of fair competition to help assure that we provide our employees with the tools to meet these expectations. We encourage all our employees to speak up and share any concerns they might have. We will continue to hold ourselves to high standards but are always working to improve, so that we can meet or exceed high expectations. The Global Code of Conduct below summarizes our approach. We invite you to support these efforts and let us know if we have areas in which we can improve.

Thank you in advance for reading through the Global Code of Conduct and for your continued cooperation and support.

> [Olympus Global Code of Conduct \(PDF: 2.2MB\)](#)

Exclusion of Antisocial Forces

The Olympus Group will have no involvement with organized crime syndicates, or any other antisocial forces that threaten the order of society and will never engage in actions that could support their activities.

We will respond resolutely and in accordance with the law to any fraudulent demands from antisocial forces. In July 2012, "Regulations for the Elimination of Antisocial Forces" covering the Olympus Group were formulated.

For Olympus and its Japan subsidiaries, in principle, we conclude contracts or memorandums of understanding incorporating provisions relating to the exclusion of antisocial forces with all new business partners (including clients and suppliers as well as partners in joint research) of.

For subsidiaries outside Japan, we are confirming that our business suppliers and partners do not have any ties with antisocial forces in compliance with the "Regulations for the Elimination of Antisocial Forces."

Prevention of Insider Trading

The Olympus Group is determined to ensure the fairness and soundness of security markets and earn the trust of shareholders and investors by working to prevent insider trading. Formulated in June 2012, the Insider Trading Prohibition Regulations clearly forbid use of undisclosed information gained through activities related to trading in stocks, and continuous education and training about these regulations is provided to all employees.

We have adopted rules, such as those concerning the buying and selling of our own shares by directors and employees, and we consistently comply with those requirements, including the submission of notices concerning such transactions. In FY2021, an e-learning program to prevent insider trading was implemented for all employees of Olympus Group in Japan. At the same time, lecturers were invited once a year from the Tokyo Stock Exchange to training

sessions for those employees from our corporate divisions who have ample opportunity to come into contact with insider information. There have not been any insider trading matters in FY2021, same as past years.

Security Export Control and Appropriate Import Declaration

The Olympus Group works in compliance with security export control regulations around the world in order to contribute international peace and safety. In Japan, we set up an export control system that conforms to the Compliance Programs designated by the Ministry of Economy, Trade and Industry. Since 2007, we have certified as an Authorized Economic Operator (AEO)* by Japan Customs and received preferential treatment as a company with superior export controls. To maintain and improve this system, we renewed the internal training system in FY2021. While continuing the basic training programs to cover nearly all executives and employees in Japan, we also provided specialized training programs covering import-export transaction based on employees' degree of involvement in such work.

We are also establishing a global system in cooperation with the regional headquarters to respond to extraterritorially applied regulations and enhancements in export regulations in countries concerned. Sharing with them regulatory information and classification data for products and technologies, we maintain and improve the security export control with this global system. In FY2021, export control was strengthened by addressing issues specific to each region and in compliance with the Corporate Strategic Plan. We also improved the operation level of the tools used to globally share classification data for each product item under the laws of different countries.

On the other side, paying the appropriate tax for imported goods is also an important area of responsibility as a company. Therefore, as a general rule with respect to products and parts procured from overseas, it is assumed that the import control department of Olympus and its Japan subsidiaries will have assessed the import declaration price, which forms the basis of the tax payment, prior to the placement of the order from FY 2018. Such activities for Olympus and its Japan subsidiaries continued in FY2021 to prevent import declarations with inappropriate prices and revisions to customs declarations.

* AEO (Authorized Economic Operator):

A program that offers relaxed or simplified custom processes to operators certified as having sufficient security and legal compliance systems in place for managing shipments, in order to ensure both security and smooth operations in international distribution. In Japan, the program is certified by Japan Customs.

Implementation Status of Training Designed to Maintain Security Export Control and Appropriate Import Declaration (Olympus and its Japan subsidiaries/FY2021)

Target	Aim/Description of Training	Number of departments or participants
Import-export control departments in Japan subsidiaries	Legal knowledge required to "correctly perform import control in general" for import control divisions that are responsible for import assessment in each company.	4 departments
Departments responsible for import-export transaction as a main task	Legal knowledge required to "declare an appropriate price" for divisions that have discretion to determine the import-export declaration price.	28 departments
Departments responsible for import-export transaction as a supplementary task (import-export system users)	Internal operation of import-export control transactions, and contacts for inquiry (e-learning program).	Export: 1,729 participants Import: 510 participants
Nearly all directors and employees working in Japan (including subsidiaries)	Basic awareness of import-export controls (e-learning program).	11,081 participants

Disclosure of Medical Business Information

Ethics Committee

Developing and manufacturing medical equipment such as endoscopes, Olympus and its Japan subsidiaries held an Ethics Committee meeting and assessed propriety from the points of view of ethics, science and reliability as well as conflicts of interest in its medical research to comply with the "Declaration of Helsinki (Ethical Principles for Medical Research Involving Human Subjects)" and the "Ethical Guidelines for Medical and Health Research Involving Human Subjects." We ensured the independence of the Committee by having it comprise internal and external experts not directly involved in the research.

The scope of the assessment was all of the medical research conducted by Japan subsidiaries to which the Ethical Guidelines for Medical and Health Research Involving Human Subjects applies. For greater transparency of the Ethics Committee, we disclose the Committee's rules, list of members and summary of proceedings by registration on the Ethical Review Committee Reporting System of the Ministry of Health, Labour and Welfare.

We started the online Ethics Committee meetings in FY2021 to minimize the impact of COVID-19 on our new and ongoing research activities.

[> The Ethics Committee](#)

Transparency Guidelines

Olympus and its Japan subsidiaries have established Transparency Guidelines for Relations between Olympus and Medical Institutions and other Organizations described below and are working to assure and increase transparency based on full disclosure of information on payments made to medical institutions and personnel in accordance with the Guidelines. The approximate amount of the financial grants given by the Olympus Group in FY2021 is US\$5.3 million (equivalent to 586 million yen)

[> Transparency Guidelines](#)

[> Payments to Healthcare Professionals and Healthcare Organizations](#)

Information Security

- ▼ Basic Approach and Governance
- ▼ Promotion Structure
- ▼ Initiatives (Management)

Basic Approach and Governance

Based on the recognition that the proper handling and protection of information is a social responsibility, the Olympus Group has established the Information Security Policy and is working to ensure information security.

Information security is integrated into our business plan as a major risk, and the Board of Directors and Audit Committee oversee all critical corporate risks, including information security. The Board of Directors and Executive Officers administer enterprise risk management for the entire Group, and information security is one of the core areas. Risk management for each region and function is based on the instructions of the executive officers, and priority measures for information security in business plan are implemented by the heads of each business and function based on risk assessment. Among the Executive Officers, the CAO assumes executive responsibility in the area of information security, and the Chief Information Security Officer (CISO) strengthens the governance of business execution under CAO's delegation. The CAO reports regularly on the status of information security to the Global Executive Committee and the Board of Directors. The information security governance structure under the CISO, as shown in the diagram below, encompasses all of the Olympus Group's businesses and functions worldwide.

We have a governance structure in place to ensure that our businesses and functions work together globally to implement measures and controls based on initiatives in the four information security areas of information security governance and strategy, product security, enterprise information security, and data protection.

In order to achieve effective information security governance, we are actively and continuously working to maintain and improve the comprehensive level of information security, including monitoring the operational status through regular internal information security assessments and regular information security education for all executives and employees.

◆ Four Areas of Information Security

Information security governance and strategy	Manage information security risks and formulate strategies.
Product security	Ensure security of products across their life cycles, including the supply chain.
Enterprise information security	Ensure enterprise information security, including cyber security, IT security, and physical security.
Data protection	Ensure management of property damage risks by incorporating risk control processes that are compliant with legal obligations, and which include appropriate data classification and specification of privacy requirements, within our business procedures.

- [Olympus Group Information Security Policy](#)
- [The Olympus Group Personal Information Protection Policy](#)

Promotion Structure

To ensure the appropriate management and protection of information security concerning the Olympus Group's business, the information security management structure is formed under the CISO with clear responsibility assignments. Under the direction of the CISO, and under a global governance structure that incorporates four information security areas, the Olympus Group will work to manage and ensure information security and fulfill its accountability to stakeholders.

In addition, the CAO, who is the executive officer in charge of the Olympus Group's information security function, reports to the Board of Directors, which

Reports are made to the Group Executive Committee every month to ensure that management decisions are made promptly.

Incidents	FY2019	FY2020	FY2021
Total number of information security breaches involving customers' personally identifiable information	0	0	0
Total number of customers affected by company's data breach	0	0	0
Total amount of fines/penalties paid in relation to information security breaches or other cybersecurity incident	0	0	0

Risk Mitigation

Incident Response

To respond to IT security incidents, we have clarified the global rules for IT security incidents, and the Information Security Governance Committee shares information on incidents as the situation demands. In order to maintain the effectiveness of our incident response system, we conduct training at least once a year. In light of the recent frequency of cyber attacks targeting companies that are responsible for social infrastructure, the incident response plan is constantly updated as necessary to ensure global information security.

Regarding product security, we have established a system to collect information on threats and vulnerabilities related to our products and analyze security risks, and are working to implement security measures as soon as possible.

As for data protection, we are implementing appropriate protection by classifying the importance of data from the perspective of compliance and risk control, as well as related laws and regulations, and introducing appropriate management methods.

Business Continuity Plans

In IT security, it is difficult to completely eliminate the occurrence of incidents. In addition to preparing measures to prevent incidents from occurring from various angles, the Olympus Group has established a system for rapid detection, analysis, containment and recovery without delay. Based on recent events such as cyber-attacks, the results of assessments of critical assets related to business continuity, and analysis of risk factors, we are working to formulate more advanced information security measures. Although there have been no significant incidents at present, we are improving our plans to enable prompt incident response based on the recognition of the increasing risk of cyber attacks targeting manufacturing and medical institutions.

Information Security Education

In order to ensure that information security is thoroughly implemented in our business operations, it is important to cultivate each employee's security awareness and the sense of ethics that is a prerequisite for such awareness. The Regional Information Security Manager appropriately monitors the implementation of education for all employees and strives to improve information security literacy. Education through e-learning and other means, as well as awareness of the information security policy and incident reporting process, is being implemented in all regions. For example, in Japan, we are providing e-learning to all executives and employees based on the rule of IT Security Incident Handling established in 2020, which sets specific standards for handling incidents.

Risk Management System

Basic Approach and Policy

Based on the "Policy of Risk Management and Crisis Response" and related rules, the Olympus Group develops global risk management systems, undertaking risk management from the perspective of both "offense" through active and sound risk taking leading to sustainable growth and value creation for the Company and "defense" to prevent illegalities and accidents.

A crisis management process has also been established to minimize the impact of unforeseen incidents on corporate value.

Risk Management

Risk management in each region and organization within the Olympus Group is carried out by the manager of the respective businesses or functions under the directions of executive officers. Priority measures in the business plan are planned and implemented based on the risk assessments. It contributes to managing our businesses based on the business plan with risk transparency from the medium- to long-term perspective and in line with the changes in both the internal and external environments.

Crisis Management

Any major incident that is highly likely to affect business management in the Olympus Group is reported promptly to the president and other senior management and handled appropriately by the managers in coordination with relevant divisions.

The Olympus Group strives for thorough infection prevention measures and has set measures such as maintaining physical distance and wearing masks in the workplace, ventilation of facilities and self-restraint on business trips and events. In addition, a global task force will be established if necessary, to ensure business continuity.

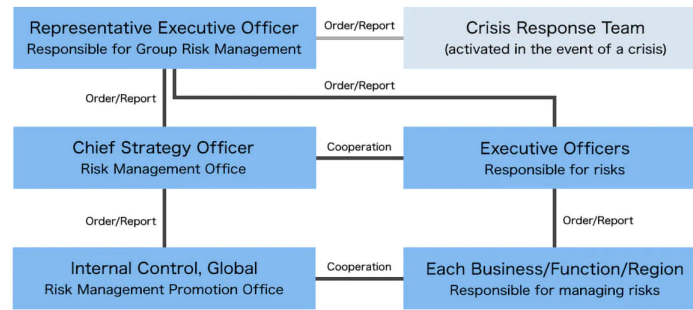
Amid the ongoing global spread of COVID-19, the Olympus Group has continued to implement training, demonstration and seminars online, and strives to provide solutions responding to the new environment. In Japan, the Central Task Force led by the regional representative officer was established and employees were advised to work from home from the end of March to the end of May 2020. In response to the termination of the state of emergency across Japan, we relaxed the work-from-home restraints in June 2020 with limited attendance rates. To keep the working environment safe, we established guidelines that take into account the "new lifestyle."

Further, we revised our business continuity plans (BCPs), which conventionally focused on natural disasters, such as earthquakes and storms, to include pandemics, as represented by COVID-19. We are also building viable BCPs with increased focus on the entire value chain. As a part of this effort, we are constantly implementing our disaster prevention and reduction activities such as by formulating the "BCP/BCM Development Guideline". We provide training and drills to employees to improve effectiveness of our BCPs.

We continuously implement every possible measure to keep our products and services available to our customers, giving the highest priority to the health and safety of our employees, medical professionals, patients, and communities.

Promotion Structure

Risk Management Structure



The Olympus Group's risk management systems clarify the Executive Officer in charge of risks that could affect the achievement of the Company's business targets as well as the corporate strategy (establishing risk assurance) and each Executive Officer executes the necessary measures (organizational structure, process preparation, focus measures, etc.) to keep within the acceptable level their designated area of risks.

In addition, the Olympus Group operates risk management processes with a PDCA cycle of risk assessment (identification, analysis and evaluation of risk and setting countermeasures), implementation of risk countermeasures, monitoring and reporting, and improvement. Risk assessment is linked to the process for formulating the fiscal year plan, with risk evaluated using common company-wide evaluation standards, and company-wide risks visualized and uniformly managed. In addition, the status of response to the Group's key risks are periodically monitored and reported to the Group Executive Committee and the Board of Directors.

We will achieve the "basis Management Policy" through these risk management.

Environmental Health and Safety Policy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling." Following this philosophy, the Olympus Group respects people's security and health and the natural mechanisms that realize this. We will contribute to the realization of a sustainable society by working to harmony with the environment and keep employees' security and health.

1. Continual Improvement of Environmental Health and Safety Activities

We will maintain the environmental health and safety management system and mechanism on a global scale and monitor the progress of environmental health and safety activities regularly so that we can continuously improve our environmental health and safety performance.

2. Compliance with Laws, Regulations, and Social Norms

We will fully comply with the laws and regulations, agreements with our stakeholders, and our voluntary standards in respect to the environment, health and safety.

3. Reduction of Environmental Impact

Toward the solution of environmental issues, prevention of pollution, sustainable resource use, climate change mitigation and adaptation, and protection of biodiversity, we will reduce environmental impact through all business activities from research, development, design, procurement, production, logistics, sales and repair.

4. Keeping safety and health

We will keep a safe and hygienic work environment by taking measures to eliminate and reduce safety and health risk factors based on the risk assessments.

5. Attributing Importance to Communication

We will ensure transparency and reliability in dispatch of information about environmental safety and health activities, deepen mutual understanding with our stakeholders, and promote activities for solving environmental safety and health issues in cooperation with each other.

Control of Chemical Substances Used in Products

In recent years, governments worldwide have tightened regulations relating to the reduction or control of chemical substances.

Based on the Control Rules for Environment-Related Substances Used in Products, which was formulated in reference to the chemical substance-related laws and regulations enforced in countries across the world, Olympus conducts surveys in the product design and development stages and also in its procurement activities to ensure that its products do not contain environment-related substances.

Olympus Group Control Rules for Environment-related Substances Used in Product

Control Rules for Environment-related Substances Used in Product Ver.15 (July 2021)

> [Japanese \(PDF: 1.3MB\)](#) 

> [English \(PDF: 1.2MB\)](#) 

> [Chinese \(PDF: 1.4MB\)](#) 

Control Rules for Environment-related Substances Used in Product

Ver. 15
July 1, 2021

OLYMPUS[®]

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1. Purpose

These rules pertain to environment-related substances used in the products of Olympus Group (this is hereinafter referred to as “Olympus”). They are to ensure that Olympus products comply with laws and regulations by defining criteria for prohibiting or controlling the substances, as well as to reduce environmental load.

2. Scope

2.1 Items

(1) Products (shipped out by Olympus)

- Products designed, manufactured and sold by Olympus
- Products designed and manufactured by third parties, and sold by Olympus with its trademark attached
- Products designed and manufactured by Olympus and supplied to a third party as OEM products.

(Note1) In this case, third parties are responsible for requiring Olympus to comply with these regulations.

(Note2) These rules do not apply to the components or materials specified by the third party.

(2) Parts and materials (delivered to Olympus, and used in “(1) Products” above)

- Subassemblies (e.g., assembly parts such as function units, modules and board assemblies)
- Components and materials (e.g., electrical components, components of machinery, components of electric machinery, semiconductors, printed wiring boards.)
- Parts for repair and maintenance services
- Accessories (e.g., accessories, such as AC adaptors, necessary for device operation)
- Subsidiary materials (e.g., solder materials, adhesives, lubricants, reinforcing materials, tapes, paints, inks.)
- Printed materials (e.g., instruction manuals, brochures.)
- Materials for sales promotion (e.g., labels.)

(3) Packaging materials

- Packaging materials and components used to ship out products
- Packaging subsidiary materials (e.g., adhesives, lubricants, reinforcing materials, tapes, paints, inks.)

(Except for packaging materials disposed of during Olympus manufacturing processes.)

(Note) Olympus may require our suppliers to comply with the rules herein in the following cases;

- Products distributed by Olympus for sales promotion purposes
(e.g., novelty items bearing Olympus’s name)

2.2 Laws and regulations

These rules are established in accordance with major global treaties, laws, ordinances and industry standards (hereinafter called “regulations”). However, they may not cover all of these regulations. If there are additional requirements in regions where products are sold, Olympus global, regional, and local business centers and their suppliers shall obey those requirements.

3. Terms and Definitions

The following definitions are applied to the terms used in these rules.

(1) Environment-related substances

These substances have significant influence on human health and the environment. They are specified by Olympus as “prohibited” or “controlled” substances, in accordance with laws and regulations.

(2) Joint Article Management Promotion-Consortium (JAMP)

JAMP is a Japanese consortium that manages information on chemical substances contained in an article appropriately and operates a system to disclose and efficiently transmit this information through companies in the supply chain.

(3) Substance group

This is a collective term for a chemical substance and its chemical compounds, or a collective term for several substances that possess similar chemical structures, toxicities, and/or harmful effects on the environment.

(4) Inclusion

This is defined as the addition or adhesion of substances to, or mixture of substances with, raw materials, parts, or products, whether intentionally or otherwise. The addition, adhesion or mixture of impurities is also regarded as inclusion.

(5) Intentional use

This is the situation where a substance is contained in products because of deliberate addition, filling, blending, or adhesion, in order to provide a specific characteristic, appearance or quality.

(6) Impurities

Natural impurities contained in natural raw materials and technically impossible to be completely removed in the refining process for industrial materials, or substances that are created in the synthetic reaction process but technically impossible to be completely removed.

(Note) Any substances added to materials to change their characteristics are deemed “intentional use”. (They are not impurities if they are called “impurities” in order to distinguish them from main raw materials.)

(7) Article (REACH Article 3: Definitions)

An object which during production is given a special shape, surface or design which determines its function to a greater degree than does its chemical composition.

(8) Mixture (REACH Article 3: Definitions)

A mixture or solution composed of two or more substances.

(9) Homogeneous materials

Homogeneous materials are materials that cannot be mechanically separated anymore and have a homogeneous composition. Examples are plastic, ceramics, glass, metals, alloys, paper, boards, resins and coatings. Mechanical separation means separation by

mechanical processes, such as removing screws, cutting, crushing, grinding and polishing.

(10) Metal conversion factor

This is the factor used to calculate the weight of a metallic element in a metallic compound from the weight of the metallic compound. The weight of a metallic element in a metallic compound can be obtained by multiplying the weight of the metallic compound by the metal conversion factor.

(11) CAS No.

This is the registration number for chemical substances allocated by the Chemical Abstracts Service (CAS), which is a division of the American Chemical Society. CAS numbers are used globally to identify chemical substances since there are several different ways of writing the names of chemical substances.

(12) JAMP Substance Numbers (JAMP-SN)

The number introduced by JAMP for some substances and groups that do not have a CAS No. (SN stands for “Substance Number”).

(13) Control value

The concentrations defined by Olympus to ensure that the amounts of substances contained in items do not exceed the concentrations regulated.

(14) Dates of ban on delivery

Dates when Olympus imposes ban on delivery from their suppliers to Olympus. Olympus determines them to ensure observance of the effective dates of regulations. (They are six months before the effective dates.)

In case that Olympus’s business centers set their own dates of ban on delivery, these dates set by business centers take precedence over the ones herein.

4. Rules

4.1 The environment-related substances and control classification

The environment-related substances designated by Olympus are listed in Table 1. They are classified into two categories: “prohibited substances” and “controlled substances”.

4.2 Prohibited substances

Prohibited substances are classified into the two following levels based on their date of ban on delivery.

(1) Prohibited substances Level 1:

These substances are immediately prohibited. Exceptions apply in the following cases:

- They have ‘a control value’ and can be used below that value.
- They have ‘an exemption’ and can be used for that application provided that their concentrations and their location of use shall be reported.

(2) Prohibited substances Level 2:

These substances will be prohibited after their date of ban on delivery.

- They are acceptable to use until their date of ban on delivery.
- Date of ban on delivery will be revised if the regulation has been postponed in case an alternative substance cannot be found.

Criteria for managing prohibited substances are shown in Table 2.

- Prohibition level, date of ban on delivery, applications, control values, exemptions, notes
- Examples of substances (They do not cover all the substances in this substance group.) or regulated substances
- Principal uses for substances

4.3 Controlled substances

If the content of a controlled substance exceeds its control value, the substance, the concentrations, and the location of use shall all be reported.

Criteria for managing controlled substances are shown in Table 3.

- Applications, control values and notes

4.4 Control value

Unless otherwise designated, the control values are the concentrations of substances in homogeneous materials.

- In complex components (assemblies), it is the concentration in each article of that component (not what is in the whole component).
- In surface treatment coatings, it is the concentration in the coating.
- In metal compounds that have metal conversion factors, the control values are the respective concentrations of the metal elements included in those compounds. In metal compounds that have no metal conversion factors, the control values are the concentrations of the whole metal compound.

Table 1 Environment-related Substances

Class	Major division	No.	Substance group	Detail
(I) Prohibited substances	Metal and metal compounds (including their alloys)	I-1	Cadmium and its compounds	Table 2-I-1
		I-2	Hexavalent chromium compounds	Table 2-I-2
		I-3	Lead and its compounds	Table 2-I-3
		I-4	Mercury and its compounds	Table 2-I-4
		I-5	Trisubstituted organotin compounds (including tributyltin compounds (TBTs) and triphenyltin compounds (TPTs))	Table 2-I-5
		I-6	Dibutyltin compounds (DBT)	Table 2-I-6
		I-7	Dioctyltin compounds (DOT)	Table 2-I-7
		I-8	Nickel and its compounds	Table 2-I-8
	Halogenated organic compounds	I-9	Polybrominated biphenyl (PBBs)	Table 2-I-9
		I-10	Polybrominated diphenyl ether (PBDEs)	Table 2-I-10
		I-11	Polychlorinated biphenyl (PCBs)	Table 2-I-11
		I-12	Polychlorinated terphenyls (PCTs)	Table 2-I-12
		I-13	Polychlorinated naphthalene (with more than 3 chlorine atoms)	Table 2-I-13
		I-14	Short-chained chlorinated paraffin (having the chain length of 10 - 13)	Table 2-I-14
		I-15	Polyvinyl chloride (PVC)	Table 2-I-15
		I-16	Hexabromocyclododecane (HBCDD)	Table 2-I-16
		I-17	Pentachlorothiophenol (PCTP)	Table 2-I-17
		I-18	Hexachlorobutadiene (HCBD)	Table 2-I-18
	Others	I-19	Asbestos	Table 2-I-19
		I-20	Azo dyes and pigments (specific amines formed by degrading azo dyes and pigments)	Table 2-I-20
		I-21	Ozone depleting substances (listed in Montreal Protocol)	Table 2-I-21
		I-22	Perfluorooctanesulfonic acid (PFOS) and PFOS analogs	Table 2-I-22
		I-23	Specific benzotriazole: 2-(2H-1,2,3-Benzotriazol-2-yl)-4,6-di-tert-butylphenol	Table 2-I-23
		I-24	Formaldehyde	Table 2-I-24
		I-25	Dimethylfumarate (DMF)	Table 2-I-25
		I-26	Fluorinated Greenhouse Gases (PFC, SF6, HFC)	Table 2-I-26
		I-27	Phthalate esters (BBP, DBP, DEHP, DIDP, DINP, DNOP)	Table 2-I-27
		I-28	Perfluorooctanoic acid (PFOA) and its salts and esters and certain Long-Chain Perfluoroalkyl Carboxylates (LCPFAC)	Table 2-I-28
		I-29	Polycyclic aromatic hydrocarbon (PAH)	Table 2-I-29
		I-30	Pentachlorophenol and its salts and esters	Table 2-I-30
		I-31	Certain CMR substances	Table 2-I-31
		I-32	Phenol, isopropylated phosphate (3:1)	Table 2-I-32
		I-33	2,4,6-tris(tert-butyl)phenol (2,4,6-TTBP)	Table 2-I-33
(II) Controlled substances	Others	II-1	Candidate List of Substances of Very High Concern in REACH(SVHC)	Table 3-II-1
		II-2	Substances subject to the European Union's Medical Device Regulation (EU-MDR) or In Vitro Diagnostic Medical Device Regulation (EU-IVDR)	Table 3-II-2

(Note)

- Applications of I-31 “Certain CMR substances” are limited to products that come into contact with human skin to an extent similar to clothing. Please see Table 2-I-31 for details.
- I-17, I-18, I-32, I-33 are substances that are persistent, bio-accumulative, and toxic chemicals (PBTs) identified pursuant to section 6(h) of the Toxic Substances Control Act (TSCA). Please see Table 2-I-17, Table 2-I-18, Table 2-I-32, and Table 2-I-33 for details.
- Applications of II-2 “Substances subject to the European Union’s Medical Device Regulation (EU-MDR) or In Vitro Diagnostic Medical Device Regulation (EU-IVDR)” are limited to components and subsidiary materials that are used in products subject to EU-MDR or EU-IVDR, and that come into direct or indirect contact with the patient. Please see Table 3-II-2 for details.

Table 2 Criteria for managing prohibited substances

Table 2-I-1 Cadmium and its compounds

(1) Details

No. I-1	Substance Group: Cadmium and its compounds			
Prohibition Level	Date of ban on delivery *4	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> • Surface processing (e.g. plating) and coating (except for electrical contacts requiring a high level of safety and reliability, and for which no substitute exists) • Fluorescence lamps and photographic film • Stabilizer, pigment and dye used for plastics (including rubbers) • Paints and inks 	-Less than 75 ppm in homogeneous material	*1
		• Packaging materials	-Less than 100 ppm in homogeneous material	*2
	Immediate Exclusions from RoHS Directive: 6 months prior to expiration	• Electric and electronic equipment subject to RoHS Directive (2011/65/EU)	-100 ppm or less in homogeneous material	*3
Exemption	Please refer to the EU RoHS ANNEX III and ANNEX IV.			
Note	<p>*1 Because the Danish cadmium control act has been amended to reflect RoHS Directive (2011/65/EU), the control value is set at 100 ppm for products subject to RoHS Directive (2011/65/EU) and 75 ppm for products not covered by RoHS Directive (2011/65/EU). Annex XVII to REACH (restriction), ChemVerbotsV (Germany)</p> <p>*2 The total concentration of four heavy metals (cadmium, hexavalent chromium, lead and mercury) in packaging materials must be considered. In the case of printing inks used on packaging, the total concentration of these four heavy metals included in the solid ingredients of the inks must be considered. EU Directive on packaging materials and Regulations on Heavy Metals in Packaging (U.S.A.).</p> <p>*3 RoHS Directive (2011/65/EU)</p> <p>*4 The date of ban on delivery is set as the date six months before the effective date of an applicable law or regulation.</p>			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
カドミウム	Cadmium	Cd	7440-43-9	1.000
酸化カドミウム(II)	Cadmium oxide	CdO	1306-19-0	0.875
硫化カドミウム	Cadmium sulfide	CdS	1306-23-6	0.778
塩化カドミウム	Cadmium chloride	CdCl ₂	10108-64-2	0.613
硫酸カドミウム(II)	Cadmium sulfate	CdSO ₄	10124-36-4	0.539
		CdH ₆ O ₁₆ S ₄	31119-53-6	0.224
硝酸カドミウム	Cadmium Nitrate	Cd(NO ₃) ₂	10325-94-7	0.475
炭酸カドミウム	Cadmium carbonate	CdCO ₃	513-78-0	0.652
硫セレン化カドミウム	Cadmium selenide sulfide	Cd ₂ SSe	12214-12-9	0.669

セレン化カドミウム	Cadmium Selenide	CdSe	1306-24-7	0.587
テルル化カドミウム	Cadmium Telluride	CdTe	1306-25-8	0.468
水酸化カドミウム	Cadmium Hydroxide	Cd(OH) ₂	21041-95-2	0.768
ステアリン酸カドミウム	Cadmium Stearate	Cd(C ₁₇ H ₃₅ COO) ₂	2223-93-0	0.166
フッ化カドミウム	Cadmium fluoride	CdF ₂	7790-79-6	0.747
シロキサンおよびシリコン、3-[(2-アミノエチル)アミノ]プロピルメチル、ジメチル、セレン化硫化亜鉛カドミウム、ラウリン酸、オレイルアミンとの反応生成物	Siloxanes and Silicones, 3-[(2-aminoethyl)aminol]propyl Me, di-Me, reaction products with cadmium zinc selenide sulfide, lauric acid and oleylamine	-	1623456-05-2	-
その他のカドミウム化合物	Other cadmium compounds	-	JAMP-SN0016	-

(3) Principal uses for substances

Part	Purpose
Corrosion-resistant plating, decorative coatings, printing inks, NiCd batteries, vinyl chloride sheaths for wires and cords, fuses, fluorescent materials, optical glasses (filters)	Anticorrosion surface treatment, pigments, battery and electrical materials, plastic stabilizers, optical materials

Table 2-I-2 Hexavalent chromium compounds

(1) Details

No. I-2	Substance Group: Hexavalent chromium compounds			
Prohibition Level	Date of ban on delivery *5	Applications	Control Value	Note
Level 1	Immediate	・Packaging materials	Less than 100 ppm in homogeneous material	*1
		・Leather articles and articles containing leather parts, which come into contact with the skin	Less than 3 mg/kg (0.0003%) of the total dry weight of the leather	*2
		・Substances and mixtures that contain chemicals with the following CAS numbers: Lead (II) chromate: 7758-97-6 Lead chromate molybdate sulphate red: 12656-85-8 Chromium (VI) trioxide: 1333-82-0 Oligomers of chromic acid and dichromic acid: 13530-68-2 Chromic acid: 7738-94-5 Sodium dichromate: 10588-01-9 Sodium dichromate dihydrate: 7789-12-0 Potassium dichromate: 7778-50-9 Ammonium dichromate: 7789-09-5 Potassium chromate: 7789-00-6 Sodium chromate: 7775-11-3 Pentazinc chromate octahydroxide: 49663-84-5 Strontium chromate: 7789-06-2 Dichromium tris(chromate): 24613-89-6 Potassium hydroxyoctaoxodizincatedichromate: 11103-86-9	Intentional inclusion prohibited	*3

	Immediate Exclusions from RoHS Directive: 6 months prior to expiration	• Electric and electronic equipment subject to RoHS Directive (2011/65/EU)	-1000 ppm or less in homogeneous material	*4
Exemption	Please refer to the EU RoHS ANNEX III and ANNEX IV.			
Note	<p>*1 The total concentration of four heavy metals (cadmium, hexavalent chromium, lead and mercury) in packaging materials must be considered. In the case of printing inks used on packaging, the total concentration of these four heavy metals included in the solid ingredients of the inks must be considered. EU Directive on packaging materials and Regulations on Heavy Metals in Packaging (U.S.A.).</p> <p>*2 Annex XVII to REACH (restriction)</p> <p>*3 Annex XIV to REACH (authorizations)</p> <p>*4 RoHS Directive (2011/65/EU)</p> <p>*5 The date of ban on delivery is set as the date six months before the effective date of an applicable law or regulation.</p>			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
重クロム酸ナトリウム	Sodium dichromate	$\text{Na}_2\text{Cr}_2\text{O}_7$	10588-01-9	0.349
重クロム酸ナトリウム・2水和物	Sodium dichromate, dihydrate	$\text{Na}_2\text{Cr}_2\text{O}_7 \cdot 2\text{H}_2\text{O}$	7789-12-0	0.349
酸化クロム(VI)	Chromium (VI) trioxide	CrO_3	1333-82-0	0.520
クロム酸カルシウム	Calcium chromate	CaCrO_4	13765-19-0	0.333
クロム酸鉛(II)	Lead (II) chromate	PbCrO_4	7758-97-6	0.161
重クロム酸カリウム	Potassium dichromate	$\text{K}_2\text{Cr}_2\text{O}_7$	7778-50-9	0.354
クロム酸カリウム	Potassium chromate	K_2CrO_4	7789-00-6	0.268
クロム酸バリウム	Barium chromate	BaCrO_4	10294-40-3	0.205
クロム酸ナトリウム	Sodium chromate	Na_2CrO_4	7775-11-3	0.321
クロム酸ストロンチウム(II)	Strontium chromate	SrCrO_4	7789-06-2	0.255
クロム酸亜鉛(II)	Zinc chromate	ZnCrO_4	13530-65-9	0.287
クロム酸鉛(C.I.ピグメントイエロー34)	Lead sulfochromate yellow (C.I. Pigment Yellow 34)	Unspecified	1344-37-2	-
塩基性クロム酸鉛	C.I. Pigment Orange 21	Unspecified	1344-38-3	-
クロム酸	Chromic acid	CrH_2O_4	7738-94-5	0.441
クロム酸及び重クロム酸オリゴマー	Oligomers of chromic acid and dichromic acid	-	JAMP-SN0071	
重クロム酸、二クロム酸	Dichromic acid; Chromic acid	$\text{H}_2\text{Cr}_2\text{O}_7$	13530-68-2	0.477
二クロム酸アンモニウム	Ammonium dichromate	$(\text{NH}_4)_2\text{Cr}_2\text{O}_7$	7789-09-5	0.413
硫酸モリブデン酸クロム酸鉛(C.I.ピグメントレッド104)	Lead chromate molybdate sulphate red (C.I. Pigment Red 104)	Unspecified	12656-85-8	-
トリス(クロム酸)二クロム(III)	Dichromium tris(chromate)	Cr_5O_{12}	24613-89-6	0.575
クロム酸八水酸化五亜鉛	Pentazinc chromate octahydroxide	$\text{CrH}_8\text{O}_{12}\text{Zn}_5$	49663-84-5	0.090
ヒドロキシオクタオキソ二亜鉛酸二クロム酸カリウム	Potassium hydroxyoctaoxodizincatedichromate	$\text{Cr}_2\text{K}_2\text{O}_8\text{Zn}$	11103-86-9	0.277

その他の六価クロム化合物	Other hexavalent chromium compounds	-	JAMP-SN0019	-
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(3) Principal uses for substances

Part	Purpose
Metal corrosion-proof chromate treatment (galvanizing, electrode plating, alloys, die-casting), alumite dyes, anticorrosion paints, black chrome plating	Anticorrosion surface treatment, pigments, anticorrosion pigments, paint desiccants

Table 2-I-3 Lead and its compounds

(1) Details

No. I-3	Substance Group: Lead and its compounds			
Prohibition Level	Date of ban on delivery *5	Applications	Control Value	Note
Level 1	Immediate	・Packaging materials	・Less than 100 ppm in homogeneous material	*1
		・Cable stabilizer used for insulating sheaths whose main ingredient is PVC (especially used in the parts of the sheaths touched routinely with hands)	・Less than 300 ppm in PVC cable insulating sheath	*2
		・Substances and mixtures that contain chemicals with the following CAS numbers: Lead (II) chromate: 7758-97-6 Lead sulfochromate yellow (C.I. Pigment Yellow 34): 1344-37-2 Lead chromate molybdate sulphate red (C.I. Pigment Red 104): 12656-85-8	・Intentional inclusion prohibited	*3
	Immediate Exclusions from RoHS Directive: 6 months prior to expiration	・Electric and electronic equipment subject to RoHS Directive (2011/65/EU)	・1000 ppm or less in homogeneous material	*4
Exemption	Please refer to the EU RoHS ANNEX III and ANNEX IV.			
Note	<p>*1 The total concentration of four heavy metals (cadmium, hexavalent chromium, lead and mercury) in packaging materials must be considered. In the case of printing inks used on packaging, the total concentration of these four heavy metals included in the solid ingredients of the inks must be considered. EU Directive on packaging materials and Regulations on Heavy Metals in Packaging (U.S.A.).</p> <p>*2 Labeling is required if the inclusion level exceeds the 300 ppm level stipulated in the out-of-court settlement of a lawsuit alleging non-compliance with the warning labeling requirements provided by Proposition 65 in the State of California. The control value, therefore, is set at less than 300 ppm.</p> <p>*3 Annex XIV to REACH (authorizations)</p> <p>*4 RoHS Directive (2011/65/EU), Annex XVII to REACH (restriction), ChemVerbotsV (Germany)</p> <p>*5 The date of ban on delivery is set as the date six months before the effective date of an applicable law or regulation.</p>			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
鉛	Lead	Pb	7439-92-1	1.000
炭酸鉛	Lead carbonate	PbCO ₃	598-63-0	0.775
二酸化鉛	Lead (IV) oxide	PbO ₂	1309-60-0	0.866
四三酸化鉛	Orange lead (Lead tetroxide)	Pb ₃ O ₄	1314-41-6	0.907
硫化鉛	Lead (II) sulfide	PbS	1314-87-0	0.866
一酸化鉛	Lead monoxide (Lead oxide) ; Lead (II) oxide	PbO	1317-36-8	0.928
水酸化炭酸鉛(II)	Trilead bis(carbonate)dihydroxide	C ₂ H ₂ O ₈ Pb ₃	1319-46-6	0.801
水酸化炭酸鉛(2)	Lead (II) hydroxidcarbonate	C ₂ H ₂ O ₆ Pb	1344-36-1	0.629
硫酸鉛	Lead sulfate	PbSO ₄	7446-14-2	0.683
リン酸鉛	Trilead bis(orthophosphate)	Pb ₃ (PO ₄) ₂	7446-27-7	0.766
クロム酸鉛(II)	Lead chromate	PbCrO ₄	7758-97-6	0.641
チタン酸鉛	Lead titanate	PbTiO ₃	12060-00-3	0.684
硫酸鉛	Lead sulfate	Pb _x SO ₄	15739-80-7	-
三塩基性硫酸鉛	Tetralead trioxide sulphate	Pb ₄ O ₃ (SO ₄)	12202-17-4	0.852
ステアリン酸鉛	Lead stearate	Pb(C ₁₇ H ₃₅ CO O) ₂	1072-35-1	0.268
ステアリン酸二鉛	Dibasic lead stearate	2PbO · Pb(C ₁₇ H ₃₅ CO O) ₂	56189-09-4	0.409
酢酸鉛(II)	Lead di(acetate)	Pb(CH ₃ COO) ₂	301-04-2	0.637
酢酸鉛(II)・三水和物	Lead (II) acetate trihydrate	Pb(CH ₃ COO) ₂ ·3H ₂ O	6080-56-4	0.546
セレン化鉛	Lead selenide	PbSe	12069-00-0	0.724
ジルコン酸鉛	Lead zirconate	PbZrO ₃	12060-01-4	0.598
水酸化鉛	Hydroxylead	Pb(OH) ₂	1311-11-1	0.859
硝酸鉛	Lead dinitrate	Pb(NO ₃) ₂	10099-74-8	0.626
ヒ酸鉛(II)	Trilead diarsenate	Pb ₃ (AsO ₄) ₂	3687-31-8	0.691
酸性ヒ酸鉛	Lead hydrogen arsenate	AsH ₃ O ₄ ·Pb	7784-40-9	0.593
トリニトロレゾルシン鉛	Lead styphnate	C ₆ HN ₃ O ₈ Pb	15245-44-0	0.460
アジ化鉛	Lead diazide	N ₆ Pb	13424-46-9	0.711
ピクリン酸鉛(II)	Lead dipicrate	C ₁₂ H ₄ N ₆ O ₁₄ Pb	6477-64-1	0.312
メタンスルホン酸鉛(II)	Lead (II) bis(methanesulfonate)	C ₂ H ₆ O ₆ PbS ₂	17570-76-2	0.521
硫酸モリブデン酸クロム酸鉛 (C.I.ピグメントレッド104)	Lead chromate molybdate sulphate red (C.I. Pigment Red 104)	Unspecified	12656-85-8	-
クロム酸鉛(C.I.ピグメントイエロー34)	Lead sulfochromate yellow (C.I. Pigment Yellow 34)	Unspecified	1344-37-2	-
ジオキソ (フタラト) 三鉛	[Phthalato(2-)]dioxotrilead	C ₈ H ₄ O ₆ Pb ₃	69011-06-9	0.760
ケイ酸とバリウムの塩(1:1)(鉛 ドーブ)	Silicic acid (H ₂ Si ₂ O ₅), barium salt (1:1), lead-doped	Unspecified	68784-75-8	
ケイ酸と鉛の塩	Silicic acid, lead salt	Unspecified	11120-22-2	
シアナミド鉛	Lead cyanamidate	CH ₂ N ₂ Pb	20837-86-9	0.831
ジオキソビス(ステアリン酸)三 鉛	Dioxobis(stearato)trilead	C ₃₆ H ₇₀ O ₆ Pb ₃	12578-12-0	0.509
ジルコン酸チタン酸鉛	Lead titanium zirconium oxide	Unspecified	12626-81-2	
四エチル鉛	Tetraethyllead	C ₈ H ₂₀ Pb	78-00-2	0.641

ピグメントエロー41	Pyrochlore, antimony lead yellow	Unspecified	8012-00-8	
四フッ化ホウ酸鉛(II)	Lead bis(tetrafluoroborate)	B ₂ F ₈ Pb	13814-96-5	0.544
塩基性クロム酸鉛	C.I. Pigment Orange 21	Unspecified	1344-38-3	
塩基性亜硫酸鉛	Sulfurous acid, lead salt, dibasic	Unspecified	62229-08-7	
塩基性酢酸鉛	Acetic acid, lead salt, basic	Unspecified	51404-69-4	
塩基性硫酸鉛	Lead oxide sulfate (Pb ₂ O(SO ₄))	Pb ₂ O(SO ₄)	12036-76-9	0.787
塩基性硫酸鉛	Pentalead tetraoxide sulphate; Lead oxide sulfate (Pb ₅ O ₄ (SO ₄))	Pb ₅ O ₄ (SO ₄)	12065-90-6	0.866
脂肪酸鉛塩(炭素数16~18)	Fatty acids, C16-18, lead salts	-	91031-62-8	
二塩基性リン酸鉛	Trilead dioxide phosphonate; ; Lead oxide phosphonate (Pb ₃ O ₂ (HPO ₃))	Pb ₃ O ₂ (HPO ₃)	12141-20-7	0.847
銅、鉄、鉛マット (かわ) の残渣の非水溶性亜硫酸化合物	Residues, copper-iron-lead-nickel matte, sulfuric acid-insol.	-	102110-49-6	-
その他の鉛化合物	Other lead compounds	-	JAMP-SN0023	-

(3) Principal uses for substances

Part	Purpose
Electrodes for lead accumulators, optical glasses (lens, filters), structural parts (steel, aluminum, copper), vinyl chloride sheaths for wires and cords, paints, inks, X-ray shield plastic plates, CRTs for monitors, electro soldering, die bonding, mechanical soldering, vulcanized rubber molded items, manganese cells, alkaline button cells	Battery materials, free-machining alloy materials, optical materials, plastic stabilizers, pigments, radiation shielding materials, electric solder materials, mechanical solder materials, rubber vulcanizing agents

Table 2-I-4 Mercury and its compounds

(1) Details

No. I-4	Substance Group: Mercury and its compounds			
Prohibition Level	Date of ban on delivery *4	Applications	Control Value	Note
Level 1	Immediate	・Packaging materials	・Less than 100 ppm in homogeneous material	*1
		・Use in appliances used fully or partially in water	・Intentional inclusion prohibited ・Not detected	*2
	Immediate Exclusions from RoHS Directive: 6 months prior to expiration	・Electric and electronic equipment subject to RoHS Directive (2011/65/EU)	・1000 ppm or less in homogeneous material	*3
Exemption	Please refer to the EU RoHS ANNEX III and ANNEX IV.			
Note	*1 The total concentration of four heavy metals (cadmium, hexavalent chromium, lead and mercury) in packaging materials must be considered. In the case of printing inks used on packaging, the total concentration of these four heavy metals included in the solid ingredients of the inks must be considered. EU Directive on packaging materials and Regulations on Heavy Metals in Packaging (U.S.A.).			

	<p>*2 Annex XVII to REACH (restriction), ChemVerbotsV (Germany)</p> <p>*3 RoHS Directive (2011/65/EU)</p> <p>*4 The date of ban on delivery is set as the date six months before the effective date of an applicable law or regulation.</p>
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(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
水銀	Mercury	Hg	7439-97-6	1.000
塩化第二水銀	Mercury dichloride	HgCl ₂	7487-94-7	0.739
酸化水銀(II)	Mercury (II) oxide	HgO	21908-53-2	0.926
硫酸第二水銀	Mercury sulphate	HgSO ₄	7783-35-9	0.676
硝酸水銀(II)	Mercury (II) nitrate	Hg(NO ₃) ₂	10045-94-0	0.618
硫化第二水銀	Mercury (II) sulfide	HgS	1344-48-5	0.862
酸化水銀(I)(黒色)	Mercury(I) oxide (black)	Hg ₂ O	15829-53-5	0.962
ジメチル水銀	Dimethyl mercury	(CH ₃) ₂ Hg	593-74-8	0.870
塩化第一水銀	Mercury chloride	Hg ₂ Cl ₂	10112-91-1	0.850
その他の水銀化合物	Other mercury compounds	-	JAMP-SN0024	-

(3) Principal uses for substances

Part	Purpose
Lamps (mercury lamps, fluorescent tubes, back lights for liquid crystal displays), electrodes, batteries, electric contacts, plastics, paints, printing inks	Fluorescent materials, electrical contact materials, mercury batteries, color pigments

Table 2-I-5 Trisubstituted organotin compounds (including bis (tributyltin) oxide (TBTO), tributyltin compounds (TBTs, excluding TBTO) and triphenyltin compounds (TPTs))

(1) Details

No. I-5	Substance Group: Trisubstituted organotin compounds (including bis (tributyltin) oxide (TBTO), tributyltin compounds (TBTs, excluding TBTO) and triphenyltin compounds (TPTs))			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	[TBTO (CAS No.: 56-35-9) only] ・All applications	Intentional inclusion prohibited	*1
		[Trisubstituted organotin compounds except TBTO (CAS No.: 56-35-9)] ・All applications	・ Less than 1000 ppm (tin conversion) in article or part thereof	*2
Note	<p>*1 Class I Specified Chemical Substances (TBTO: Cas No.56-35-9) designated by Japanese Chemical Substances Control Act.</p> <p>*2 Annex XVII to REACH (restriction), ChemVerbotsV (Germany)</p>			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ビス(トリブチルスズ)=オキシド (TBTO)	Bis(tri-n-butyltin) oxide	O(Sn(C ₄ H ₉) ₃) ₂	56-35-9	0.398
トリフェニルスズ=N,N-ジメチルジチオカルバマート	Triphenyltin dimethyldithiocarbamate	(C ₆ H ₅) ₃ Sn(CH ₃) ₂ NCS ₂	1803-12-9	0.252
トリフェニルスズ=フルオリド	Triphenyltin fluoride	(C ₆ H ₅) ₃ SnF	379-52-2	0.322
酢酸トリフェニルスズ	Triphenyltin acetate	(C ₆ H ₅) ₃ SnOC(O)CH ₃	900-95-8	0.290
トリフェニルスズ=クロリド	Triphenyltin chloride	(C ₆ H ₅) ₃ SnCl	639-58-7	0.308

トリフェニルスズ=ヒドロキシド	Triphenyltin hydroxide	(C ₆ H ₅) ₃ SnOH	76-87-9	0.323
トリフェニル [(2, 2, 4, 4-テトラメチル-1-オキソペンチル) オキシ] スタンナン	Stannane, triphenyl[(2,2,4,4-tetramethyl-oxopentyl)oxy]-	C ₂₇ H ₃₂ O ₂ Sn	18380-71-7	0.234
[[2, 3-ジメチル-2-(1-メチルエチル)-1-オキソブチル] トリフェニルスタンナン	Stannane, [[2,3-dimethyl-2-(1-methylethyl)-oxobutyl]oxy]triphenyl-	C ₂₇ H ₃₂ O ₂ Sn	18380-72-8	0.234
[(1-オキソデシル) オキシ] トリフェニルスタンナン	Stannane, [(1-oxodecyl)oxy]triphenyl-	C ₂₈ H ₃₄ O ₂ Sn	47672-31-1	0.228
[(1-オキソウンデシル) オキシ] トリフェニルスタンナン	Stannane, [(1-oxoundecyl)oxy]triphenyl-	C ₂₉ H ₃₆ O ₂ Sn	94850-90-5	0.222
トリフェニルスズ=クロロアセタート	Triphenyltin chloroacetate	(C ₆ H ₅) ₃ SnOC(O)CH ₂ Cl	7094-94-2	0.268
トリブチルスズ=メタクリラート	Tributyltin methacrylate	(C ₄ H ₉) ₃ SnC ₄ H ₅ O ₂	2155-70-6	0.317
ビス(トリブチルスズ)=フマラート	Bis(tributyltin) fumarate	C ₂ H ₂ (COO) ₂ ((C ₄ H ₉) ₃ Sn) ₂	6454-35-9	0.342
トリブチルスズ=フルオリド	Tributyltin fluoride	(C ₄ H ₉) ₃ SnF	1983-10-4	0.384
トリブチルスズ=2,3-ジブロモスクシナート	Bis(tributyltin) meso-2,3-dibromosuccinate	((C ₄ H ₉) ₃ Sn) ₂ C ₂ H ₂ (Br) ₂ (COO) ₂	31732-71-5	0.278
トリブチルスズ=アセタート	Tributyltin acetate	(C ₄ H ₉) ₃ SnOC(O)CH ₃	56-36-0	0.340
トリブチルスズ=ラウラート	Tributyltin laurate	(C ₄ H ₉) ₃ SnC ₁₂ H ₂₃ O ₂	3090-36-6	0.243
ビス(トリブチルスズ)=フタラート	Bis(tributyltin) phthalate	(C ₆ H ₄)(COO) ₂ ((C ₄ H ₉) ₃ Sn) ₂	4782-29-0	0.319
アルキル=アクリラート・メチル=メタクリラート・トリブチルスズ=メタクリラート、共重合物(アルキル=アクリラートのアルキル基の炭素数が8のものに限る)	Copolymer of alkyl acrylate, methyl-methacrylate and tributyltin-methacrylate(alkyl: C=8)	-	67772-01-4	
トリブチルスズ=スルファマート	Tributyltin sulfamate	(C ₄ H ₉) ₃ SnSO ₃ NH ₂	6517-25-5	0.307
ビス(トリブチルスズ)=マレアート	Bis(tributyltin) maleate	C ₂ H ₂ (COO) ₂ ((C ₄ H ₉) ₃ Sn) ₂	14275-57-1	0.342
トリブチルスズ=クロリド	Tributyltin chloride	(C ₄ H ₉) ₃ SnCl	1461-22-9 7342-38-3	0.365
トリブチルスズ=シクロペンタンカルボキシラート及びこの類縁化合物の混合物	Mixture of tributyltin -cyclopentanecarboxylate and its -analogs (Tributyltin naphthenate)	(C ₄ H ₉) ₃ SnCO ₃ C ₅ H ₉	85409-17-2	-
トFリブタン-1-イルスタンニル=(1R,4aR,4bR,10aR)-7-イソプロピル-1,4a-ジメチル-1,2,3,4,4a,4b,5,6,10,10a-デカヒドロフェナントレン-1-カルボキシラート	Tributan-1-ylstannyl (1R,4aR,4bR,10aR)-7-isopropyl-1,4a-dimethyl-1,2,3,4,4a,4b,5,6,10,10a-decahydrophenanthrene-1-carboxylate	C ₃₂ H ₅₆ O ₂ Sn	26239-64-5	0.201
その他の三置換有機スズ化合物	Other Trisubstituted organotin compounds	-	JAMP-SN0068	-

(3) Principal uses for substances

Part	Purpose
Paints, printing inks	Paints, antifouling (sterilization) pigments, preservatives, stabilizers, antioxidants

Table 2-I-6 Dibutyltin compounds

(1) Details

No. I-6	Substance Group: Dibutyltin compounds			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> All applications 	<ul style="list-style-type: none"> Less than 1000 ppm (tin conversion) in mixture, article or part thereof 	*1
Note	*1 Annex XVII to REACH (restriction)			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ジブチルスズオキシド	Dibutyltin oxide	C ₈ H ₁₈ OSn	818-08-6	0.477
ジブチルスズ二酢酸	Dibutyltin diacetate	C ₁₂ H ₂₄ O ₄ Sn	1067-33-0	0.338
ジブチル [(1-オキシドデシル)オキシ] スズ ; ジブチルスズジラウレート	Dibutyltin dilaurate	C ₃₂ H ₆₄ O ₄ Sn	77-58-7	0.188
マレイン酸ジ-n-ブチルスズ	Dibutyltin maleate	C ₁₂ H ₂₀ O ₄ Sn	78-04-6	0.342
ジブチルスズジクロライド (DBTC)	Dibutyltin dichloride (DBTC)	C ₈ H ₁₈ Cl ₂ Sn	683-18-1	0.391
その他のジブチルスズ化合物	Other dibutyltin compounds	-	JAMP-SN0072	-

(3) Principal uses for substances

Part	Purpose
Stabilizer for PVC, curing catalyst for silicone resin and urethane resin	Stabilizer for PVC, curing catalyst for silicone resin and urethane resin

Table 2-I-7 Dioctyltin compounds (DOT)

(1) Details

No. I-7	Substance Group: Dioctyltin compounds (DOT)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> Textile and leather articles intended to come into contact with the skin Childcare articles Two-component room temperature vulcanization molding kits (RTV-2 sealant molding kits) 	<ul style="list-style-type: none"> Less than 1000 ppm (tin conversion) in article or part thereof 	*1
Note	*1 Annex XVII to REACH (restriction)			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ジオクチルスズオキシド	Dioctyltin oxide	C ₁₆ H ₃₄ OSn	870-08-6	0.326

ジオクチルビス [(1-オキソドデシル)オキシ] スズ	Dioctyltin dilaurate	C ₄₀ H ₈₀ O ₄ Sn	3648-18-8	0.160
ジオクチルスズビス(2-エチルヘキシルチオグリコレート)	Dioctyltin bis(2-ethylhexyl thioglycolate)	C ₃₆ H ₇₂ O ₄ S ₂ Sn	15571-58-1	0.158
その他のジオクチルスズ化合物	Other Dioctyltin compounds	-	-	-

(3) Principal uses for substances

Part	Purpose
Stabilizer for PVC, curing catalyst for silicone resin and urethane resin	Stabilizer for PVC, curing catalyst for silicone resin and urethane resin

Table 2-I-8 Nickel and its compounds

(1) Details

No. I-8	Substance Group: Nickel and its compounds			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	The following types of articles that maintain direct, sustained contact with the skin: <ul style="list-style-type: none"> • Earrings, necklaces, bracelets, chains, anklets, rings • Wristwatch cases, wristwatch bands, rivet buttons used in clothing, belts, rivets, zippers, and metal marks. 	The rate of nickel release from the article is less than 0.5 µg/cm ² per week.	*1
Note	<p>*1 Annex XVII to REACH (restriction)</p> <p>The use of articles is prohibited if the rate of nickel released from those articles equals or exceeds 0.5 µg/cm² per week. (In cases where the above-mentioned articles have non-nickel coatings on them, the use of the articles will still be prohibited if the rate of nickel released from them under normal usage conditions for at least two years exceeds 0.5 µg/cm² per week.)</p>			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
一酸化ニッケル	Nickel oxide	NiO	1313-99-1	0.786
炭酸ニッケル	Nickel carbonate	NiCO ₃	3333-67-3	0.494
硫酸ニッケル	Nickel Sulphate	NiSO ₄	7786-81-4	0.379
ニッケル	Nickel	Ni	7440-02-0	1.000
塩化第一ニッケル	Nickel (II) chloride	NiCl ₂	7718-54-9	0.453
その他のニッケル化合物	Other nickel compounds	-	JAMP-SN0027	-

(3) Principal uses for substances

Part	Purpose
Headphones, accessories	Stainless steel, plating

Table 2-I-9 Polybrominated biphenyl (PBBs)

(1) Details

No. I-9	Substance Group: Polybrominated biphenyl (PBBs)			
Prohibition Level	Date of ban on delivery *3	Applications	Control Value	Note
Level 1	Immediate	• Electric and electronic equipment subject to RoHS Directive (2011/65/EU)	• 1000 ppm or less in homogeneous material	*1

		<ul style="list-style-type: none"> The following types of articles that maintain direct, sustained contact with the skin: <ul style="list-style-type: none"> Fiber products such as clothes, underwear, and linens 	-Intentional inclusion prohibited	*2
Note	<p>*1 RoHS Directive (2011/65/EU); monitoring chemical substances by Japanese Chemical Substances Control Act.</p> <p>*2 Annex XVII to REACH (restriction)</p> <p>*3 The date of ban on delivery is set as the date six months before the effective date of an applicable law or regulation.</p>			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ポリ臭化ビフェニル類	Polybrominated Biphenyls		59536-65-1 JAMP-SN0065	-
4,4'-ジブロモビフェニル	4,4'-Dibromobiphenyl	C ₆ H ₄ BrC ₆ H ₄ Br	92-86-4	-
2-ブロモビフェニル	2-Bromobiphenyl	C ₆ H ₅ C ₆ H ₄ Br	2052-07-5	-
3-ブロモビフェニル	3-Bromobiphenyl	C ₆ H ₅ C ₆ H ₄ Br	2113-57-7	-
4-ブロモビフェニル	4-Bromobiphenyl	C ₆ H ₅ C ₆ H ₄ Br	92-66-0	-
トリブロモビフェニル	1,1'-Biphenyl, 2,2',5-tribromo-	C ₁₂ H ₇ Br ₃	59080-34-1	-
テトラブロモビフェニル	Tetrabromobiphenyl	C ₁₂ H ₆ Br ₄	40088-45-7	-
ペンタブロモビフェニル	Pentabromobiphenyl	C ₁₂ H ₅ Br ₅	56307-79-0	-
2,2',4,4',5,5'-ヘキサブロモビフェニル	2,2',4,4',5,5'-Hexabromobiphenyl	C ₆ H ₂ Br ₃ C ₆ H ₂ Br ₃	59080-40-9	-
ヘキサブロモ-1,1'-ビフェニル	Hexabromo-1,1'-biphenyl	C ₆ H ₂ Br ₃ C ₆ H ₂ Br ₃	36355-01-8	-
ファイアーマスターFF-1	Firemaster FF-1	C ₁₂ H ₄ Br ₆	67774-32-7	-
ヘプタブロモビフェニル	Heptabromobiphenyl	C ₆ Br ₅ C ₆ H ₃ Br ₂	35194-78-6	-
オクタブロモビフェニル	Octabromobiphenyl	C ₆ HBr ₄ C ₆ HBr ₄	61288-13-9	-
ノナブロモ-1,1'-ビフェニル	Nonabiphenyl	C ₁₂ HBr ₉	27753-52-2	-
デカブロモビフェニル	Decabromobiphenyl	C ₆ BrC ₆ Br ₅	13654-09-6	-
[1,1'-ビフェニル]-ar,ar'-ジオール, テトラブロモ-, (クロロメチル)オキシラン及び4,4'-(1-メチルエチリデン)ビス[フェノール]とのポリマー	[1,1'-Biphenyl]-ar,ar'-diol, tetrabromo-, polymer with (chloromethyl)oxirane and 4,4'-(1-methylethylidene)bis[phenol]	(C ₁₅ H ₁₆ O ₂ .C ₁₂ H ₆ Br ₄ O ₂ .C ₃ H ₅ ClO) _x	68758-75-8	-

(3) Principal uses for substances

Part	Purpose
Flame-retardant plastic enclosure molded items	Plastic flame retardants

Table 2-I-10 Polybrominated diphenyl ethers (PBDEs)

(1) Details

No. I-10	Substance Group: Polybrominated diphenyl ethers (PBDEs)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> Electric and electronic equipment subject to RoHS Directive (2011/65/EU) 	-1000 ppm or less in homogeneous material	*1 *3
		<p>[PBDEs excluding DecaBDE (CAS No.: 1163-19-5)]</p> <ul style="list-style-type: none"> All applications other than the items subject to RoHS Directive (2011/65/EU) 	<ul style="list-style-type: none"> Less than 500 ppm as a total amount in article 	*2

		[DecaBDE (CAS No.: 1163-19-5) only] • All applications	• Intentional inclusion prohibited	*3 *4
*4 Exemption	<p>«FDA-registered medical devices» The following Official Journal is applicable. TSCA: CHAPTER 53—TOXIC SUBSTANCES CONTROL SUBCHAPTER I—CONTROL OF TOXIC SUBSTANCES Sec. 2602. Definitions. (2)(vi) (https://www.govinfo.gov/content/pkg/USCODE-2018-title15/pdf/USCODE-2018-title15-chap53.pdf)</p> <p>(Note) FDA-registered medical devices are not subject to TSCA but Olympus may require suppliers to report the contents of these substances so that Olympus can confirm the exemptions are applied.</p> <p>«Exceptions to US TSCA PBT Rules »</p> <ul style="list-style-type: none"> • Regulated substances, products or articles containing regulated substances, which have already been sold to end-consumers (such as secondhand articles and donations to charity) • Disposal of regulated substances, products or articles containing regulated substances • Production, treatment, distribution in commerce and use of regulated substances, products or articles containing regulated substances for research and development purposes • Processing and distribution in commerce for recycling of plastic containing DecaBDE from products or articles <p>(Note) Items other than the “FDA-registered medical devices” described above</p>			
Note	<p>*1 RoHS Directive (2011/65/EU) *2 EU POPs regulation *3 Class I Specified Chemical Substances (CAS No. : 1163-19-5) designated by Japanese Chemical Substances Control Act., US TSCA PBT Rules</p>			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ポリ臭化ジフェニルエーテル類	Polybrominated diphenyl ethers	$C_{12}H_xBr_{(10-x)}O$	JAMP-SN0066	-
ブロモジフェニルエーテル	Bromodiphenyl ether	$Br(C_6H_4)O(C_6H_5)$	101-55-3	-
ジブロモジフェニルエーテル	Dibromodiphenyl ethers	$C_6H_4BrOC_6H_4Br$	2050-47-7	-
トリブロモジフェニルエーテル	Tribromodiphenyl ether	$C_{12}H_7Br_3O$	49690-94-0	-
テトラブロモジフェニルエーテル	Tetrabromobiphenyl ethers	$C_{12}H_6Br_4O$	40088-47-9	-
ペンタブロモジフェニルエーテル (注:市販のPeBDPDは、種々の臭素化ジフェニルオキシドを含む複雑な反応混合物である)	Pentabromodiphenyl ether (note:Commercially available PeBDPD is a complex reaction mixture containing a variety of brominated diphenyloxides)	-	32534-81-9 (CAS No. used for commercial grades of PeBDPD)	-
ヘキサブロモジフェニルエーテル	Hexabromodiphenyl ether	$C_{12}H_4Br_6O$	36483-60-0	-
ヘプタブロモジフェニルエーテル	Heptabromodiphenyl ether	$C_{12}H_3Br_7O$	68928-80-3	-
オクタブロモジフェニルエーテル	Octabromobiphenyl ether	$C_{12}H_2Br_8O$	32536-52-0	-
ノナブロモジフェニルエーテル	Nonabromodiphenyl ether	$C_{12}HBr_9O$	63936-56-1	-

デカブロモジフェニルエーテル (DecaBDE)	Bis(pentabromophenyl) ether (decabromodiphenyl ether; DecaBDE)	Br ₅ C ₆ OC ₆ Br ₅	1163-19-5	-
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(3) Principal uses for substances

Part	Purpose
Flame-retardant plastic enclosure molded items	Plastic flame retardants

Table 2-I-11 Polychlorinated biphenyl (PCBs)

(1) Details

No. I-11	Substance Group: Polychlorinated biphenyl (PCBs)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	・All applications	・Intentional inclusion prohibited	*1
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act., TSCA(USA)			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ポリクロロビフェニル	Polychlorobiphenyl	Unspecified	1336-36-3	-
アロクロール(Aroclor)	Aroclor	(C ₆ -C ₆)H _x Cl _y	12767-79-2	-
クロロジフェニル(アロクロール 1260)	Aroclor 1260	-	11096-82-5	-
クロロビフェニル	Chlorobiphenyl	C ₁₂ H ₉ Cl	27323-18-8	-
アロクロール 1254	Aroclor 1254	Unspecified	11097-69-1	-
モノメチル・テトラクロロ・ジフェニルメタン(Ugilec 141)	Monomethyl-tetrachloro-diphenyl methane (Ugilec 141)	C ₁₄ H ₁₀ Cl ₄	76253-60-6	-
モノメチル・ジクロロ・ジフェニルメタン (Ugilec121, Ugilec21)	Monomethyl-dichloro-diphenyl methane (Ugilec 121, Ugilec 21)	-	81161-70-8	-
モノメチル・ジブロモ・ジフェニルメタン (DBBT)	Monomethyl-dibromo-diphenyl methane (DBBT)	-	99688-47-8	-

(3) Principal uses for substances

Part	Purpose
Insulating oil for transformers and capacitors	Electrical insulation medium, solvents

Table 2-I-12 Substance Group: Polychlorinated Terphenyls (PCTs)

(1) Details

No.I-12	Substance Group: Polychlorinated Terphenyls (PCTs)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	・All applications	・Less than 50 ppm in mixture or article	*1
Note	*1 Annex XVII to REACH (restriction)			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ポリ塩化ターフェニル;PCTs (全ての異性体および同族体)	Polychlorinated terphenyls (PCTs; all isomers and congeners)	Unspecified	61788-33-8	-

テルフェニル類	Terphenyls	C ₆ H ₄ (C ₆ H ₅) ₂	26140-60-3	-
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(3) Principal uses for substances

Part	Purpose
Insulating oil for transformers and capacitors	Electrical insulation medium, solvents

Table 2-I-13 Polychlorinated naphthalene (number of chlorine: 2 or more)

(1) Details

No. I-13	Substance Group: Polychlorinated naphthalene (number of chlorine: 2 or more)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	• All applications	-Intentional inclusion prohibited	*1
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act.			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ポリ塩化ナフタレン(塩素数が2以上)	Polychlorinated Naphthalenes(Cl≥2)	Unspecified	70776-03-3	-
2塩化ナフタレン	Dichloronaphthalene	C ₁₀ H ₆ Cl ₂	28699-88-9	-
3塩化ナフタレン	Trichloronaphthalene	C ₁₀ H ₅ Cl ₃	1321-65-9	-
4塩化ナフタレン	Tetrachloronaphthalene	C ₁₀ H ₄ Cl ₄	1335-88-2	-
5塩化ナフタレン	Pentachloronaphthalene	C ₁₀ H ₃ Cl ₅	1321-64-8	-
その他のポリ塩化ナフタレン(塩素数が2以上)	Other polychlorinated Naphthalenes (Cl≥2)	-	-	-

(3) Principal uses for substances

Part	Purpose
Flexible rubber, elastomer belts, rolls, packing, sealing materials, insulating oil for capacitors	Plastic stabilizers (electrical characteristics, flame-proofing, water-proofing, biocidal characteristics), electrical insulation medium

Table 2-I-14 Short-chained chlorinated paraffin (having the chain length of 10 - 13)

(1) Details

No. I-14	Substance Group: Short-chained chlorinated paraffin (having the chain length of 10 - 13)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	• All applications	-Intentional inclusion prohibited	*1
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act., EU POPs regulation			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
塩素化パラフィン(短鎖)(C10-13)	Alkanes, C10-13, chloro (Short Chain Chlorinated Paraffins)	Unspecified	85535-84-8	-
クロロアルカン C10-12	Alkanes, C10-12, chloro	Unspecified	104948-36-9	-
1,1,1,3,5,7,9,11,11-ノナクロ	Undecane, 1,1,1,3,5,7,9,11,11-	C ₁₁ H ₁₅ Cl ₉	18993-26-5	-

ロウンデカン	nonachloro-			
ヘブタクロロウンデカン	Undecane, heptachloro-	-	219697-10-6	-
ノナクロロウンデカン	Undecane, nonachloro-	-	219697-11-7	-
1,2,10,11,?, ?, ?, ?-オクタクロロウンデカン 塩素化パラフィン (C11、C17-12)	Undecane, 1,2,10,11,?,?,?,-octachloro-	-	221174-07-8	-
デカクロロウンデカン	Undecane, decachloro-	-	276673-33-7	-
オクタクロロウンデカン	Undecane, octachloro-	C11H16Cl8	36312-81-9	-
クロロワックス	Chlorowax	-	51990-12-6	-
1,1,1,3,6,7,10,11-オクタクロロウンデカン	Undecane, 1,1,1,3,6,7,10,11-octachloro-	-	601523-20-0	-
1,1,1,3,9,11,11,11-オクタクロロウンデカン	Undecane, 1,1,1,3,9,11,11,11-octachloro-	-	601523-25-5	-
クロロアルカン	Alkanes, chloro; chloroparaffins	Unspecified	61788-76-9	-
1,1,1,2-テトラクロロ-ウンデカン	Undecane, 1,1,1,2-tetrachloro-	C11H20Cl4	63981-28-2	-
クロロアルカン C12-24	Alkene, C12-24-, Chloro-	Unspecified	68527-02-6	-
クロロパラフィン (C6-18) (組成不定)	Chlorinated n-paraffins (C6-18)	Unspecified	68920-70-7	-
塩素化マイクロクリスタリン炭化水素ワックス(石油系)	Hydrocarbon waxes (petroleum), microcryst., chlorinated	Unspecified	68938-43-2	-
クロロアルカン (炭化水素化合物) (C12-13)	Alkanes, C12-13, chloro	Unspecified	71011-12-6	-
クロロアルカン (塩化炭化水素) (C10-21)	Alkanes, C10-21, chloro	Unspecified	84082-38-2	-
クロロアルカン類, C10-32	Alkanes, C10-32, chloro	Unspecified	84776-06-7	-
クロロパラフィン油	Paraffin oils, chloro-	Unspecified	85422-92-0	-
クロロパラフィン (C12-14)	Alkane, C12-14-, Chloro-	Unspecified	85536-22-7	-
クロロパラフィン (C10-14)	Alkane, C10-14-, Chloro-	Unspecified	85681-73-8	-
クロロアルカン(C12-16)	Alkanes, C12-16, chloro	Unspecified	866758-65-8	-
塩素化パラフィン (石油)、標準 C>10	Paraffins (petroleum), normal C>10, chloro	Unspecified	97553-43-0	-
クロロアルカン類, C10-26	Alkanes, C10-26, chloro	Unspecified	97659-46-6	-
塩素化パラフィン (SCCP(短鎖)またはMCCP(中鎖)か分からないもの)	Chlorinated Paraffins may or may not be SCCP or MCCP	-	JAMP-SN1020	-

(3) Principal uses for substances

Part	Purpose
Flexible polyvinyl chloride molded items	Polyvinyl chloride plasticizers

Table 2-I-15 Polyvinyl chloride (PVC)

(1) Details

No. I-15	Substance Group: Polyvinyl chloride (PVC)			
Prohibition	Date of ban	Applications	Control Value	Note

Level	on delivery			
Level 1	Immediate	・Packaging materials	・Intentional inclusion prohibited	—
Exemption	Other applications are permitted.			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
塩化ビニル、クロロエチレン	Chloroethene	-	75-01-4	-
ポリ塩化ビニル(PVC)およびその混合物	Polyvinyl chloride (PVC) and its mixture	(CH ₂ CHCl) _n	9002-86-2	-
ポリ塩化ビニル酢酸ビニル共重合体	Vinyl chloride/vinyl acetate copolymer	-	9003-22-9	-

(3) Principal uses for substances

Part	Purpose
Coated wiring cords, electric insulation molded items, chemical-resistant molded parts, plumbing components, transparent covers	Electrical insulation medium, chemical-resistance, transparency

Table 2-I-16 Hexabromocyclododecane (HBCDD)

(1) Details

No. I-16	Substance Group: Hexabromocyclododecane (HBCDD)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	・All applications	・Intentional inclusion prohibited	*1
		・Substances ・Mixtures	・Intentional inclusion prohibited	*2
Exemption	*2 Applications that are submitted to, and approved by, the European Chemicals Agency will be permitted.			
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act., EU POPs regulation *2 Annex XIV to REACH (authorizations)			

(2) Regulated substances (Japanese Chemical Substances Control Act.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
1,2,5,6,9,10-ヘキサブロモシクロドデカン	1,2,5,6,9,10-hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	3194-55-6
ヘキサブロモシクロドデカン (HBCDD)	Hexabromocyclododecane (HBCDD)	C ₁₂ H ₁₈ Br ₆	25637-99-4
rel-(1R,2R,5S,6R,9R,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン; アルファ-ヘキサブロモシクロドデカン	rel-(1R,2R,5S,6R,9R,10S)-1,2,5,6,9,10-Hexabromocyclododecane; Alpha-hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	134237-50-6
rel-(1R,2S,5R,6R,9R,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン; ベータ-ヘキサブロモシクロドデカン	rel-(1R,2S,5R,6R,9R,10S)-1,2,5,6,9,10-hexabromocyclododecane Beta-hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	134237-51-7
rel-(1R,2R,5R,6S,9S,10R)-1,2,5,6,9,10-ヘキサブロモシクロドデカン; ガンマ-ヘキサブロモシクロドデカン	rel-(1R,2R,5R,6S,9S,10R)-1,2,5,6,9,10-hexabromocyclododecane Gamma-hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	134237-52-8

rel-(1R,2S,5R,6S,9R,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	rel-(1R,2S,5R,6S,9R,10S)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	4736-49-6
rel-(1R,2S,5R,6S,9S,10R)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	rel-(1R,2S,5R,6S,9S,10R)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	65701-47-5
(1R,2R,5R,6S,9S,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	(1R,2R,5R,6S,9S,10S)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	138257-17-7
(1R,2R,5R,6S,9R,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	(1R,2R,5R,6S,9R,10S)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	138257-18-8
(1R,2S,5S,6R,9S,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	(1R,2S,5S,6R,9S,10S)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	138257-19-9
(1R,2S,5S,6S,9S,10R)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	(1R,2S,5S,6S,9S,10R)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	169102-57-2
(1R,2R,5S,6R,9R,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	(1R,2R,5S,6R,9R,10S)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	678970-15-5
(1R,2S,5R,6S,9S,10S)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	(1R,2S,5R,6S,9S,10S)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	678970-16-6
(1R,2R,5R,6S,9S,10R)-1,2,5,6,9,10-ヘキサブロモシクロドデカン	(1R,2R,5R,6S,9S,10R)-1,2,5,6,9,10-Hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	678970-17-7
Regulated substances (REACH)			
Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
1,2,5,6,9,10-ヘキサブロモシクロドデカン	1,2,5,6,9,10-hexabromocyclododecane	C ₁₂ H ₁₈ Br ₆	3194-55-6
ヘキサブロモシクロドデカン (HBCDD)	Hexabromocyclododecane (HBCDD) and all major diastereoisomers identified:	C ₁₂ H ₁₈ Br ₆	25637-99-4
アルファ-ヘキサブロモシクロドデカン	Alpha-hexabromocyclododecane		134237-50-6,
ベータ-ヘキサブロモシクロドデカン	Beta-hexabromocyclododecane		134237-51-7,
ガンマ-ヘキサブロモシクロドデカン	Gamma-hexabromocyclododecane		134237-52-8

(3) Principal uses for substances

Part	Purpose
Expanded polystyrene molded parts, adhesive agents, fiber coating	Fire-retardant for resins and fibers

Table 2-I-17 Pentachlorothiophenol (PCTP)

(1) Details

No. I-17	Substance Group: Pentachlorothiophenol (PCTP)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	・All applications	-1% (10, 000 ppm) by weight or less of the weight of an article	*1
Exemption	<p>«FDA-registered medical devices» The following Official Journal is applicable. TSCA: CHAPTER 53—TOXIC SUBSTANCES CONTROL SUBCHAPTER I—CONTROL OF TOXIC SUBSTANCES Sec. 2602. Definitions. (2)(vi) (https://www.govinfo.gov/content/pkg/USCODE-2018-title15/pdf/USCODE-2018-title15-chap53.pdf) (Note) FDA-registered medical devices are not subject to TSCA but Olympus may require suppliers to report the contents of these substances so that Olympus can confirm the exemptions are applied.</p>			

	«Exceptions to US TSCA PBT Rules » <ul style="list-style-type: none"> Regulated substances, products or articles containing regulated substances, which have been already sold to end-consumers (such as secondhand articles and donations to charity) Disposal of regulated substances, products or articles containing regulated substances Production, treatment, distribution in commerce and use of regulated substances, products or articles containing regulated substances for research and development purposes (Note) Items other than the “FDA-registered medical devices” described above
Note	*1 US TSCA PBT Rules

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
ペンタクロロチオフェノール (PCTP)	Pentachlorothiophenol (PCTP)	C6HCl5S	133-49-3

(3) Principal uses for substances

Part	Purpose
Rubber	Additive to improve stiffness modulus

Table 2-I-18 Hexachlorobutadiene (HCBd)

(1) Details

No. I-18	Substance Group: Hexachlorobutadiene (HCBd)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	• All applications	• Intentional inclusion prohibited	*1
Exemption	«FDA-registered medical devices» The following Official Journal is applicable. TSCA: CHAPTER 53—TOXIC SUBSTANCES CONTROL SUBCHAPTER I—CONTROL OF TOXIC SUBSTANCES Sec. 2602. Definitions. (2)(vi) https://www.govinfo.gov/content/pkg/USCODE-2018-title15/pdf/USCODE-2018-title15-chap53.pdf (Note) FDA-registered medical devices are not subject to TSCA but Olympus may require suppliers to report the contents of these substances so that Olympus can confirm the exemptions are applied.			
	«Exceptions to US TSCA PBT Rules » <ul style="list-style-type: none"> Regulated substances, products or articles containing regulated substances, which have been already sold to end-consumers (such as secondhand articles and donations to charity) Disposal of regulated substances, products or articles containing regulated substances Production, treatment, distribution in commerce and use of regulated substances, products or articles containing regulated substances for research and development purposes (Note) Only the exceptions related to Olympus Group products are listed above. (Note) Items other than the “FDA-registered medical devices” described above			
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act., US TSCA PBT Rules			

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
ヘキサクロブタジエン (HCBd)	Hexachlorobutadiene (HCBd)	C4Cl6	87-68-3

(3) Principal uses for substances

Part	Purpose
Rubber compounds	Chemical intermediates

Table 2-I-19 Asbestos

(1) Details

No. I-17	Substance Group: Asbestos			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	·All applications	·Intentional inclusion prohibited	*1
Note	*1 Annex XVII to REACH (restriction), Industrial Safety and Health Law (Japan) (Specified Chemical Substances Class II: Applicable only to Amosite, Chrysotile and Crocidolite)			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
アクチノライト	Actinolite	Unspecified	77536-66-4	-
アモサイト	Amosite	Unspecified	12172-73-5	-
アンソフィライト	Anthophyllite	Unspecified	77536-67-5	-
クリソタイル	Chrysotile	Unspecified	12001-29-5 132207-32-0	-
クロシドライト	Crocidolite	Unspecified	12001-28-4	-
トレモライト	Tremolite	Unspecified	77536-68-6	-
アスベスト繊維	Asbestos fibres	-	1332-21-4 JAMP-SN0056	-

(3) Principal uses for substances

Part	Purpose
Brake lining pads, electrical insulation parts, seals for chemical installations	Friction material, insulation materials, fillers

Table 2-I-20 Azo dyes and pigments (specific amines formed by degrading azo dyes and pigments)

(1) Details

No. I-18	Substance Group: Azo dyes and pigments (specific amines formed by degrading azo dyes and pigments)			
Prohibition Level	Date of ban on delivery *3	Applications	Control Value	Note
Level 1	Immediate	·Use of Azo dyes and pigments forming specific amines by degradation of the parts of articles being routinely touched by skin for a long time (such as earphones, headphones and straps)	·Less than 30 ppm in article	*1
		·Substances and mixtures that contain the following substances: CAS No.101-77-9: 4,4'-Diaminodiphenylmethane CAS No. 101-14-4: 2,2'-dichloro-4,4'-methylenedianiline	·Intentional inclusion prohibited	*2
Exemption	*2 Applications that are submitted to, and approved by, the European Chemicals Agency will be permitted.			
Note	*1 Annex XVII to REACH (restriction), Consumer Goods Ordinance (BedGgstV) (Germany) *2 Annex XIV to REACH (authorizations)			

(2) Regulated substances

Substance			
Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN

4-アミノアゾベンゼン	4-aminoazobenzene	C ₁₂ H ₁₁ N ₃	60-09-3
2-メトキシアニリン; o-アニジジン	2-Methoxyaniline; o-Anisidine	C ₇ H ₉ NO	90-04-0
2-ナフチルアミン	2-naphthylamine	C ₁₀ H ₉ N	91-59-8
3,3'-ジクロロベンジジン	3,3'-dichlorobenzidine	C ₁₂ H ₁₀ Cl ₂ N ₂	91-94-1
ビフェニル-4-イルアミン; 4-アミノビフェニル	Biphenyl-4-ylamine; 4-aminobiphenyl	C ₁₂ H ₁₁ N	92-67-1
ベンジジン	Benzidine	C ₁₂ H ₁₂ N ₂	92-87-5
o-トルイジン	o-toluidine	C ₇ H ₉ N	95-53-4
o-塩化トルイジン	4-chloro-o-toluidine	C ₇ H ₈ ClN	95-69-2
2,4-ジアミノトルエン	4-methyl-m-phenylenediamine(toluene-2,4-diamine)	C ₇ H ₁₀ N ₂	95-80-7
o-アミノアゾトルエン	o-aminoazotoluene	C ₁₄ H ₁₅ N ₃	97-56-3
5-ニトロ-o-トルイジン	5-nitro-o-toluidine	C ₇ H ₈ N ₂ O ₂	99-55-8
2,2'-ジクロロ-4,4'-メチレンジアニリン	2,2'-dichloro-4,4'-methylenedianiline	C ₁₃ H ₁₂ Cl ₂ N ₂	101-14-4
4,4'-ジアミノジフェニルメタン	4,4'-diaminodiphenylmethane(MDA);	C ₁₃ H ₁₄ N ₂	101-77-9
4,4'-オキシジアニリン及びその塩	4,4'-oxydianiline and its salts	C ₁₂ H ₁₂ N ₂ O	101-80-4
p-クロロアニリン	p-chloroaniline	C ₆ H ₆ ClN	106-47-8
3,3'-ジメトキシベンジジン	3,3'-dimethoxybenzidine	C ₁₄ H ₁₆ N ₂ O ₂	119-90-4
3,3'-ジメチルベンジジン	3,3'-dimethylbenzidine	C ₁₄ H ₁₆ N ₂	119-93-7
6-メトキシ-m-トルイジン	6-methoxy-m-toluidine	C ₈ H ₁₁ NO	120-71-8
2,4,5-トリメチルアニリン	2,4,5-trimethylaniline	C ₉ H ₁₃ N	137-17-7
4,4'-ジアミノジフェニルスルフィド	4,4'-thiodianiline	C ₁₂ H ₁₂ N ₂ S	139-65-1
2,4-ジアミノアニソール	2,4-diaminoanisole	C ₇ H ₁₀ N ₂ O	615-05-4
4,4'-メチレンビス(o-トルイジン)	4,4'-methylenedi-o-toluidine	C ₁₅ H ₁₈ N ₂	838-88-0

(3) Principal uses for substances

Part	Purpose
Fiber products, printing inks	Dyes and pigments

Table 2-I-21 Ozone depleting substances

(1) Details

No. I-19	Substance Group: Ozone depleting substances			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	・All applications	・Intentional inclusion prohibited	*1
Note	*1 Montreal Protocol, Section 611 on the Clean Air Act Amendments of 1990 (U.S.A.), (EC)No 2037/2000, (EC)No 1005/2009, Law Concerning the Protection of the Ozone Layer (Japan).			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN
・ Annex A Group I : CFC			
トリクロロフルオロメタン ; CFC-11	Trichlorofluoromethane ; CFC-11	CFCl ₃	75-69-4
ジクロロジフルオロメタン ; CFC-12	Dichlorodifluoromethane ; CFC-12	CF ₂ Cl ₂	75-71-8
トリクロロトリフルオロエタン ; 1,1,2トリクロロ-1,2,2トリフルオロエタン ; CFC-113	Trichlorofluoroethane ; 1,1,2 Trichloro-1,2,2 trifluoroethane ; CFC-113	C ₂ F ₃ Cl ₃	354-58-5 76-13-1
ジクロロテトラフルオロエタン ; CFC-114	Dichlorotetrafluoroethane ; CFC-114	C ₂ F ₄ Cl ₂	1320-37-2 76-14-2
モノクロロペンタフルオロエタン ;	Monochloropentafluoroethane ; CFC-115	C ₂ F ₅ Cl	76-15-3

CFC-115			
• Annex A Group II : Halons			
ブロモクロロジフルオロメタン ; ハロン-1211	Bromochlorodifluoromethane ; Halon 1211	CF ₂ BrCl	353-59-3
ブロモトリフルオロメタン ; ハロン-1301	Bromotrifluoromethane ; Halon 1301	CF ₃ Br	75-63-8
ジブロモテトラフルオロエタン ; ハロン-2402	Dibromotetrafluoroethane ; Halon 2402	C ₂ F ₄ Br ₂	124-73-2
• Annex B Group I: Other CFCs			
塩化フッ化メタン ; CFC-13	Chlorotrifluoromethane ; CFC-13	CF ₃ Cl	75-72-9
ペンタクロロフルオロエタン ; CFC-111	Pentachlorofluoroethane ; CFC-111	C ₂ FCl ₅	354-56-3
テトラクロロジフルオロエタン ; CFC-112	Tetrachlorodifluoroethane ; CFC-112	C ₂ F ₂ Cl ₄	28605-74-5 76-12-0
1,1,1,2-テトラクロロ-2,2-ジフルオロエタン ; CFC-112a	1,1,1,2-Tetrachloro-2,2- difluoroethane ; CFC-112a	C ₂ F ₂ Cl ₄	76-11-9
ヘプタクロロフルオロプロパン ; CFC-211	Heptachlorofluoropropane ; CFC-211	C ₃ FCl ₇	135401-87-5 422-78-6
1,1,1,2,3,3,3-ヘプタクロロ-2-フルオロプロパン ; CFC-211ba	1,1,1,2,3,3,3-Heptachloro-2-fluoropropane ; CFC-211ba	C ₃ Cl ₇ F	422-81-1
ヘキサクロロジフルオロプロパン ; CFC-212	Hexachlorodifluoropropane ; 1,1,1,3,3,3-Hexachloro-2,2-difluoropropane ; CFC-212	C ₃ F ₂ Cl ₆	3182-26-1
ペンタクロロトリフルオロプロパン ; CFC-213	Pentachlorotrifluoropropane ; CFC-213	C ₃ F ₃ Cl ₅	134237-31-3 2354-06-5
テトラクロロテトラフルオロプロパン ; CFC-214	Tetrachlorotetrafluoropropane ; CFC-214	C ₃ F ₄ Cl ₄	29255-31-0
1,1,1,3-テトラクロロテトラフルオロプロパン	1,1,1,3-Tetrachlorotetrafluoropropane	C ₃ Cl ₄ F ₄	2268-46-4
トリクロロペンタフルオロプロパン ; CFC-215	Trichloropentafluoropropane ; 1,2,2-trichloropentafluoropropane; CFC-215	C ₃ F ₅ Cl ₃	1599-41-3
1,2,3-トリクロロペンタフルオロプロパン ; CFC-215ba	1,2,3-trichloropentafluoropropane ; CFC-215ba	C ₃ Cl ₃ F ₅	76-17-5
1,1,2-トリクロロペンタフルオロプロパン ; CFC-215bb	1,1,2-trichloropentafluoropropane ; CFC-215bb	C ₃ HCl ₃ F ₄	812-30-6
1,1,3-トリクロロペンタフルオロプロパン ; CFC-215ca	1,1,3-trichloropentafluoropropane ; CFC-215ca	C ₃ Cl ₃ F ₅	1652-81-9
1,1,1-トリクロロペンタフルオロプロパン ; CFC-215cb	1,1,1-trichloropentafluoropropane ; CFC-215cb	C ₃ Cl ₃ F ₅	4259-43-2
ジクロロヘキサフルオロプロパン ; CFC-216	Dichlorohexafluoropropane ; 1,2-Dichloro-1,1,2,3,3,3-hexafluoropropane ; CFC-216	C ₃ F ₆ Cl ₂	661-97-2
モノクロロヘプタフルオロプロパン ; CFC-217	Monochloroheptafluoropropane ; CFC-217	C ₃ F ₇ Cl	422-86-6
• Annex B Group II :tetrachloride			
四塩化炭素 (テトラクロロメタン)	Carbon tetrachloride	CCl ₄	56-23-5
• Annex B Group III :1,1,1-Trichloroethane			
1,1,1-トリクロロエタン	1,1,1-trichloroethane	C ₂ H ₃ Cl ₃	71-55-6
• Annex C Group II :HBFC			
ジブロモフルオロメタン	Dibromofluoromethane	CHBr ₂	1868-53-7

ブロモジフルオロメタンおよび異性体 (HBFC類)	Bromodifluoromethane and Isomers (HBFCs)	CHF ₂ Br	1511-62-2
ブロモフルオロメタン	Bromofluoromethane	CH ₂ FBr	373-52-4
テトラブロモフルオロエタン	Tetrabromofluoroethane	C ₂ HFBr ₄	306-80-9
トリブロモジフルオロエタン	Tribromodifluoroethane	C ₂ HF ₂ Br ₃	-
ジブロモトリフルオロエタン	Dibromotrifluoroethane; 1,2-Dibromo-1,1,2-trifluoroethane	C ₂ HF ₃ Br ₂	354-04-1
ブロモテトラフルオロエタン	Bromotetrafluoroethane	C ₂ HF ₄ Br	124-72-1
トリブロモフルオロエタン	Tribromofluoroethane	C ₂ H ₂ FBr ₃	-
ジブロモジフルオロエタン	Dibromodifluoroethane	C ₂ H ₂ F ₂ Br ₂	75-82-1
ブロモトリフルオロエタン	Bromotrifluoroethane	C ₂ H ₂ F ₃ Br	421-06-7
ジブロモフルオロエタン	Dibromofluoroethane	C ₂ H ₃ FBr ₂	358-97-4
ブロモジフルオロエタン	Bromodifluoroethane	C ₂ H ₃ F ₂ Br	420-47-3
2-ブロモ-1,1-ジフルオロエタン	2-Bromo-1,1-difluoroethane	C ₂ H ₃ F ₂ Br	359-07-9
ブロモフルオロエタン	Bromofluoroethane	C ₂ H ₄ FBr	762-49-2
ヘキサブロモフルオロプロパン	Hexabromofluoropropane	C ₃ HFBr ₆	-
ペンタブロモジフルオロプロパン	Pentabromodifluoropropane	C ₃ HF ₂ Br ₅	-
テトラブロモトリフルオロプロパン	Tetrabromotrifluoropropane	C ₃ HF ₃ Br ₄	-
トリブロモテトラフルオロプロパン	Tribromotetrafluoropropane	C ₃ HF ₄ Br ₃	666-48-8
ジブロモペンタフルオロプロパン	Dibromopentafluoropropane	C ₃ HF ₅ Br ₂	431-78-7
ブロモヘキサフルオロプロパン	Bromohexafluoropropane	C ₃ HF ₆ Br	2252-79-1 2252-78-0
ペンタブロモフルオロプロパン	Pentabromofluoropropane	C ₃ H ₂ FBr ₅	-
テトラブロモジフルオロプロパン	Tetrabromodifluoropropane	C ₃ H ₂ F ₂ Br ₄	148875-98-3
トリブロモトリフルオロプロパン	Tribromotrifluoropropane	C ₃ H ₂ F ₃ Br ₃	-
ジブロモテトラフルオロプロパン	Dibromotetrafluoropropane	C ₃ H ₂ F ₄ Br ₂	-
ブロモペンタフルオロプロパン	Bromopentafluoropropane	C ₃ H ₂ F ₅ Br	460-88-8
テトラブロモフルオロプロパン	Tetrabromofluoropropane	C ₃ H ₃ FBr ₄	148875-95-0
トリブロモジフルオロプロパン	Tribromodifluoropropane	C ₃ H ₃ F ₂ Br ₃	70192-80-2
ジブロモトリフルオロプロパン	Dibromotrifluoropropane	C ₃ H ₃ F ₃ Br ₂	70192-83-5 431-21-0
ブロモテトラフルオロプロパン	Bromotetrafluoropropane	C ₃ H ₃ F ₄ Br	679-84-5
トリブロモフルオロプロパン	Tribromofluoropropane	C ₃ H ₄ FBr ₃	75372-14-4
ジブロモジフルオロプロパン	Dibromodifluoropropane	C ₃ H ₄ F ₂ Br ₂	460-25-3
ブロモトリフルオロプロパン	Bromotrifluoropropane	C ₃ H ₄ F ₃ Br	421-46-5
ジブロモフルオロプロパン	Dibromofluoropropane	C ₃ H ₅ FBr ₂	51584-26-0
ブロモジフルオロプロパン	Bromodifluoropropane	C ₃ H ₅ F ₂ Br	-
ブロモフルオロプロパン	Bromofluoropropane	C ₃ H ₆ FBr	1871-72-3
1-ブロモ-3-フルオロプロパン	1-Bromo-3-fluoropropane	C ₃ H ₆ FBr	352-91-0
• Annex C Group III :Bromochloromethane			
ブロモクロロメタン	Bromochloromethane	CH ₂ BrCl	74-97-5
• Annex E Group I :Bromomethane			
ブロモメタン(臭化メチル)	Bromomethane (Methyl Bromide)	CH ₃ Br	74-83-9
• Annex C Group I :HCFCs			
ジクロロフルオロメタン ; HCFC-21	Dichlorofluoromethane ; HCFC-21	CHFCl ₂	75-43-4
クロロジフルオロメタン ; HCFC-22	Chlorodifluoromethane ; HCFC-22	CHF ₂ Cl	75-45-6
クロロフルオロメタン ; HCFC-31	Chlorofluoromethane ; HCFC-31	CH ₂ FCI	593-70-4
テトラクロロフルオロエタン ; HCFC-121	Tetrachlorofluoroethane ; HCFC-121	C ₂ HFCl ₄	134237-32-4
1,1,1,2-テトラクロロ-2-フルオロエタ	1,1,1,2-tetrachloro-2-fluoroethane ; HCFC	C ₂ HCl ₄ F	354-11-0

ン ; HCFC-121a	121a		
1,1,2,2-テトラクロロ-1-フルオロエタン	1,1,2,2-tetrachloro-1-fluoroethane	C ₂ HCl ₄ F	354-14-3
トリクロロジフルオロエタン ; HCFC-122	Trichlorodifluoroethane ; HCFC-122	C ₂ HF ₂ Cl ₃	41834-16-6
1,2,2-トリクロロ-1,1-ジフルオロエタン ; HCFC-122	1,2,2-trichloro-1,1-difluoroethane ; HCFC-122	C ₂ HCl ₃ F ₂	354-21-2
1,1,2-トリクロロ-1,2-ジフルオロエタン ; HCFC-122a	Ethane, 1,2-difluoro-1,1,2-trichloro- ; HCFC-122a	C ₂ HF ₂ Cl ₃	354-15-4
1,1,1-トリクロロ-2,2-ジフルオロエタン ; HCFC-122b	1,1,1-trichloro-2,2-difluoroethane ; HCFC-122b	C ₂ HF ₂ Cl ₃	354-12-1
ジクロロトリフルオロエタン ; HCFC-123	Dichlorotrifluoroethane ; HCFC-123	C ₂ HF ₃ Cl ₂	34077-87-7
2,2-ジクロロ-1,1,1-トリフルオロエタン ; HCFC-123	2,2-dichloro-1,1,1-fluoroethane ; HCFC-123	C ₂ HCl ₂ F ₃	306-83-2
ジクロロ-1,1,2-トリフルオロエタン	Dichloro-1,1,2-trifluoroethane	C ₂ HCl ₂ F ₃	90454-18-5
1,2-ジクロロ-1,1,2-トリフルオロエタン ; HCFC-123a	1,2-dichloro-1,1,2-trifluoroethane ; HCFC-123a	C ₂ HCl ₂ F ₃	354-23-4
1,1-ジクロロ-1,2,2-トリフルオロエタン ; HCFC-123b	1,1-dichloro-1,2,2-trifluoroethane ; HCFC-123b	C ₂ HCl ₂ F ₃	812-04-4
その他のジクロロトリフルオロエタン	Other dichlorotrifluoroethane	-	-
2-クロロ-1,1,1,2-テトラフルオロエタン ; HCFC-124	2-chloro-1,1,1,2-tetrafluoroethane ; HCFC-124	C ₂ HF ₄ Cl	2837-89-0
クロロテトラフルオロエタン ; HCFC-124	Chlorotetrafluoroethane ; HCFC-124	CHFClCF ₃	63938-10-3
1-クロロ-1,1,2,2-テトラフルオロエタン ; HCFC-124a	1-chloro-1,1,2,2-tetrafluoroethane ; HCFC-124a	C ₂ HClF ₄	354-25-6
その他のクロロテトラフルオロエタン	Other chlorotetrafluoroethane	-	-
トリクロロフルオロエタン ; HCFC-131	Trichlorofluoroethane ; HCFC-131	C ₂ H ₂ FCl ₃	134237-34-6 27154-33-2
1-フルオロ-1,2,2-トリクロロエタン ; HCFC-131	1-Fluoro-1,2,2-trichloroethane ; HCFC-131	C ₂ H ₂ Cl ₃ F	359-28-4
1,1,2-トリクロロ-1-フルオロエタン ; HCFC-131a	1,1,2-trichloro-1-fluoroethane ; HCFC-131a	C ₂ H ₂ Cl ₃ F	811-95-0
1,1,1-トリクロロ-2-フルオロエタン ; HCFC-131b	Ethane, 1,1,1-trichloro-2-fluoro- ; HCFC-131b	C ₂ H ₂ Cl ₃ F	2366-36-1
ジクロロジフルオロエタン ; HCFC-132	Dichlorodifluoroethane ; HCFC-132	C ₂ H ₂ F ₂ Cl ₂	25915-78-0
1,2-ジクロロ-1,1-ジフルオロエタン ; HCFC-132b	1,2-dichloro-1,1-difluoroethane ; HCFC-132b	C ₂ H ₂ Cl ₂ F ₂	1649-08-7
1,1-ジクロロ-1,2-ジフルオロエタン ; HCFC-132c	1,1-dichloro-1,2-difluoroethane ; HCFC-132c	C ₂ H ₂ Cl ₂ F ₂	1842-05-3
1,1-ジクロロ-2,2-ジフルオロエタン	1,1-dichloro-2,2-difluoroethane	C ₂ H ₂ Cl ₂ F ₂	471-43-2
1,2-ジクロロ-1,2-ジフルオロエタン	1,2-dichloro-1,2-difluoroethane	C ₂ H ₂ Cl ₂ F ₂	431-06-1
クロロトリフルオロエタン ; 1-クロロ-1,2,2-トリフルオロエタン ; HCFC-133	Chlorotrifluoroethane ; 1-chloro-1,2,2-trifluoroethane ; HCFC-133	C ₂ H ₂ F ₃ Cl	1330-45-6 431-07-2
2-クロロ-1,1,1-トリフルオロエタン ; HCFC-133a	2-chloro-1,1,1-trifluoroethane ; HCFC-133a	C ₂ H ₂ F ₃ Cl	75-88-7
1-クロロ-1,1,2-トリフルオロエタン ; HCFC-133b	1-chloro-1,1,2-trifluoroethane ; HCFC-133b	C ₂ H ₂ F ₃ Cl	421-04-05
ジクロロフルオロエタン ; HCFC-141	Dichlorofluoroethane ; HCFC-141	C ₂ H ₃ FCl ₂	25167-88-8

1,2-ジクロロ-1-フルオロエタン ; HCFC-141	1,2-dichloro-1-fluoroethane ; HCFC-141	C ₂ H ₃ FCl ₂	430-57-9
1,1-ジクロロ-2-フルオロエタン ; HCFC-141a	1,1-dichloro-2-fluoroethane ; HCFC-141a	C ₂ H ₃ FCl ₂	430-53-5
1,1-ジクロロ-1-フルオロエタン ; HCFC-141b	1,1-dichloro-1-fluoroethane ; HCFC-141b	CH ₃ CFCl ₂	1717-00-6
その他のジクロロフルオロエタン	Other dichlorofluoroethane	-	-
クロロジフルオロエタン ; HCFC-142	ChlorodiFluoroethane ; HCFC-142	C ₂ H ₃ F ₂ Cl	25497-29-4
2-クロロ-1,1-ジフルオロエタン ; HCFC-142	2-Chloro-1,1-difluoroethane ; HCFC-142	CH ₃ CF ₂ Cl	338-65-8
1-クロロ-1,1-ジフルオロエタン ; HCFC-142b	1-chloro-1,1-difluoroethane ; HCFC-142b	CH ₃ CF ₂ Cl	75-68-3
1-クロロ-1,2-ジフルオロエタン ; HCFC-142a	1-Chloro-1,2-difluoroethane ; HCFC-142a	CH ₃ CF ₂ Cl	338-64-7
その他のクロロジフルオロエタン	Other chlorodifluoroethane	-	-
クロロフルオロエタン ; HCFC-151	chlorofluoroethane ; HCFC-151	C ₂ H ₄ FCI	110587-14-9
1-クロロ-2-フルオロエタン ; HCFC-151	1-chloro-2-fluoroethane ; HCFC-151	C ₂ H ₄ FCI	762-50-5
1-クロロ-1-フルオロエタン ; HCFC-151	1-chloro-1-fluoroethane ; HCFC-151	C ₂ H ₄ FCI	1615-75-4
ヘキサクロロフルオロプロパン ; HCFC-221	Hexachlorofluoropropane ; HCFC-221	C ₃ HFCl ₆	134237-35-7 29470-94-8
1,1,1,2,2,3-ヘキサクロロ-1-フルオロ プロパン ; HCFC-221ab	1,1,1,2,2,3-Hexachloro-1-fluoropropane ; HCFC-221ab	C ₃ HFCl ₆	422-26-4
ペンタクロロジフルオロプロパン ; HCFC-222	Pentachlorodifluoropropane ; HCFC-222	C ₃ HF ₂ Cl ₅	134237-36-8
1,1,1,3,3-ペンタクロロ-2,2-ジフルオ ロプロパン ; HCFC-222ca	1,1,1,3,3-Pentachloro-2,2-difluoropropane ; HCFC-222ca	C ₃ HF ₂ Cl ₅	422-49-1
1,2,2,3,3-ペンタクロロ-1,1-ジフルオ ロプロパン ; HCFC-222aa	1,2,2,3,3-Pentachloro-1,1-difluoropropane ; HCFC-222aa	C ₃ HF ₂ Cl ₅	422-30-0
テトラクロロトリフルオロプロパン ; HCFC-223	Tetrachlorotrifluoropropane ; HCFC-223	C ₃ HF ₃ Cl ₄	134237-37-9
1,1,3,3-テトラクロロ-1,2,2-トリフル オロプロパン	1,1,3,3-Tetrachloro-1,2,2-trifluoropropane	C ₃ HF ₃ Cl ₄	422-52-6
1,1,1,3-テトラクロロ-2,2,3-トリフル オロプロパン	1,1,1,3-Tetrachloro-2,2,3-trifluoropropane	C ₃ HF ₃ Cl ₄	422-50-4
トリクロロテトラフルオロプロパン ; HCFC-224	Trichlorotetrafluoropropane ; HCFC-224	C ₂ HF ₄ Cl ₃	134237-38-0
1,3,3-トリクロロ-1,1,2,2-テトラフル オロプロパン ; HCFC-224	1,3,3-Trichloro-1,1,2,2-tetrafluoropropane ; HCFC-224	C ₂ HF ₄ Cl ₃	422-54-8
1,1,3-トリクロロ-1,2,2,3-テトラフル オロプロパン	1,1,3-Trichloro-1,2,2,3-tetrafluoropropane	C ₂ HF ₄ Cl ₃	422-53-7
1,1,1-トリクロロ-2,2,3,3-テトラフル オロプロパン	1,1,1-Trichloro-2,2,3,3-tetrafluoropropane	C ₃ HF ₄ Cl ₃	422-51-5
ジクロロペンタフルオロプロパン ; HCFC-225	Dichloropentafluoropropane ; HCFC-225	C ₃ HF ₅ Cl ₂	127564-92-5
2,2-ジクロロ-1,1,1,3,3-ペンタフルオ ロプロパン ; HCFC-225aa	2,2-Dichloro-1,1,1,3,3-pentafluoropropane ; HCFC-225aa	C ₃ HF ₅ Cl ₂	128903-21-9
2,3-ジクロロ-1,1,1,2,3-ペンタフルオ ロプロパン ; HCFC-225ba	2,3-dichloro-1,1,1,2,3-pentafluoropropane ; HCFC-225ba	C ₃ HF ₅ Cl ₂	422-48-0
1,2-ジクロロ-1,1,2,3,3-ペンタフルオ ロプロパン ; HCFC-225bb	1,2-dichloro-1,1,2,3,3-pentafluoropropane ; HCFC-225bb	C ₃ HF ₅ Cl ₂	422-44-6

3,3-ジクロロ-1,1,1,2,2-ペンタフルオロプロパン ; HCFC-225ca	3,3-dichloro-1,1,1,2,2-pentafluoropropane ; HCFC-225ca	C ₃ HCl ₂ F ₅	422-56-0
1,3-ジクロロ-1,2,2,3,3-ペンタフルオロプロパン ; HCFC-225cb	1,3-dichloro-1,1,2,2,3-pentafluoropropane ; HCFC-225cb	C ₃ HCl ₂ F ₅	507-55-1
1,1-ジクロロ-1,2,2,3,3-ペンタフルオロプロパン ; HCFC-225cc	1,1-dichloro-1,2,2,3,3-pentafluoropropane ; HCFC-225cc	C ₃ HCl ₂ F ₅	13474-88-9
1,2-ジクロロ-1,1,3,3,3-ペンタフルオロプロパン ; HCFC-225da	1,2-dichloro-1,1,3,3,3-pentafluoropropane ; HCFC-225da	C ₃ HCl ₂ F ₅	431-86-7
1,3-ジクロロ-1,1,2,3,3-ペンタフルオロプロパン ; HCFC-225ea	1,3-dichloro-1,1,2,3,3-pentafluoropropane ; HCFC-225ea	C ₃ HCl ₂ F ₅	136013-79-1
1,1-ジクロロ-1,2,3,3,3-ペンタフルオロプロパン ; HCFC-225eb	1,1-dichloro-1,2,3,3,3-pentafluoropropane ; HCFC-225eb	C ₃ HCl ₂ F ₅	111512-56-2
その他のジクロロペンタフルオロプロパン	Other dichloropentafluoropropane	-	-
クロロヘキサフルオロプロパン ; HCFC-226	Chlorohexafluoropropane ; HCFC-226	C ₃ HF ₆ Cl	134308-72-8
2-クロロ-1,1,1,3,3,3-ヘキサフルオロプロパン ; HCFC-226da	2-Chloro-1,1,1,3,3,3-hexafluoropropane ; HCFC-226da	C ₃ HF ₆ Cl	431-87-8
ペンタクロロフルオロプロパン ; HCFC-231	Pentachlorofluoropropane ; HCFC-231	C ₃ H ₂ FCl ₅	134190-48-0
1,1,1,2,3-ペンタクロロ-2-フルオロプロパン	1,1,1,2,3-Pentachloro-2-fluoropropane	C ₃ H ₂ FCl ₅	421-94-3
テトラクロロジフルオロプロパン ; HCFC-232	Tetrachlorodifluoropropane ; HCFC-232	C ₃ H ₂ F ₂ Cl ₄	134237-39-1
1,1,1,3-テトラクロロ-3,3-ジフルオロプロパン	1,1,1,3-Tetrachloro-3,3-difluoropropane	C ₃ H ₂ F ₂ Cl ₄	460-89-9
トリクロロトリフルオロプロパン ; HCFC-233	Trichlorotrifluoropropane ; HCFC-233	C ₃ H ₂ F ₃ Cl ₃	134237-40-4
1,1,1-トリクロロ-3,3,3-トリフルオロプロパン	1,1,1-trichloro-3,3,3-trifluoropropane	C ₃ H ₂ F ₃ Cl ₃	7125-83-9
ジクロロテトラフルオロプロパン ; HCFC-234	Dichlorotetrafluoropropane ; HCFC-234	C ₃ H ₂ F ₄ Cl ₂	127564-83-4
1,2-ジクロロ-1,2,3,3-テトラフルオロプロパン	1,2-Dichloro-1,2,3,3-tetrafluoropropane	C ₃ H ₂ F ₄ Cl ₂	425-94-5
クロロペンタフルオロプロパン ; HCFC-235	Chloropentafluoropropane ; HCFC-235	C ₃ H ₂ F ₅ Cl	134237-41-5
1-クロロ-1,1,3,3,3-ペンタフルオロプロパン	1-chloro-1,1,3,3,3-pentafluoropropane	C ₃ H ₂ F ₅ Cl	460-92-4
テトラクロロフルオロプロパン ; HCFC-241	Tetrachlorofluoropropane ; HCFC-241	C ₃ H ₃ FCl ₄	134190-49-1
1,1,2,3-テトラクロロ-1-フルオロプロパン	1,1,2,3-Tetrachloro-1-fluoropropane	C ₃ H ₃ FCl ₄	666-27-3
トリクロロジフルオロプロパン ; HCFC-242	Trichlorodifluoropropane ; HCFC-242	C ₃ H ₃ F ₂ Cl ₃	134237-42-6
1,3,3-トリクロロ-1,1-ジフルオロプロパン	1,3,3-Trichloro-1,1-difluoropropane	C ₃ H ₃ F ₂ Cl ₃	460-63-9
ジクロロトリフルオロプロパン ; HCFC-243	Dichlorotrifluoropropane ; HCFC-243	C ₃ H ₃ F ₃ Cl ₂	134237-43-7
1,1-ジクロロ-1,2,2-トリフルオロプロパン	1,1-dichloro-1,2,2-trifluoropropane	C ₃ H ₃ F ₃ Cl ₂	7125-99-7
2,3-ジクロロ-1,1,1-トリフルオロプロパン	2,3-dichloro-1,1,1-trifluoropropane	C ₃ H ₃ F ₃ Cl ₂	338-75-0

3,3-ジクロロ-1,1,1-トリフルオロプロパン	3,3-Dichloro-1,1,1-trifluoropropane	C ₃ H ₃ F ₃ Cl ₂	460-69-5
クロロテトラフルオロプロパン ; HCFC-244	Chlorotetrafluoropropane ; HCFC-244	C ₃ H ₃ F ₄ Cl	134190-50-4
3-クロロ-1,1,2,2-テトラフルオロプロパン	3-chloro-1,1,2,2-tetrafluoropropane	C ₃ H ₃ F ₄ Cl	679-85-6
1-クロロ-1,1,2,2-テトラフルオロプロパン	1-chloro-1,1,2,2-tetrafluoropropane	C ₃ H ₃ F ₄ Cl	421-75-0
トリクロロフルオロプロパン ; HCFC-251	Trichlorofluoropropane ; HCFC-251	C ₃ H ₄ FCl ₃	134190-51-5
1,1,3-トリクロロ-1-フルオロプロパン	1,1,3-trichloro-1-fluoropropane	C ₃ H ₄ FCl ₃	818-99-5
1,1,2-トリクロロ-1-フルオロプロパン ; HCFC-251dc	1,1,2-trichloro-1-fluoropropane ; HCFC-251dc	C ₃ H ₄ FCl ₃	421-41-0
ジクロロジフルオロプロパン ; HCFC-252	Dichlorodifluoropropane ; HCFC-252	C ₃ H ₄ F ₂ Cl ₂	134190-52-6
1,3-ジクロロ-1,1-ジフルオロプロパン ; HCFC-252fb	1,3-Dichloro-1,1-difluoropropane ; HCFC-252fb	C ₃ H ₄ F ₂ Cl ₂	819-00-1
クロロトリフルオロプロパン ; HCFC-253	Chlorotrifluoropropane ; HCFC-253	C ₃ H ₄ F ₃ Cl	134237-44-8
3-クロロ-1,1,1-トリフルオロプロパン ; HCFC-253fb	3-chloro-1,1,1-trifluoropropane ; HCFC-253fb	C ₃ H ₄ F ₃ Cl	460-35-5
ジクロロフルオロプロパン ; HCFC-261	Dichlorofluoropropane ; HCFC-261	C ₃ H ₅ FCl ₂	134237-45-9
1,1-ジクロロ-1-フルオロプロパン	1,1-dichloro-1-fluoropropane	C ₃ H ₅ FCl ₂	7799-56-6
1,2-ジクロロ-2-フルオロプロパン ; HCFC-261b	1,2-dichloro-2-fluoropropane ; HCFC-261b	C ₃ H ₅ FCl ₂	420-97-3
クロロジフルオロプロパン ; HCFC-262	Chlorodifluoropropane ; HCFC-262	C ₃ H ₅ F ₂ Cl	134190-53-7
1-クロロ-2,2-ジフルオロプロパン	1-chloro-2,2-difluoropropane	C ₃ H ₅ F ₂ Cl	420-99-5
2-クロロ-1,3-ジフルオロプロパン	2-chloro-1,3-difluoropropane	C ₃ H ₅ F ₂ Cl	102738-79-4
1-クロロ-1,1-ジフルオロプロパン ; HCFC-262fc	1-chloro-1,1-difluoropropane ; HCFC-262fc	C ₃ H ₅ F ₂ Cl	421-02-3
クロロフルオロプロパン ; HCFC-271	Chlorofluoropropane ; HCFC-271	C ₃ H ₆ FCl	134190-54-8
2-クロロ-2-フルオロプロパン	2-chloro-2-fluoropropane	C ₃ H ₆ FCl	420-44-0
1-クロロ-1-フルオロプロパン	1-chloro-1-fluoropropane	-	430-55-7
• Others			
ジフルオロジブロモメタン	Difluorodibromomethane	CB ₂ Br ₂ F ₂	75-61-6
1-ブロモプロパン(臭化n-プロピル)	1-Bromopropane (n-propyl bromide)	C ₃ H ₇ Br	106-94-5
ブロモエタン(臭化エチル)	Bromoethane (ethyl bromide)	C ₂ H ₅ Br	74-96-4
トリフルオロイオドメタン(ヨウ化トリフルオロメチル)	Trifluoroiodomethane (trifluoromethyl iodide)	CF ₃ I	2314-97-8
クロロメタン(塩化メチル)	Chloromethane (methyl chloride)	CH ₃ Cl	74-87-3

(3) Principal uses for substances

Part	Purpose
Compressors, foamed plastics, fire extinguishers	Refrigerants, foaming agents, extinguishants (Labeling requirements apply not only to products, but also to cleaning agents and other items used in production processes.)

Table 2-I-22 Perfluorooctanesulfonic acid (PFOS) and PFOS analogs

(1) Details

No. I-20	Substance Group: Perfluorooctanesulfonic acid (PFOS) and PFOS analogs
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Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	•All applications	•Intentional inclusion prohibited	*1
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act., EU POPs Regulation, Canadian Environmental Protection Act (CEPA 1999 SOR)			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ペルフルオロ-1-オクタンスルホン酸カリウム(PFOS)	Perfluorooctane sulfonate potassium salt	C ₈ F ₁₇ SO ₂ X (X = Other derivatives including hydroxyls, metal salts, halogenated compounds, amides and polymers)	2795-39-3 JAMP-SN0035	-

(3) Principal uses for substances

Part	Purpose
Paints, coating materials, industrial cleaning agents, semiconductor manufacturing processes, electroplating processes	Smoothing agents, surfactants, anti-foaming agents

Table 2-I-23 Specific benzotriazole: 2-(2H-1,2,3-Benzotriazol-2-yl)-4,6-di-tert-butylphenol

(1) Details

No. I-23	Substance Group: Specific benzotriazole: 2-(2H-1,2,3-Benzotriazol-2-yl)-4,6-di-tert-butylphenol			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	Anti-UV materials and UV absorbers used in the following applications •Molded plastic parts •Decorative laminates •Photographic paper •Adhesives (excluding animal and plant-based adhesives), putties, stopping and sealing fillers •Paints and printing inks	•Intentional inclusion prohibited	*1
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act.			

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
特定ベンゾトリアゾール : 2-(2H-1,2,3-ベンゾトリアゾール-2-イル)-4,6-ジ-tert-ブチルフェノール	Specific benzotriazole:2-(2H-1,2,3-Benzotriazol-2-yl)-4,6-di-tert-butylphenol	C ₂₀ H ₂₅ N ₃ O	3846-71-7

(3) Principal uses for substances

Part	Purpose
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Molded plastic parts, decorative laminates, photographic paper, adhesives (excluding animal and plant-based adhesives), putties, stopping and sealing fillers, paints and printing inks	Anti-UV materials and UV absorbers
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Table 2-I-24 Formaldehyde

(1) Details

No. I-24	Substance Group: Formaldehyde CAS No: 50-00-0			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	• Wood products and parts (excluding packaging materials) using materials such as particle boards and MDF (medium density fiberboard)	• Less than 0.05ppm as gas discharge from product	*1
		• Fabrics	• Less than 75 ppm in product	*2
Note	*1 ChemVerbotsV (Germany), Formaldehyde Regulations (Denmark), California USA CARB Regulations, U.S. federal law 111-199/TSCA Article 601 *2 Austria BGB I 1990/194, Formaldehyde Regulation §2, 12/2/1990 Lithuanian Health Standard NH 96:2000 (health standards and regulations)			

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
ホルムアルデヒド	Formaldehyde	CH ₂ O	50-00-0

(3) Principal uses for substances

Part	Purpose
Wood products using materials such as particle boards and MDF (medium density fiberboard)	Adhesives and preservatives for wood

Table 2-I-25 Dimethylfumarate (DMF)

(1) Details

No. I-25	Substance Group: Dimethylfumarate (DMF) CAS No: 624-49-7			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	• All applications	• Less than 0.1ppm in article or part thereof	*1
Note	*1 Annex XVII to REACH (restriction)			

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
ジメチルフマレート (DMF)	Dimethyl fumarate	C ₆ H ₈ O ₄	624-49-7

(3) Principal uses for substances

Part	Purpose
Biocide, electronic leather seats including recliners and massage chairs	Biocide, mold treatment

Table 2-I-26 Fluorinated Greenhouse Gases (PFC, SF₆, HFC)

(1) Details

No. I-26	Substance Group: Fluorinated Greenhouse Gases (PFC, SF ₆ , HFC)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note

Level 1	Immediate	1) SF6, HFC ·All applications	-Intentional inclusion prohibited	*1
		2) PFC ·All applications listed below Disposable containers, can-cooling systems containing refrigerants, fire prevention systems and fire extinguishers, household windows, other windows, shoes, tires, one-component foaming agents		
Note	*1 (EC)No 517/2014 The Regulation on certain fluorinated greenhouse gases			

(2) Regulated substances

Substance (Japanese)	Substance (English)	CAS No. or JAMP No.
テトラフルオロメタン (4 フッ化炭素、PFC-14)	Tetrafluoromethane (Carbon tetrafluoride, PFC-14)	75-73-0
ヘキサフルオロエタン(PF C-116)	Hexafluoroethane (PFC-116)	76-16-4
オクタフルオロプロパン(PFC-218)	Octafluoropropane (PFC-218)	76-19-7
デカフルオロブタン(PFC-31-10)	Decafluorobutane (PFC-31-10)	355-25-9
ドデカフルオロペンタン(PFC-41-12)	Dodecafluoropentane (PFC-41-12)	678-26-2
テトラデカフルオロヘキサン(PFC-51-14)	Tetradecafluorohexane (PFC-51-14)	355-42-0
オクタフルオロシクロブタン(PFC-c318)	Octafluorocyclobutane (PFC-c318)	115-25-3
6 フッ化硫黄(SF6)	Sulfur Hexafluoride (SF6)	2551-62-4
トリフルオロメタン	Trifluoromethane	75-46-7
ジフルオロメタン	Difluoromethane	75-10-5
フルオロメタン	Methyl fluoride	593-53-3
1,1,1,2,2,3,4,5,5,5-デカフルオロペンタン (HFC-43-10mee)	Pentane, 1,1,1,2,2,3,4,5,5,5-decafluoro- (HFC-43-10mee)	138495-42-8
ペンタフルオロエタン	Ethane, pentafluoro-	354-33-6
1,1,2,2-テトラフルオロエタン (HFC-134)	1,1,2,2-Tetrafluoroethane (HFC-134)	359-35-3
1,1,1,2-テトラフルオロエタン (HFC-134a)	1,1,1,2-Tetrafluoroethane (HFC-134a)	811-97-2
1,1-ジフルオロエタン (HFC-152a)	1,1-Difluoroethane (HFC-152a)	75-37-6
1,1,2-トリフルオロエタン(H FC-143)	1,1,2-Trifluoroethane.(HFC-143)	430-66-0
1,1,1-トリフルオロエタン	Ethane, 1,1,1-trifluoro-	420-46-2
1,1,1,2,3,3,3-ヘプタフルオロプロパン	Propane, 1,1,1,2,3,3,3-heptafluoro-	431-89-0
1,1,1,2,2,3-ヘキサフルオロプロパン (HFC-236cb)	1,1,1,2,2,3-hexafluoro-propane (HFC-236cb)	677-56-5
1,1,1,2,3,3-ヘキサフルオロプロパン(HFC-236ea)	1,1,1,2,3,3-Hexafluoropropane (HFC-236ea)	431-63-0
1,1,1,3,3,3-ヘキサフルオロプロパン(HFC-236fa)	1,1,1,3,3,3-Hexafluoropropane (HFC-236fa)	690-39-1
1,1,2,2,3-ペンタフルオロプロパン(HFC-245ca)	1,1,2,2,3-Pentafluoropropane (HFC-245ca)	679-86-7
1,1,1,3,3-ペンタフルオロプロパン	1,1,1,3,3-Pentafluoropropane	460-73-1
1,1,1,3,3-ペンタフルオロブタン	1,1,1,3,3-Pentafluorobutane	406-58-6
1,1,1,2,2-ペンタフルオロプロパン	1,1,1,2,2-Pentafluoropropane	1814-88-6
1,1,1,2,2,3,3-ヘプタフルオロプロパン	1,1,1,2,2,3,3-Heptafluoropropane	2252-84-8
ジフルオロエタン	Difluoroethane	25497-28-3
ヘキサフルオロプロパン	Propane, hexafluoro-	27070-61-7
トリフルオロエタン	Trifluoroethane	27987-06-0
フルオロエタン	Ethyl fluoride	353-36-6
1,2-ジフルオロエタン	1,2-Difluoroethane	624-72-6
1,1-ジフルオロエチレン	Vinylidene fluoride	75-38-7

ハイドロフルオロカーボン(HFC)類	Hydrofluorocarbons (HFC's)	SN0062
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(3) Principal uses for substances

Part	Purpose
Tires, windows, fire extinguishers, shoes, disposable containers, aerosols	Refrigerants, blowing agents, extinguishants, cleaning agents, insulating media, caustic gas

Table 2-I-27 Phthalate esters (BBP, DBP, DEHP, DIDP, DINP, DNOP, DIBP)

(1) Details

No. I-27	Substance Group: Phthalate esters (BBP, DBP, DEHP, DIDP, DINP, DNOP, DIBP)			
Prohibition Level	Date of ban on delivery *4	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> ·BBP, DBP, DEHP: Prohibited in children's toys and child care articles ·DIDP, DINP, DNOP: Prohibited in children's toys and child care articles that can be placed in a child's mouth 	·Less than 1000 ppm in plasticized material	*1
		·Substances and mixtures that contain DEHP, BBP, DBP and/or DIBP	·Intentional inclusion prohibited	*2
		·DEHP, BBP, DBP, DIBP: Articles specified in Categories 1 through 11 of Annex I to RoHS Directive (2011/65/EU)	·1000 ppm or less in homogeneous material	*3
		<ul style="list-style-type: none"> ·Articles containing plasticized material that includes DEHP, BBP, DBP and/or DIBP "Plasticized material" means any of the following homogeneous materials: <ul style="list-style-type: none"> - Polyvinyl chloride (PVC), polyvinylidene chloride (PVDC), any other polymer similar to polyvinyl acetate (PVA), and any other plastics, excluding polyolefin - Polyurethane and any other foamed rubber and plastics, excluding rubber, silicone rubber and natural latex coatings - Surface coatings, non-slip coatings, finishes, decals, printed designs, - Adhesives, sealants, paints and inks 	·Less than 1000 ppm in total of these four substances in homogeneous material	*5
Exemption	<p>*2 Applications that are submitted to, and approved by, the European Chemicals Agency will be permitted.</p> <p>*5 Exempted applications are as follows:</p> <ul style="list-style-type: none"> • Electrical and electronic equipment subject to RoHS Directive (2011/65/EU) • Medical devices, or parts thereof, subject to Medical Device Directive (93/42/EEC), In-Vitro Diagnostic Devices Directive (98/79/EC) and Active Implantable Medical Devices Directive (90/385/EEC) • Articles exclusively for industrial or agricultural use, or for use exclusively in the open air, provided that no plasticized material comes into contact with human mucous membranes or prolonged contact with human skin • Measuring devices for laboratory use, or parts thereof 			
Note	<p>*1 Annex XVII to REACH (restriction), U.S. Consumer Product Safety Improvement Act</p> <p>*2 Annex XIV to REACH (authorizations)</p> <p>*3 Annex II to RoHS Directive (2011/65/EU), addition of prohibited substances, (EU) 2015/863</p> <p>*4 The date of ban on delivery is set as the date six months before the effective date of an</p>			

	applicable law or regulation. *5 Annex XVII to REACH (restriction)
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(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
フタル酸 n-ブチル=ベンジル (BBP)	Benzyl butyl phthalate (BBP)	C ₁₉ H ₂₀ O ₄	85-68-7	-
フタル酸ジ-n-ブチル(DBP)	Dibutyl phthalate (DBP)	C ₁₆ H ₂₂ O ₄	84-74-2	-
フタル酸ビス(2-エチルヘキシル)(DEHP)	Bis (2-ethylhexyl)phthalate (DEHP)	C ₂₄ H ₃₈ O ₄	117-81-7	-
フタル酸ジイソデシル(DIDP)	Di-"isodecyl" phthalate	C ₂₈ H ₄₆ O ₄	26761-40-0	-
	1,2-Benzenedicarboxylic acid, di-C9-11-branched alkyl esters, C10-rich		68515-49-1	-
フタル酸ジイソノニル(DINP)	Diisononyl phthalate	C ₂₄ H ₃₈ O ₄	28553-12-0	-
			68515-48-0	-
フタル酸ジ-n-オクチル(DNOP)	Bis(n-octyl)Phthalate	C ₆ H ₄ (COOC ₈ H ₁₇) ₂	117-84-0	-
フタル酸ジイソブチル(DIBP)	Diisobutyl phthalate	C ₁₆ H ₂₂ O ₄	84-69-5	-

(3) Principal uses for substances

Part	Purpose
Flexible polyvinyl chloride molded items, rubber, elastomer	Plastic plasticizers, dye, pigment, paint, ink, adhesive, lubricant

Table 2-I-28 Perfluorooctanoic acid (PFOA) and its salts and esters and certain Long-Chain Perfluoroalkyl Carboxylates (LCPFAC)

(1) Details

No. I-28	Substance Group: Perfluorooctanoic acid (PFOA) and its salts and esters and certain Long-Chain Perfluoroalkyl Carboxylates (LCPFAC)			
Prohibition Level	Date of ban on delivery*4	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> Substances or mixtures Articles other than invasive and implantable medical devices*2 	<ul style="list-style-type: none"> Intentional inclusion prohibited Less than 25ppb as PFOA including salts, or less than 1ppm as a total of all PFOA-related substances, in mixture or article 	*1 *2 *3
Level 2	January 4, 2025*1, *4	<ul style="list-style-type: none"> Invasive and implantable medical devices*1, *2, *5 		
Level 1	Immediate	<ul style="list-style-type: none"> Surface coating on article 	Intentional inclusion prohibited	*6
Exemption	*6 - Medical devices under FDA - All applications that they have already used for before 2015. - Impurities - 13 specific usages defined by US TSCA. E.g., for use in an antireflective coating, photoresists, or surfactant for use in photo microlithography or other process to produce semiconductors or similar components for electronics or other miniaturized devices (https://www.govinfo.gov/content/pkg/FR-2020-07-27/pdf/2020-13738.pdf) *7 Medical devices other than invasive and implantable medical devices: The control value			

	should be under 2 mg/kg (0.0002wt%).
Note	<p>*1: Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act., Enforcement of the revised EU POPs regulation (EU 2021/115)</p> <p>*2: The definitions of medical devices and implantable medical devices are as provided by the Medical Device Directive 93/42/EEC.</p> <p>*3: PFOA-related substances are any related substances (including salts and polymers) having a linear or branched perfluoroheptyl group with the formula C₇F₁₅- directly attached to another carbon atom, as one of the structural elements, or any related substance (including its salts and polymers) having a linear or branched perfluorooctyl group with the formula C₈F₁₇-, as one of the structural elements. The following substances are excluded from this designation:</p> <ul style="list-style-type: none"> • C₈F₁₇-X, where X = F, Cl, Br. • C₈F₁₇-C(=O)OH, C₈F₁₇-C(=O)O-X or C₈F₁₇-CF₂-X (X = any group, including salts). <p>*4: The date of ban on delivery is set as the date six months before the effective date of an applicable law or regulation.</p> <p>*5: Only applies to the invasive and implantable medical devices that are submitted and approved.</p> <p>*6: Significant New Use Rules (SNURs) under US TSCA, §721.9582 and §721.10536. The substances are Perfluorooctanoic acid (PFOA) and its salts and esters and the above Long-Chain Perfluoroalkyl Carboxylates (LCPFAC).</p>

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ペルフルオロオクタン酸	Pentadecafluorooctanoic acid; PFOA - perfluorooctanoic acid	C ₈ HF ₁₅ O ₂	335-67-1	
ペンタデカフルオロオクタン酸フルオリド	Pentadecafluorooctyl fluoride	C ₈ F ₁₆ O	335-66-0	-
ペンタデカフルオロオクタン酸銀(I)	Pentadecafluorooctanoic acid silver(I) salt	C ₈ AgF ₁₅ O ₂	335-93-3	-
ペンタデカフルオロオクタン酸ナトリウム	Perfluorooctanoic acid sodium salt; Sodium salt of PFOA	C ₈ F ₁₅ NaO ₂	335-95-5	
ペンタデカフルオロオクタン酸メチル	Methyl perfluorooctanoate	C ₉ H ₃ F ₁₅ O ₂	376-27-2	-
ペルフルオロオクタン酸カリウム	Potassium salt of PFOA	C ₈ F ₁₅ KO ₂	2395-00-8	-
ペンタデカフルオロオクタン酸エチル	Ethyl perfluorooctanoate	C ₁₀ H ₅ F ₁₅ O ₂	3108-24-5	-
ペンタデカフルオロオクタン酸アンモニウム	Ammonium pentadecafluorooctanoate (APFO); Ammonium salt of PFOA	C ₈ H ₄ F ₁₅ NO ₂	3825-26-1	-
PFOA とその塩	PFOA and its salts	-	JAMP-SN0036	-
ペルフルオロオクタン酸 (PFOA) の塩	PFOA salts	-	JAMP-SN0102	-
PFOA 関連のポリマー	PFOA-related polymer	-	JAMP-SN0103	-

(3) Principal uses for substances

Part	Purpose
Surface coating agents, extinguishants	Additives, leveling agents for paints, aqueous film-forming foam extinguishants, surfactants

(2) Regulated substances

Substance (Japanese)	Substance (English)	CAS No. or JAMP-SN
1,1,1,2,2,3,3,4,4,5,5,6,6,7,7,8,8-ヘプタデカフルオロ-8-ヨードオクタシン	Perfluorooctyl iodide	507-63-1
2-(ペルフルオロオクチル)エタノール	Tetrahydroperfluoro-1-decanol	678-39-7
3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,12-ヘンエイコサフルオロドデカン-1-オール	Perfluoro-1-dodecanol	865-86-1
1,1,1,2,2,3,3,4,4,5,5,6,6,7,7,8,8-ヘプタデカフルオロ-10-ヨードデカン	Perfluorodecyl iodide	2043-53-0
1-ヨード-3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,12-ヘニコサフルオロドデカン	1,1,2,2-Tetrahydroperfluorododecyl iodide	2043-54-1
α -[2-(アクリロイルオキシ)エチル]- ω -フルオロペルフルオロ(ポリ(2~7)エチレン)	Perfluorodecylethyl acrylate	17741-60-5
3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,10-ヘプタデカフルオロデシル=アクリラート	1,1,2,2-Tetrahydroperfluorodecyl acrylate	27905-45-9
1,1,1,2,2,3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12-ペンタコサフルオロ-14-ヨードテトラデカン	1,1,1,2,2,3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12-Pentacosafuoro-14-iodotetradecane	30046-31-2
3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,13,13,14,14-ペンタコサフルオロテトラデカン-1-オール	3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,13,13,14,14-Pentacosafuorotetradecan-1-ol	39239-77-5
3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,13,13,14,14,15,15,16,16,16-ノナコサフルオロヘキサデカン-1-オール	3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,13,13,14,14,15,15,16,16,16-Nonacosafuorohexadecan-1-ol	60699-51-6
1,1,1,2,2,3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,13,13,14,14-ノナコサフルオロ-16-ヨードヘキサデカン	1,1,1,2,2,3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,11,11,12,12,13,13,14,14-Nonacosafuoro-16-iodohexadecane	65510-55-6
ナトリウム=2-メチル-2-{3-[(1,1,2,2-テトラヒドロペルフルオロアルキル(C4-C16)スルファニル)プロパナミド]}プロパン-1-スルホナート	Sodium;2-methylpropane-1-sulfonate	68187-47-3
γ - ω -ペルフルオロアルコール(C8-C14)	1,1,2,2-Tetrahydroperfluoroalkyl (C8-C14) alcohol	68391-08-2
チオール、C8-20、ガンマ-オメガ-パーフルオロ、アクリルアミドを含むテロマー	Thiols, C8-20, gamma-omegaperfluoro,telomers with acrylamide	70969-47-0

ケイ酸 (H ₄ SiO ₄), ニナトリウム塩, クロロトリメチルシランと 3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,10-ヘプタデカフルオロ-1-デカノールとの反応生成物	Silicic acid (H ₄ SiO ₄), sodium salt (1:2), reaction products with chlorotrimethylsilane and 3,3,4,4,5,5,6,6,7,7,8,8,9,9,10,10,10-heptadecafluoro-1-decanol	125476-71-3
チオール、C4-20、γ-オメガ-パーフルオロ、アクリルアミドとアクリル酸のテロマー、ナトリウム塩	Thiols, C4-20, gamma-omegaperfluoro, telomers with acrylamide and acrylic acid, sodium salts)	1078712-88-5
1-プロパナミニウム、3-アミノ-N-(カルボキシメチル)-N,N-ジメチル-, N-(2-((γ-オメガ-パーフルオロ-C4-20-アルキル)チオ)アセチル)誘導体、内部塩	1-Propanaminium, 3-amino-N-(carboxymethyl)-N,N-dimethyl-, N-(2-((gamma-omega-perfluoro-C4-20-alkyl)thio)acetyl) derivs., inner salts	1078715-61-3
ポリフルオロアルキルベタイン (一般名)	Polyfluoroalkyl betaine (generic)	-(CBI)
変性フルオロアルキルウレタン (一般名)	Modified fluoroalkyl urethane (generic)	-(CBI)
過フッ素化ポリアミン (一般名)	Perfluorinated polyamine (generic)	-(CBI)

Table 2-I-29 Polycyclic-aromatic hydrocarbons (PAH)

(1) Details

No. I-29	Substance Group: Polycyclic-aromatic hydrocarbons (PAH)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> Rubber or plastic components that come into direct as well as prolonged or short-term repetitive contact with human skin or the oral cavity under normal or reasonably foreseeable conditions of use 	-Less than 1mg/kg of any of the listed PAHs in components of articles for the general public (less than 0.0001% [1ppm] of the weight of such components)	*1
Note	*1 Annex XVII to REACH (restriction)			

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No.or JAMP-SN
ベンゾ(a)ピレン	Benzo[a]pyrene (BaP)	C ₂₀ H ₁₂	50-32-8
ベンゾ(e)ピレン	Benzo[e]pyrene (BeP)	C ₂₀ H ₁₂	192-97-2
ベンゾ(a)アントラセン	Benzo[a]anthracene (BaA)	C ₂₀ H ₁₂	56-55-3
クリセン	Chrysene (CHR)	C ₂₀ H ₁₂	218-01-9
ベンゾ(b)フルオランテン	Benzo[b]fluoranthene (BbFA)	C ₂₀ H ₁₂	205-99-2
ベンゾ(j)フルオランテン	Benzo[j]fluoranthene (BjFA)	C ₂₀ H ₁₂	205-82-3
ベンゾ(k)フルオランテン	Benzo[k]fluoranthene (BkFA)	C ₂₀ H ₁₂	207-08-9
ジベンゾ(a,h)アントラセン	Dibenzo[a,h]anthracene (DBAhA)	C ₂₂ H ₁₄	53-70-3

(3) Principal uses for substances

Part	Purpose
Byproducts generated by combustion of petroleum products Volatile PAHs are contained in some industrial articles (essential oils, lubricants, biocides, adhesives, and paints)	-

Table 2-I-30 Pentachlorophenol and its salts and esters

(1) Details

No. I-30	Subject Group: Pentachlorophenol and its salts and esters			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	-All applications	Intentional inclusion prohibited	*1
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act., the EU POPs regulation			

(2) Examples of substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ペンタクロロフェノール	Pentachlorophenol	C ₆ Cl ₅ OH	87-86-5	-
ペンタクロロフェノールナトリウム	Sodium pentachlorophenol	C ₆ Cl ₅ NaO	131-52-2	-
ペンタクロロフェノールナトリウム一水和物	Sodium pentachlorophenol monohydrate	C ₆ Cl ₅ NaO · H ₂ O	27735-64-4	-
ペンタクロロフェニルラウレート	Pentachlorophenyl laurate	C ₁₈ H ₂₃ Cl ₅ O ₂	3772-94-9	-
ペンタクロロアニソール	Pentachloreanisole	C ₇ H ₃ Cl ₅ O	1825-21-4	-
メチル水銀ペンタクロロフェノキシド	Methyl(pentachlorophenolato)mercury	C ₇ H ₄ Cl ₅ HgO	5902-76-1	-
ペンタクロロフェノール＝ナトリウム塩	Phenol, pentachloro-, sodium salt, decahydrate	C ₆ Cl ₅ NaO · (H ₂ O) ₁₀	27735-63-3	-
カルシウム＝ビス (ペンタクロロフェノラート)	Calcium bis(pentachlorophenolate)	C ₁₂ CaCl ₁₀ O ₂	55868-72-9	-
ペンタクロロフェノール塩類及びこれを含有する製剤	PCP-Na hydrate	C ₆ H ₂ Cl ₅ NaO ₂	123333-54-0	-

(3) Principal uses for substances

Part	Purpose
Wood products, leather products	Preservative

Table 2-I-31 Certain CMR substances

(1) Details

No. I-31	Subject Group: Certain CMR substances			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	<ul style="list-style-type: none"> • Clothing or related accessories such as bags (shoulder bags), neck straps and hand straps • Textiles other than clothing which, under normal or reasonably foreseeable conditions of use, come into contact with human skin to an extent similar to clothing • Footwear 	• Control values vary among controlled substances. For details, please refer to the control value of each substance.	*1
Exemption	<ul style="list-style-type: none"> • Medical devices subject to Medical Devices Regulation((EU) 2017/745) • Personal protective equipment subject to Personal Protective Equipment Regulation ((EU) 2016/425) 			

	<ul style="list-style-type: none"> • Clothing, related accessories or footwear, or parts of clothing, related accessories or footwear, made exclusively of natural leather, fur or hide • Non-textile fasteners and non-textile decorative attachments • Second-hand clothing, related accessories, textiles other than clothing, or footwear • Wall-to-wall carpets and textile floor coverings for indoor use, rugs and runners
Note	*1: Annex XVII to REACH (restriction), Entry 72, Appendix 12

(2) Regulated substances

Substance (Japanese)	Substance (English)	Control value	CAS No. or JAMP-SN
カドミウム及びその化合物	Cadmium and its compounds	• 1 mg/kg after extraction (expressed as Cd metal that can be extracted from the material)	Please see Table 2-I-1 (2).
六価クロム化合物	Chromium VI compounds	• 1 mg/kg after extraction (expressed as Cr VI that can be extracted from the material)	Please see Table 2-I-2 (2).
ヒ素化合物	Arsenic compounds	• 1 mg/kg after extraction (expressed as As metal that can be extracted from the material)	Please see examples table (2) of this chapter below.
鉛及びその化合物	Lead and its compounds	• 1 mg/kg after extraction (expressed as Pb metal that can be extracted from the material)	Please see Table 2-I-3 (2).
ベンゼン	Benzene	• Less than 5ppm	71-43-2
ベンゾ[a]アントラセン	Benz[a]anthracene	• Less than 1ppm	56-55-3
ベンゾ[b]フルオランテン	Benz[e]acephenanthrylene	• Less than 1ppm	205-99-2
ベンゾ[a]ピレン ベンゾ[def]クリセン	benzo[a]pyrene; benzo[def]chrysene	• Less than 1ppm	50-32-8
ベンゾ[e]ピレン	Benzo[e]pyrene	• Less than 1ppm	192-97-2
ベンゾ[j]フルオランテン	Benzo[j]fluoranthene	• Less than 1ppm	205-82-3
ベンゾ[k]フルオランテン	Benzo[k]fluoranthene	• Less than 1ppm	207-08-9
クリセン	Chrysene	• Less than 1ppm	218-01-9
ジベンゾ[a,h]アントラセン	Dibenz[a,h]anthracene	• Less than 1ppm	53-70-3
p-(トリクロロメチル)クロロベンゼン	α, α,α,4-tetrachlorotoluene; p-chlorobenzotrichloride	• Less than 1ppm	5216-25-1
トリクロロメチルベンゼン	α, α,α-trichlorotoluene; benzotrichloride	• Less than 1ppm	98-07-7
クロロメチルベンゼン	α-chlorotoluene; benzyl chloride	• Less than 1ppm	100-44-7
ホルムアルデヒド	Formaldehyde	• Less than 75ppm	50-00-0
ジアルキル(c=6,7(主成分),8,分岐型)=フタレート	1,2-benzenedicarboxylic acid; di-C 6-8-branched alkylesters, C 7-rich	• Less than 1000ppm	71888-89-6

ビス(2-メトキシエチル)=フタラート	Bis(2-methoxyethyl) phthalate	・Less than 1000ppm	117-82-8
ジイソペンチル=フタラート	Diisopentylphthalate	・Less than 1000ppm	605-50-5
ジペンタル-1-イル=フタラート (DPP)	Di-n-pentyl phthalate (DPP)	・Less than 1000ppm	131-18-0
ジヘキサン-1-イル=フタラート (DnHP)	Di-n-hexyl phthalate (DnHP)	・Less than 1000ppm	84-75-3
1-メチル-2-ピロリドン(NMP)	N-methyl-2-pyrrolidone; 1-methyl-2-pyrrolidone (NMP)	・Less than 3000ppm	872-50-4
N,N-ジメチルアセトアミド (DMAC)	N,N-dimethylacetamide (DMAC)	・Less than 3000ppm	127-19-5
N,N-ジメチルホルムアミド	N,N-dimethylformamide; dimethyl formamide (DMF)	・Less than 3000ppm	68-12-2
1,4,7,8-テトラアミノアントラキノン; C.I.ディスパーブルー1	1,4,5,8-tetraaminoanthraquinone; C.I. Disperse Blue 1	・Less than 50ppm	2475-45-8
4,4-(4-イミノシクロヘキサ-2,5-ジエニデンメチレン)ジアニリン塩酸塩	Benzenamine, 4,4'-(4-iminocyclohexa-2,5-dienylidenemethylene)dianiline hydrochloride; C.I. Basic Red 9	・Less than 50ppm	569-61-9
C.I.ベーシックバイオレット 3	[4-[4,4'-bis(dimethylamino)benzhydrylidene]cyclohexa-2,5-dien-1-ylidenel]dimethylammonium chloride; C.I. Basic Violet 3 with ≥ 0,1 % of Michler's ketone (EC no. 202-027-5)	・Less than 50ppm	548-62-9
4-クロロ-2-メチルアニリウム=クロリド	4-chloro-o-toluidinium chloride	・Less than 30ppm	3165-93-3
2-ナフタレンアミン・酢酸	2-Naphthylammoniumacetate	・Less than 30ppm	553-00-4
硫酸 2,4-ジアミノエーテル	4-methoxy-m-phenylene diammonium sulphate; 2,4-diaminoanisole sulphate	・Less than 30ppm	39156-41-7
2,4,5-トリメチルアニリン・塩酸塩	2,4,5-trimethylaniline hydrochloride	・Less than 30ppm	21436-97-5
キノリン	Quinoline	・Less than 50ppm	91-22-5

(2) Examples of arsenic compounds among certain CMR substances (The table below does not cover all the substances in this substance group.)

Substance (Japanese)	Substance (English)	Chemical formula	CAS No. or JAMP-SN	Metal conversion factor
ヒ素	Arsenic	As	7440-38-2	1.000
ヒ酸	Arsenic acid	AsH ₃ O ₄	7778-39-4	0.528
亜ヒ酸銀	Trisilverarsenite	Ag ₃ AsH ₃ O ₃	7784-08-9	0.167
亜ヒ酸鉛	Lead arsenite	As ₂ O ₄ Pb	10031-13-7	0.356
ヒ酸鉛	Lead arsenate	Pb ₃ (AsO ₄) ₂	10102-48-4	0.267
ヒ酸鉄(III)	Ferric arsenate	AsFeO ₄	10102-49-5	0.384
亜ヒ酸鉛(II)	Zinc arsenite	As ₂ O ₄ Zn	10326-24-6	0.537
ヒ化マンガン	Manganese arsenide	MnAs	12005-95-7	0.577
ヒ化亜鉛	Zinc arsenide	Zn ₃ As ₃	12006-40-5	0.433

ヒ化スズ	Tin arsenide	SnAs	12044-32-5	0.386
ヒ化ガリウム	Gallium arsenide	AsGa	1303-00-0	0.518
五酸化二ヒ素	Arsenic pentoxide	As ₂ O ₅	1303-28-2	0.652
三酸化二ヒ素	Diarsenic trioxide	As ₂ O ₃	1327-53-3	0.757
ヒ酸トリエチル	Triethyl arsenate	C ₆ H ₁₅ AsO ₄	15606-95-8	0.331
亜ヒ酸カルシウム	Calcium arsenite	As ₂ Ca ₃ O ₆	27152-57-4	0.409
ビス(ヒ酸)三鉛(II)	Trilead diarsenate	As ₂ O ₈ Pb ₃	3687-31-8	0.167
ビス(ヒ酸)三カルシウム	Calcium arsenate	As ₂ Ca ₃ O ₈	7778-44-1	0.376
ヒ酸水素鉛(II)	Lead hydrogen arsenate	AsH ₃ O ₄ .Pb	7784-40-9	0.215
ヒ酸二水素カリウム	Potassium arsenate	AsH ₂ KO ₄	7784-41-0	0.416
ヒ酸及びその塩	arsenic acid and its salts	-	JAMP-SN0009	-
その他のヒ素化合物	Arsenic compounds	-	JAMP-SN0010	-

(3) Principal uses for substances

Part	Purpose
Clothing or accessories such as bags, textiles, footwear	Pigments, germicides, biocides

Table 2-I-32 Phenol, Isopropylated Phosphate (3:1)

(1) Details

No. I-32	Substance Group: Phenol, Isopropylated Phosphate (3:1) (PIP 3:1)			
Prohibition Level	Date of ban on delivery*2	Applications	Control Value	Note
Level 1	Immediate	・All applications, excluding adhesives and sealants	・Intentional inclusion prohibited	*1
Level 2	July 6, 2024	・Adhesives and sealants	・Intentional inclusion prohibited	*1
Exemption	<p>«FDA-registered medical devices» The following Official Journal is applicable. TSCA: CHAPTER 53—TOXIC SUBSTANCES CONTROL SUBCHAPTER I—CONTROL OF TOXIC SUBSTANCES Sec. 2602. Definitions. (2)(vi) (https://www.govinfo.gov/content/pkg/USCODE-2018-title15/pdf/USCODE-2018-title15-chap53.pdf)</p> <p>(Note) FDA-registered medical devices are not subject to TSCA but Olympus may require suppliers to report the contents of these substances so that Olympus can confirm the exemptions are applied.</p> <p>«Exceptions to US TSCA PBT Rules »</p> <ul style="list-style-type: none"> Regulated substances, products or articles containing regulated substances, which have already been sold to end-consumers (such as secondhand articles and donations to charity) Disposal of regulated substances, products or articles containing regulated substances Production, treatment, distribution in commerce and use of regulated substances, products or articles containing regulated substances for research and development purposes Processing and distribution in commerce of “hydraulic fluids that meet specifications and requirements of the Defense Department”, “lubricants and greases”, “new and replacement parts for aerospace vehicles and automobiles”, etc.; plastic containing recycled PIP(3:1); and products and articles using plastic that contains recycled PIP(3:1), etc. <p>(Note) Only the exceptions related with Olympus Group products are listed above. (Note) Items other than “FDA-registered medical devices” described above.</p>			
Note	<p>*1 US TSCA PBT Rules *2 The date of ban on delivery is set as the date six months before the effective date of an applicable regulation.</p>			

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
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リン酸トリス(イソプロピルフェニル) PIP (3:1)	Phenol, Isopropylated Phosphate (3:1) (PIP 3:1)	Unspecified	68937-41-7
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(3) Principal uses for substances

Part	Purpose
Polyvinyl chloride (PVC)	Flame-retardant plasticizers

Table 2-I-33 2,4,6-tris(tert-butyl)phenol (2,4,6-TTBP)

(1) Details

No. I-33	Substance Group: 2,4,6-tris(tert-butyl)phenol (2,4,6-TTBP)			
Prohibition Level	Date of ban on delivery	Applications	Control Value	Note
Level 1	Immediate	• All applications, excluding articles	• Intentional inclusion prohibited	*1
Exemption	<p>«FDA-registered medical devices» The following Official Journal is applicable. TSCA: CHAPTER 53—TOXIC SUBSTANCES CONTROL SUBCHAPTER I—CONTROL OF TOXIC SUBSTANCES Sec. 2602. Definitions. (2)(vi) (https://www.govinfo.gov/content/pkg/USCODE-2018-title15/pdf/USCODE-2018-title15-chap53.pdf)</p> <p>(Note) FDA-registered medical devices are not subject to TSCA but Olympus may require suppliers to report the contents of these substances so that Olympus can confirm the exemptions are applied.</p> <p>«Exceptions to US TSCA PBT Rules »</p> <ul style="list-style-type: none"> • Regulated substances, products or articles containing regulated substances, which have already been sold to end-consumers (such as secondhand articles and donations to charity) • Disposal of regulated substances, products or articles containing regulated substances • Production, treatment, distribution in commerce and use of regulated substances, products or articles containing regulated substances for research and development purposes <p>(Note) Items other than “FDA-registered medical devices” described above</p>			
Note	*1 Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act. US TSCA PBT Rules			

(2) Regulated substances

Substance (Japanese)	Substance (English)	Chemical formula	CAS No or JAMP-SN
2,4,6-トリ-tert-ブチルフェノール (2,4,6-TTBP)	2,4,6-tris(tert-butyl)phenol (2,4,6-TTBP)	C ₁₈ H ₃₀ O	732-26-3

(3) Principal uses for substances

Part	Purpose
Lubricants	Additives

Table 3 Criteria for managing controlled substances**Table 3-II-1 Candidate List of Substances of Very High Concern in REACH (SVHC)**

No. II-1	Substance Group: Candidate List of Substances of Very High Concern in REACH (SVHC)		
Applications		Control Values	Note
• All applications		- 1000ppm	*1
Note	*1 The candidate list of substances of very high concern in REACH (SVHC) will be periodically updated. Please refer to the website of the European Chemicals Agency (ECHA). https://www.echa.europa.eu/candidate-list-table		

Table 3-II-2 Substances subject to the European Union's Medical Device Regulation (EU-MDR) or In Vitro Diagnostic Medical Device Regulation (EU-IVDR)

No. II-2	Substance group: Substances subject to the European Union's Medical Device Regulation (EU-MDR) or In Vitro Diagnostic Medical Device Regulation (EU-IVDR)			
Applicable regulation		Applications	Control Values	Note
The European Union's Medical Device Regulation (EU-MDR)		Devices, or those parts thereof or those materials used therein that: - Are invasive and come into direct contact with the human body, - (re)administer medicines, body fluids or other substances, including gases, to or from the body, or, - transport or store such medicines, body fluids or substances, including gases, to be (re)administered to the body.	- 1000ppm *2	*1
The European Union's In Vitro Diagnostic Medical Device Regulation (EU-IVDR)		Components and subsidiary materials that come into direct or indirect contact with the patient		
Note	<p>*1: The substances subject to EU-MDR or EU-IVDR are defined in items (1) and (2) below. Substances in item (3) may be added to this substance group in the future. Please refer to EU 2017/745 at Annex I, 10.4.1 (b) for details.</p> <p>(1) Category 1A/1B substances that are carcinogenic, mutagenic or toxic to reproduction, listed in Table 3.1 of Annex VI to the CLP regulation, List of harmonized classification and labelling of hazardous substances. Please refer to the following website for the table. (https://echa.europa.eu/information-on-chemicals/annex-vi-to-clp)</p> <p>(2) Substances that are on the candidate list of Substances of Very High Concern in REACH (SVHC), and have endocrine disrupting effects on humans. The candidate list of SVHC will be periodically updated. Please refer to the website of the European Chemicals Agency (ECHA). (https://www.echa.europa.eu/candidate-list-table)</p> <p>(3) BPR substances BPR Regulation (Regulation (EU) No 528/2012 o) (https://echa.europa.eu/guidance-documents/guidance-on-biocides-legislation)</p> <p>*2: Regarding surface treatment coatings, the concentration of a substance in an article (not in the coating) may be used as its control value.</p>			

5. Major Revisions

Ver.	Date	Article	Contents and reason for revisions
15	2021.06.30	All pages	<ul style="list-style-type: none"> • The structure of articles and tables were reviewed.
		3	<ul style="list-style-type: none"> • “Homogeneous materials” was added under “Terms and Definitions”. “Control content” was incorporated into “Control value”. • “CMR substances” and “Effective date of an applicable law or regulation” were deleted.
		4	<ul style="list-style-type: none"> • The structure of this section was reviewed. The contents of the section were revised so as to best reflect the changes made to the terms and the definitions.
		Table 2-I-1	<ul style="list-style-type: none"> • “Intentional inclusion prohibited” and “The following applications, other than *1 and *2” were deleted • “Less than 100 ppm” according to RoHS Directive was replaced with “100 ppm or less”.
		Table 2-I-2	<ul style="list-style-type: none"> • “Intentional inclusion prohibited” and “The following applications, other than *1, *2 and *3” were deleted • “Less than 1000 ppm” according to RoHS Directive was replaced with “1000 ppm or less”.
		Table 2-I-3	<ul style="list-style-type: none"> • “Intentional inclusion prohibited” and “The following applications, other than *1, *2 and *3” were deleted • “Less than 1000 ppm” according to RoHS Directive was replaced with “1000 ppm or less”.
		Table 2-I-4	<ul style="list-style-type: none"> • “Intentional inclusion prohibited” and “The following applications, other than *1, *2 and *3” were deleted • “Less than 1000 ppm” according to RoHS Directive was replaced with “1000 ppm or less”.
		Table 2-I-9	<ul style="list-style-type: none"> • “Intentional inclusion prohibited” and “The following applications, other than *1, *2 and *3” were deleted • “Less than 1000 ppm” according to RoHS Directive was replaced with “1000 ppm or less”.
		Table 2-I-10	<ul style="list-style-type: none"> • “Intentional inclusion prohibited” and “The following applications, other than *1, *2 and *3” were deleted • “Less than 1000ppm” according to RoHS Directive was replaced with “1000 ppm or less”. • “US TSCA PBT Rules” was added to note *3, and *4 Exemption was also added to the table.
		Table 2-I-17	<ul style="list-style-type: none"> • Pentachlorothiophenol (PCTP) was added.
		Table 2-I-18	<ul style="list-style-type: none"> • Hexachlorobutadiene (HCBD) was added.
		Table 2-I-21	<ul style="list-style-type: none"> • The substances in this substance group were reviewed.
		Table 2-I-27	<ul style="list-style-type: none"> • “Less than 1000 ppm” according to RoHS Directive was replaced with “1000 ppm or less”.
		Table 2-I-28	<ul style="list-style-type: none"> • “certain Long-Chain Perfluoroalkyl Carboxylates (LCPFAC)” was added. • Regarding PFOA, changes were made in response to the publication of Official Journals about “Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act.” and “EU POPs regulation”. • “Implantable medical devices*2, *5” was deleted from

			<p>“Exemption”.</p> <ul style="list-style-type: none"> • Notes *6 and *7 were added.
		Table 2-I-30	<ul style="list-style-type: none"> • “EU POPs regulation” was added to note *1.
		Table 2-I-32	<ul style="list-style-type: none"> • Phenol, Isopropylated Phosphate (3:1) (PIP 3:1) was added.
		Table 2-I-33	<ul style="list-style-type: none"> • 2,4,6-tris(tert-butyl)phenol (2,4,6-TTBP) was added.
		Table 3-II-2	<ul style="list-style-type: none"> • BPR substances was added to note *1. Explanation of the control value of surface coatings was added to note *2.
14	2020.05.01	4.1	<p>Table 1 Environment-related Substances</p> <p>“II-2: Substances subject to the European Union’s Medical Device Regulation (EU-MDR) or In Vitro Diagnostic Medical Device Regulation (EU-IVDR)” was added.</p>
		4.2.3	<p>Table 2-I-1 Cadmium and its compounds</p> <p>Table 2-I-2 Hexavalent chromium compounds</p> <p>Table 2-I-3 Lead and its compounds</p> <p>Table 2-I-4 Mercury and its compounds</p> <p>Table 2-I-9 Polybrominated biphenyl (PBBs)</p> <ul style="list-style-type: none"> • The applications that had been classified according to the RoHS Directive categories were unified as “Electric and electronic equipment subject to RoHS Directive (2011/65/EU)” because the RoHS Directive entered into force in all the categories on its effective date. • “Electric and electronic equipment as provided by Article 2-2 of RoHS Directive (2011/65/EU)” was deleted to reflect the removal of Article 2-2 from the RoHS Directive. <p>Table 2-I-10 Polybrominated diphenyl ethers (PBDEs)</p> <ul style="list-style-type: none"> • The applications were divided into “PBDEs excluding DecaBDE” and “DecaBDE only” because while PBDEs are regulated by the EU POPs regulation, only DecaBDE is controlled by Japanese Chemical Substances Control Act. <p>Table 2-I-14 Substance Group: Short-chained chlorinated paraffin (having the chain length of 10 - 13)</p> <ul style="list-style-type: none"> • The control value is “Intentional inclusion prohibited”, it is controlled by Japanese Chemical Substances Control Act. <p>Table 4-I-24 Fluorinated Greenhouse Gases (PFC, SF6, HFC)</p> <ul style="list-style-type: none"> • Regarding the control on these substances, “EC No.842/2006” was repealed with the revision of “(EU) No. 517/2014”. Accordingly, Table 4-I-24 was updated with the addition of several substances. <p>Table 2-I-26 Perfluorooctanoic acid (PFOA) and its salts and esters</p> <ul style="list-style-type: none"> • Level 1: “Norwegian Product Regulations” was

			<p>deleted because the same level of control can be guaranteed by complying with other applicable laws and regulations.</p> <ul style="list-style-type: none"> • Level 2: The control by the REACH was replaced with the proposed control by the EU POPs regulation, which is set to be published.
		4.2.4	<p>Table 5-II-2</p> <p>“Substances subject to the European Union’s Medical Device Regulation (EU-MDR) or In Vitro Diagnostic Medical Device Regulation (EU-IVDR)” was added.</p>
		5	<p>Perfluorooctanoic acid (PFOA) and its salts and esters</p> <ul style="list-style-type: none"> • Some information in Table 2-I-26 was moved to Table 6-I-26 (where it is now provided as information on examples belonging to this substance group). • “JAMP-SN0102” and “JAMP-SN0103” were added as substances belonging to this substance group. <p>Short-chained chlorinated paraffin (having the carbon chain length of 10 - 13)</p> <ul style="list-style-type: none"> • Some information in Table 2-I-14 was moved to Table 6-I-14 (where it is now provided as information on examples belonging to this substance group). • To reflect regulatory information, some substances belonging to this substance group were added. <p>Pentachlorophenol and its salts and esters</p> <ul style="list-style-type: none"> • To reflect regulatory information, some substances belonging to this substance group were added. <p>Table 6-I-2 Hexavalent chromium compounds</p> <ul style="list-style-type: none"> • Copper chromite (CAS NO.12053-18-8) was deleted because it’s a trivalent chromium.
13	2018.03.31	3	<p>3. Terms and Definitions</p> <ul style="list-style-type: none"> • “CMR substances” was added to explain the new prohibited substances. • “RoHS2 Directive” was replaced with “RoHS Directive (2011/65/EU)” to clearly indicate the applicable regulation.
		4.1	<p>Table 1 Environment-related Substances</p> <ul style="list-style-type: none"> • In keeping with the new regulation, “I-29 Certain CMR substances” was added. A note was also added to the table, in order to clearly indicate the applications of “I-29 Certain CMR substances.”
		4.2.3	<p>Table 2-I</p> <ul style="list-style-type: none"> • With regard to cadmium, hexavalent chromium, lead, mercury, PBB, PBDE and phthalate esters, the timing of the application of RoHS Directive was incorporated. Accordingly, cadmium, hexavalent chromium, lead, mercury, PBB, PBDE are categorized as Level 1, and phthalate esters as Level 2. • With regard to cadmium, hexavalent chromium, lead, mercury, PBB, PBDE and phthalate esters, “RoHS2 Directive” was replaced with “RoHS Directive (2011/65/EU)” to clearly indicate the applicable regulation.

			<ul style="list-style-type: none"> • In Europe, all the information contained in Annex B, except for “Date of ban on delivery,” is public information. Therefore, regarding cadmium, hexavalent chromium, lead and mercury, “Annex B” was deleted from the “Exemption,” and “Exclusions from RoHS Directive: 6 months prior to expiration” was added to “Date of ban on delivery.” <p>Table 2-I-2 (Hexavalent chromium compounds)</p> <ul style="list-style-type: none"> • The timing of the application of the REACH regulation to Level-2 substances was incorporated, and the prohibition level was changed to Level 1. <p>Table 2-I-25 (Phthalate esters)</p> <ul style="list-style-type: none"> • Regarding “the restriction of plasticized material that includes DEHP, BBP, DBP and/or DIBP,” which are four substances newly added to Annex XVII to REACH (restriction), their effective dates of REACH regulation, dates of ban on delivery, applications and control values were added to the Level-2 boxes. Additional information was also provided in “Exemption” and “Note.” <ul style="list-style-type: none"> • Table 2-I-29 (Certain CMR substances) This new table was created in keeping with the addition of “Certain CMR substances” to Annex XVII to REACH (restriction).
		5	<p>“Table 6-I-29 Certain CMR substances” was added to provide examples of arsenic compounds among certain CMR substances.</p> <p>The sentence of “The table below does not cover all the substances in this substance group” was added to Tables 6-I-1 - 6-I-29 to clearly indicate that these examples are provided for illustrative purposes only.</p>
12	2018.06.01	4.1	<p>Table 1 (Environment-related Substances)</p> <ul style="list-style-type: none"> • Table 1 I-28: “Benzenamine, N-phenyl-, Reaction Products with Styrene and 2,4,4-Trimethylpentene (BNST)” was deleted because these substances became exempt from the “Prohibition of Certain Toxic Substances Regulations, 2012” of Canada.
		4.2.3	<p>Table 2-I</p> <ul style="list-style-type: none"> • With regard to cadmium, hexavalent chromium, lead, mercury, PBB and PBDE, the timing of the application of RoHS2 Directive was incorporated. <p>Table 2-I-2 (Hexavalent chromium compounds)</p> <ul style="list-style-type: none"> • “Intentional inclusion prohibited” was deleted from the Control Value column for Level-1 electric and electronic equipment subject to RoHS2 Directive. • Regarding the four Level-2 substances that will become subject to applicable regulations on January 22, 2019 (Annex XIV to REACH), their control value was changed to “Intentional inclusion prohibited.” <p>Table 2-I-10 (PBDEs)</p> <ul style="list-style-type: none"> • “Annex XVII to REACH (restriction)” was added. <p>Table 2-I-12 (PCTs)</p> <ul style="list-style-type: none"> • “Intentional inclusion prohibited” was deleted from the Control Value column, and “mixture” was replaced with “mixture or finished product.”

			<p>Table 2-I-20 (PFOS and PFOS analogs)</p> <ul style="list-style-type: none"> • The Exemption row was deleted to reflect the review of exemption from “Class I Specified Chemical Substances designated by Japanese Chemical Substances Control Act.” <p>Table 2-I-26 (PFOA and its salts and esters)</p> <ul style="list-style-type: none"> • “Annex XVII to REACH (restriction)” was added. <p>Table 2-I-28 (BNST) was deleted.</p> <p>Table 6-I-5 (Trisubstituted organotin compounds)</p> <ul style="list-style-type: none"> • “JAMP-SN0024” was added in the CAS No. or JAMP-SN column. <p>Table 6-I-6 (Dibutyltin compounds)</p> <ul style="list-style-type: none"> • “JAMP-SN0072” was added in the CAS No. or JAMP-SN column. <p>Table 6-I-7 (Diocetyl tin compounds)</p> <ul style="list-style-type: none"> • “JAMP-SN0073” was added in the CAS No. or JAMP-SN column. <p>Table 6-I-10 (PBDEs)</p> <ul style="list-style-type: none"> • In the Substance (Japanese) column, “PBDE 類” was spelled out as “ポリ臭化ジフェニルエーテル類” in keeping with the use of unabbreviated names for PBBs. <p>Table 6-I-17 (Asbestos)</p> <ul style="list-style-type: none"> • “JAMP-SN0056” was added in the CAS No. or JAMP-SN column. <p>Table 6-I-28 (BNST) was deleted because these substances became exempt from the “Prohibition of Certain Toxic Substances Regulations, 2012” of Canada.</p>
11	2017.04.01	4.2.3	<p>Table 2-I: With regard to cadmium, hexavalent chromium, lead, mercury, PBB and PBDE, incorporated the timing of the application of RoHS2 Directive.</p> <p>Table 2-I-2 (Hexavalent chromium compounds): The prohibition level of nine hexavalent chromium compounds was changed from 2 to 1.</p> <p>Table 2-I-13 (Polychlorinated naphthalene): The information on “2 chlorine atoms” was integrated with that on “3 or more chlorine atoms”.</p>
10	2016.04.04	4.1	<ul style="list-style-type: none"> • The number of chlorine atoms of polychlorinated naphthalene was changed from 3 or more to 2 or more. • “and its salts and esters” was added to perfluorooctanoic acid (PFOA), which was also added to the relevant parts in other pages. • I-29: “Pentachlorophenol and its salts and esters” was added.
		4.3	<p>In Table 2-I-13 (Polychlorinated naphthalene) ,</p> <ul style="list-style-type: none"> • The number of chlorine atoms of polychlorinated naphthalene was changed from 3 or more to 2 or more. <p>In Table 2-I-14 (Short-chained chlorinated paraffin),</p> <ul style="list-style-type: none"> • *1: (EC)No.850/2004 was added to EU POPs regulation • *2: Norwegian Product Regulations was deleted.

			<ul style="list-style-type: none"> • From the examples of substances listed in Table 6-1-14, only chlorinated paraffins (short chain) (number of carbon from 10 to 13) was added. <p>In Table 2-I-16 (hexabromocyclododecane),</p> <ul style="list-style-type: none"> • EU POPs regulation (EC)No.850/2004 was added to Note *1. <p>In Table 2-I-25 (Phthalate esters),</p> <ul style="list-style-type: none"> • Categories” was deleted from the RoHS directive categories for level 2 applications. • In Note *3, TBT notification was replaced with. (EU)2015/863. <p>In Table 2-I-18 (BNST),</p> <ul style="list-style-type: none"> • Under Applications, description was changed to incorporate the exemption. • In the note, the name of regulation was changed to Canadian Prohibition of Certain Toxic Substances Regulations, 2012. <p>Table 2-I-29 (Pentachlorophenol) was added.</p> <p>In Table 3-I-19 (Ozone depleting substances),</p> <ul style="list-style-type: none"> • Under Chemical formula, chemical formula was added to a blank field. <p>In Table 6-1-9 (PBBs),</p> <ul style="list-style-type: none"> • Under Chemical formula, chemical formula was added to a blank field. <p>In Table 6-I-14 (Short-chained chlorinated paraffin),</p> <ul style="list-style-type: none"> • The examples of substances were removed and were incorporated into Table 2-I-14 as reference.
9	2015.06.05	3	Definition of terms: “preparation” was replaced with “mixture”.
		4.1	Table 1, I-28: “Benzenamine, <i>N-phenyl</i> -, Reaction Products with Styrene and 2,4,4-Trimethylpentene (BNST)” was added.
		4.2.3	<p>Table 2-I: With regard to cadmium, hexavalent chromium, lead, mercury, PBB, and PBDE, incorporated the timing of the adoption of RoHS2 Directive.</p> <p>Table 2-I-2: The regulation on leather products was added to hexavalent chromium.</p> <p>Table 2-I-6: The exemptions for dibutyltin compounds were removed.</p> <p>Table 2-I-25, Phthalate esters: Removed the Danish regulation, and addressed the official publication that has added prohibited substances to RoHS2.</p> <p>Table 2-I-28: “Benzenamine, <i>N-phenyl</i>-, Reaction Products with Styrene and 2,4,4-Trimethylpentene (BNST)” was added.</p> <p>REACH Regulation: Added SVHC as examples to the corresponding substance tables, and reviewed descriptions.</p>
8	2014.02.20	4.1	Table 1: “I-26 Perfluorooctanoic acid (PFOA)” and “I-

			27 Polycyclic aromatic hydrocarbon (PAH)” were added.
		4.2.3	“In some cases, business units set their own dates on ban on delivery that are different from the ones herein. These dates set by business units take precedence over the ones herein” was added.
			Table 2: “Intentional use prohibited” was replaced with “intentional inclusion prohibited” in each table. “If the Control Value column lists “intentional inclusion prohibited” and the control value, both of these requirements must be fulfilled” was also added.
			“Intentional use prohibited” was deleted from Table 2 for cadmium, lead, dioctyltin, nickel, and azo compounds. The denominators as the standard for the control values were defined.
			In Table 2-I-16, Level 1 was established in accordance with Japanese Chemical Substances Control Act., and applicable substances were added.
			In Table 2-I-24, the applications of PFC were defined.
		2, 6	Tables 2 and 6 were revised in accordance with the JAMP – AIS format.
7	2013.09.05	4.2.3	In Table 2-I-6, “Intentional use prohibited” was deleted.
			In Table 2-I-18, date of ban on delivery at Level 2 was corrected.
6	2013.05.17	2	<ul style="list-style-type: none"> • The code for RoHS2 was corrected: 2010/65/EU ⇒ 2011/65/EU • Substance names followed the spelling used by JAMP. • Regarding the control on phthalate esters in Demark, it was difficult to impose a ban on delivery six months before the deadline of December 2013. Therefore, a date three months before was set as the date of the ban on delivery. As for products subject to RoHS2, a date 12 months before was set as the date of ban on delivery, mainly because of the amount of inventory on the market.
5	2012.06.12	3	The explanations on the terms (a), (b) and (c) under (1) Environment-related substances were repeated in Section 4.2.1. For this reason, these explanations were deleted from the Terms and Definitions section.
		3	(14) Intentionally added, (15) Impurities, (16) Preparation and (17) Article were added.
		4.1	<p>Table 1 was reviewed and the following changes were made:</p> <p>(I) Prohibited substances TBTO was included into trisubstituted organotin compounds. Radioactive substances, acrylamide and musk xylene were deleted, and hexabromocyclododecane was added.</p> <p>(II) Controlled substances Antimony, arsenic, beryllium, bismuth, selenium, brominated flame retardants (except prohibited substances), perchlorates, phthalate esters (except</p>

			prohibited substances) and PRTR substances were deleted.
		2.3	In Section 4.2.3, “Detailed information about the control of prohibited substances,” a separate table was made for each prohibited substance group. “Intentionally added” was added to the control value column. Prohibited substances were reviewed and their substance groups were renumbered.
		4.2.3	“I-19 Ozone depleting substances” were extracted from the examples and separately presented as Table 3.
		4.2.3	In Table 3, because the CAS number for Tribromodifluoroethane, 128903-21-9, was an error in writing, it was replaced with “-”.
		4.2.3	“I-24 Fluorinated greenhouse gasses (PFC, SF6, HFC)” were extracted from the examples and separately presented as Table 4.
		4.2.4	Section 4.2.4 on controlled substances was devoted to substances of very high concern in REACH (SVHC).
		5	Examples and principal uses were listed for each substance.
4	2011.07.22	All	<ul style="list-style-type: none">• REACH Regulation Annex 16: Addressed 6 substances added to "Approved Substances" and 7 substances added to the "List of Candidate Substances for Approval".• REACH Regulation Annex 17: Addressed additions to "Limited Substances", and confirmed/revised exemptions.• Incorporated the latest information from JIG (Joint Industry Guidelines) Ver4.0 and JAMP.• Revised description to make it easier to understand. Corrected table errors.
3	2011.03.04	2	Scope has been amended to “Olympus” and “These rules apply to domestic Olympus, OGZ, OSZ and OPI. Products manufactured and sold in other regions shall be subject to these rules” has been deleted. 8 substances of Very High Concern have been added to Table 5 and Table 6.
2	2010.12.17	2	”Dibutyltin compounds (DBT), Dioctyltin compounds (DOT), Nickel, Dimethylfumarate (DMF), Fluorinated Greenhouse Gases (PFC, SF6, HFC), partial phthalate esters” have been added as “Prohibited substances”. “Perchlorates” has been added as “Controlled substances”. “Tributyltin (TBTs), Triphenyltin (TPTs)” has been amended to “Trisubstituted organotin compounds”.
		All	"Products used for sales promotion" has been added in 2.1 Applicable items.
			Exclusions from RoHS Directive was revised under Commission Decision 2009/425/EC.
			Table 6: Examples of environment-related substances was revised by reference to JIG-101Ed3.1
Versions before 2	December 2010: Revisions of REACH ANNEX 14 (candidate substances for approval) were accepted, "Hexabromocyclododecane (HBCDD)" and "Musk xylene" were newly added		

	<p>as "prohibited substances", and the prohibited usage and thresholds were reviewed for "Azo dyes and pigments (specific amines formed by degrading azo dyes and pigments)" and "Phthalate esters".</p> <p>Revisions of REACH ANNEX 17 (limited substances) were accepted, and "Acrylamide" was made a "prohibited substance".</p> <p>August 2010:</p> <p>Examples of environment-related substances in Table 6 were revised by reference to JIG-101Ed3.1. This revision included the addition of substances and name changes.</p> <p>October 2009:</p> <p>"Formaldehyde" was classified as a "prohibited substance" according to the regulations of various countries as well as social needs.</p> <p>June 2009:</p> <p>Directive 76/769/EEC (on restrictions on the marketing and use of certain dangerous substances and preparations) was repealed with effect. Any amendment to the restrictions adopted under Directive 76/769/EEC from June 1, 2007 were incorporated in Annex XVII, EC 1907/2006. (Article 137, Article 139 of the REACH)</p> <p>October 2008:</p> <p>Following the publication of 15 Substances of Very High Concern that were added to the candidate list, additional substances were classified as "controlled substances."</p> <p>June 2008:</p> <p>The 30th amendment directive (2006/122/EC) concerning Directive 76/769/EEC (PFOS and PFOS analogs) came into effect.</p> <p>November 2007:</p> <p>Specific benzotriazole was designated as a Class I designated chemical substance pursuant to a partial amendment of Japanese Chemical Substances Control Act.</p> <p>August 2007:</p> <p>The Joint Industry Guidelines (JIG) came into force. Therefore, regarding the five substances that had been designated under the JGPSS, their designation was cancelled and deleted from the list of "prohibited substances."</p> <p>June 2007:</p> <p>The REACH came into force.</p>
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地球温暖化対策計画書

東京都の地球温暖化対策制度に基づき、技術開発センター石川の地球温暖化対策計画書を公開いたします。

- ＞ 地球温暖化対策計画書2020 (PDF形式: 313.1KB) 
- ＞ 地球温暖化対策計画書2019 (PDF形式: 293.0KB) 
- ＞ 地球温暖化対策計画書2018 (PDF形式: 219.3KB) 
- ＞ 地球温暖化対策計画書2017 (PDF形式: 175.3KB) 
- ＞ 地球温暖化対策計画書2016 (PDF形式: 170.7KB) 
- ＞ 地球温暖化対策計画書2015 (PDF形式: 303.3KB) 

地球温暖化対策計画書

1 指定地球温暖化対策事業者の概要

(1) 指定地球温暖化対策事業者及び特定テナント等事業者の氏名

指定地球温暖化対策事業者 又は特定テナント等事業者の別	氏名（法人にあつては名称）
指定地球温暖化対策事業者	オリンパス株式会社

(2) 指定地球温暖化対策事業所の概要

事業所の名称			オリンパス株式会社 技術開発センター石川									
事業所の所在地			八王子市石川町2951番地									
業種等	事業の業種	分類番号	E27		E_製造業			業務用機械器具製造業				
		産業分類名	業務用機械器具製造業									
	事業所の種類	主たる用途	事務所									
		建物の延べ面積 (熱供給事業所にあつては熱供給先面積)				前年度末 93,658.41 m ²		基準年度 93,647.50 m ²				
		用途別内訳	事務所		前年度末 93,658.41 m ²		基準年度 93,647.50 m ²					
			情報通信		前年度末 m ²		基準年度 m ²					
			放送局		前年度末 m ²		基準年度 m ²					
			商業		前年度末 m ²		基準年度 m ²					
			宿泊		前年度末 m ²		基準年度 m ²					
			教育		前年度末 m ²		基準年度 m ²					
			医療		前年度末 m ²		基準年度 m ²					
			文化		前年度末 m ²		基準年度 m ²					
			物流		前年度末 m ²		基準年度 m ²					
			駐車場		前年度末 m ²		基準年度 m ²					
工場その他上記以外		前年度末 m ²		基準年度 m ²								
事業の概要			顕微鏡、内視鏡、カメラの研究、開発事業所 1号棟から6号棟がある。従業員 4800人が就業									
敷地面積			48,569.15 m ²									

地球温暖化対策計画書

1 指定地球温暖化対策事業者の概要

(1-2) 指定地球温暖化対策事業者及び特定テナント等事業者の氏名

[illegible]

(3) 担当部署

計 画 の 担当部署	名 称	オリンパス(株) 八王子事業場人事・総務
	電 話 番 号 等	042-642-2157
公 表 の 担当部署	名 称	オリンパス(株) 八王子事業場人事・総務
	電 話 番 号 等	042-642-2157

(4) 地球温暖化対策計画書の公表方法

公表方法	ホームページで公表	アドレス： https://www.olympus.co.jp/csr/effort/warming.html?
	窓 口 で 閲 覧	閲覧場所：
		所在地：
		閲覧可能時間
	冊 子	冊子名：
		入手方法：
	そ の 他	アドレス：

(5) 指定年度等

指定地球温暖化対策事業所	2009	年度	事業所の使用開始年月日	1963	年	8	月	1	日
特定地球温暖化対策事業所	2009	年度							

2 地球温暖化の対策の推進に関する基本方針

オリンパスグループは、経営理念に掲げている「世界の人々の健康と安心、心の豊かさの実現」をすべての活動の基本思想としています。当社はこの基本思想のもと、人々の安全・健康とそれを支える自然のいとなみを尊重し、製品・サービス、あらゆる事業活動において環境との調和と、経済を両立した取り組みを通じて、持続的発展が可能な社会と健全な環境の実現に貢献します。

1. 全員参加

従業員一人ひとりが環境活動に対する理解を深め、地域特性を考慮した環境活動に全員参加で取り組みます。

2. 環境経営の推進

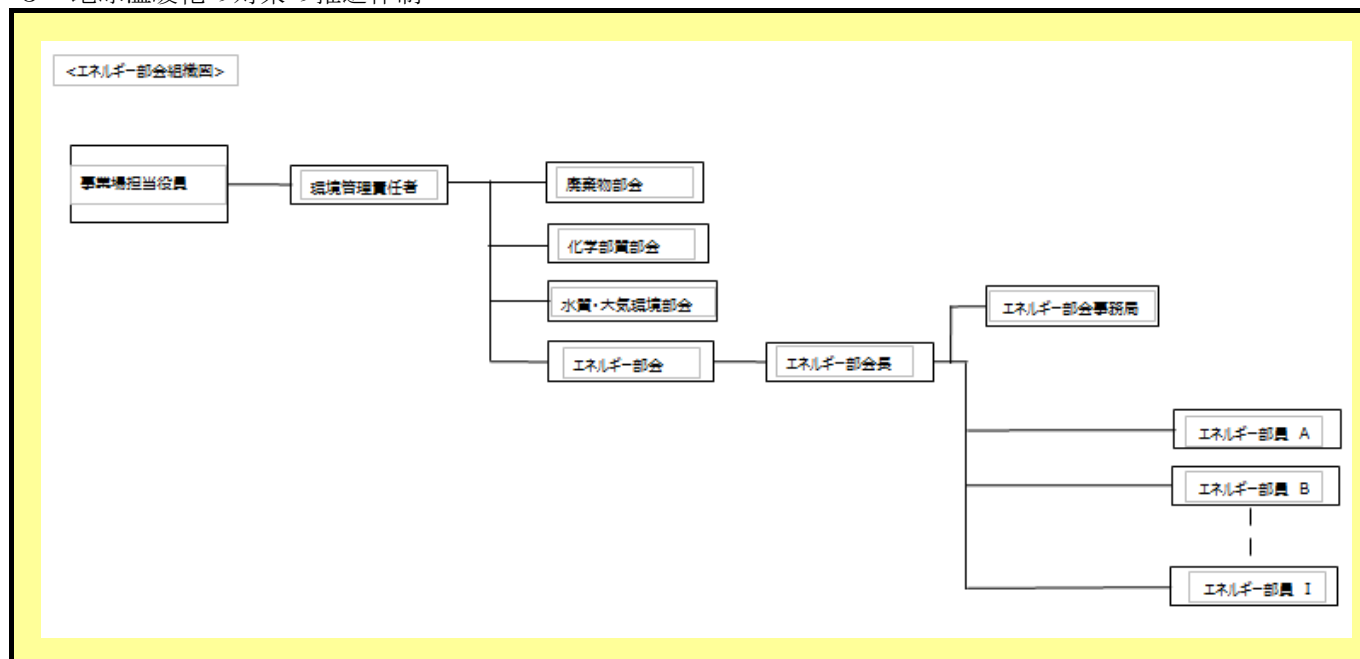
グローバルでの体制と仕組みを維持し、環境活動を継続的に改善します。

3. 法規制・社会規範の遵守

環境に関する法令、ステークホルダーとの合意事項や自主基準を確実に遵守します。

4. 環境負荷の低減

3 地球温暖化の対策の推進体制



4 温室効果ガス排出量の削減目標（自動車に係るものを除く。）

(1) 現在の削減計画期間の削減目標

計 画 期 間	2020 年度から 2024 年度まで				
削 減 目 標	特 定 温 室 効 果 ガ ス	設備の効率的運転およびこまめな省エネ活動を実施する。また、エネルギー部会の各部門推進委員を巻込んで日々の運用実施することにより、削減義務（27%）以上の削減を目指す。			
	特 定 温 室 効 果 ガ ス 以 外 の 温 室 効 果 ガ ス				
削 減 義 務 の 概 要	基 準 排 出 量	14,159	t（二酸化炭素換算）/年	削減義務率の区分	I - 1
	排 出 上 限 量 (削減義務期間合計)	51,685	t（二酸化炭素換算）	平均削減義務率	27%

(2) 次の削減計画期間以降の削減目標

計 画 期 間	2025 年度から 2029 年度まで				
削 減 目 標	特 定 温 室 効 果 ガ ス	設備の効率的運転およびこまめな省エネ活動を実施する。また、エネルギー部会の各部門推進委員を巻込んで日々の運用実施することにより、削減義務以上の削減を目指す。			
	特 定 温 室 効 果 ガ ス 以 外 の 温 室 効 果 ガ ス				

5 温室効果ガス排出量（自動車に係るものを除く。）

(1) 温室効果ガス排出量の推移

単位：t（二酸化炭素換算）

		2015 年度	2016 年度	2017 年度	2018 年度	2019 年度
特定温室効果ガス (エネルギー起源CO ₂)		8,319	9,113	9,298	9,200	9,176
そ の 他 ガ ス	非エネルギー起源 二酸化炭素 (CO ₂)					
	メ タ ン (CH ₄)					
	一 酸 化 二 窒 素 (N ₂ O)					
	ハイドロフルオロカーボン (HFC)					
	パーフルオロカーボン (PFC)					
	六ふっ化いおう (SF ₆)					
	三ふっ化窒素 (NF ₃)					
上 水 ・ 下 水		38	37	37	35	40
合 計		8,357	9,150	9,335	9,235	9,216

(2) 建物の延べ面積当たりの特定温室効果ガス年度排出量の状況

単位：kg（二酸化炭素換算）/㎡・年

	2015 年度	2016 年度	2017 年度	2018 年度	2019 年度
延 べ 面 積 当 たり 特 定 温 室 効 果 ガ ス 年 度 排 出 量	88.8	97.3	99.3	98.2	98.0

6 総量削減義務に係る状況（特定地球温暖化対策事業所に該当する場合のみ記載）

(1) 基準排出量の算定方法

<input checked="" type="radio"/> 過去の実績排出量の平均値	基準年度：（2002年度、2003年度、2004年度）
<input type="radio"/> 排出標準原単位を用いる方法	
<input type="radio"/> その他	算定方法：（ ）

(2) 基準排出量の変更

	前削減計画期間	2015 年度	2016 年度	2017 年度	2018 年度	2019 年度
変更年度	○		○			

(3) 削減義務率の区分

削減義務率の区分	I - 1
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(4) 削減義務期間

2015 年度から 2019 年度まで

(5) 優良特定地球温暖化対策事業所の認定

	2015 年度	2016 年度	2017 年度	2018 年度	2019 年度
特に優れた事業所への認定					
極めて優れた事業所への認定					

(6) 年度ごとの状況

単位：t（二酸化炭素換算）

		2015 年度	2016 年度	2017 年度	2018 年度	2019 年度	削減義務期間合計
決定及び予定の量	基準排出量 (A)	11,374	13,230	14,159	14,159	14,159	67,081
	削減義務率 (B)	17.00%	17.00%	17.00%	17.00%	17.00%	
	排出上限量 (C = $\Sigma A - D$)						55,678
	削減義務量 (D = $\Sigma (A \times B)$)						11,403
実績	特定温室効果ガス排出量 (E)	8,319	9,113	9,298	9,200	9,176	45,106
	排出削減量 (F = A - E)	3,055	4,117	4,861	4,959	4,983	21,975

(7) 前年度と比較したときの特定温室効果ガスの排出量に係る増減要因の分析

増減要因	<input checked="" type="checkbox"/> 削減対策	<input type="checkbox"/> 床面積の増減	<input type="checkbox"/> 用途変更
	<input type="checkbox"/> 設備の増減	<input checked="" type="checkbox"/> その他	
具体的な増減要因	<ul style="list-style-type: none"> ・7号棟の1階～4階までの蛍光灯をLED照明に変更(2019年12月～) ・実験増で動力用電気増 ・2号棟の厨房設備更新工事で上水、下水、電気、ガス減（2019年2月～3月） 		

7 温室効果ガス排出量の削減等の措置の計画及び実施状況（自動車に係るものを除く。）

対策 N o	対策の区分		対 策 の 名 称	実 施 時 期	備 考
	区 分 番 号	区 分 名 称			
		【特定温室効果ガス排出量の削減の計画及び実施の状況】			
1	130200	13_空気調和設備の効率管理	加湿方式の変更	2015年度	電気蒸気発生器による、空調加湿から滴下式加湿器に変更（14台）7号棟 169.7kw×0.1稼働率×8h×60日/日/1000×9.97×0.0258
2	140100	14_給湯設備の管理	給湯設備局所対応	2015年度	2号棟給湯設備局所対応。セントラル方式から局所方式に変更（シャワー室と厨房のみ） ガス 16,000m³（32,000/2）
3	150200	15_照明設備の運用管理	照明器具更新	2016年度	L E D照明器具へ更新対象設備 ： 2号棟全館基本照明器具 1600台×50W×12h×240日=230,400Kwh
4	150200	15_照明設備の運用管理	照明器具採用	2016年度	新設の6号棟の照明器具は、L E Dを採用 1358台×68.2W×12h×240日=226,733Kwh
5	130300	13_換気設備の運転管理	サーバー室の12台の24時間運転の運転周波数変更	2018年度	2019.3より実施で実測で2,300kwh/月 削減
6	150200	15_照明設備の運用管理	照明器具更新	2019年度	7号棟の蛍光灯をLED照明に更新した。2020年1月より1,400kwh/月程削減
7	140100	14_給湯設備の管理	給湯設備局所対応	2019年度	1号棟給湯設備局所対応。セントラル方式から局所式に変更 2020.1より稼働。16t-CO2/年 削減を見込む。
8	329900	32_ボイラー・工業炉・蒸気系統・熱交換器等に係るその他の削減対策	セントラルから分離し、専用ボイラー設置	2019年度	第6実験棟用ボイラー設置。配管からの放熱ロス削減を見込む。 2020.1より稼働。 267t-CO2/年 削減を見込む。
9					
10					
11					
12					
13					
14					
15					
16					

7 温室効果ガス排出量の削減等の措置の計画及び実施状況（自動車に係るものを除く。）

対策 No	対策の区分		対 策 の 名 称	実 施 時 期	備 考
	区 分 番 号	区 分 名 称			
17					
18					
19					
20					
		（再生可能エネルギーの設備導入及び利用の状況）			
71					
72					
73					
	【その他ガス排出量の削減の計画及び実施の状況（その他ガス削減量を特定温室効果ガスの削減義務に充当する場合のみ記載）】				
81					
82					
83					
	【排出量取引の計画及び実施の状況】				
91					
92					
93					

8 事業者として実施した対策の内容及び対策実施状況に関する自己評価（自動車に係るものを除く。）

従業員の環境に対する意識を向上させるため、以下に取り組んでいます。

- ◆ 新入社員や、転入者に対する環境教育の実施
- ◆ 環境に関するメールニュース(EHSニュース)の発信(12回/年)
- ◆ 環境(節電)パトロールの実施(1月)

再エネの導入・利用に関する取組みについて： 今後検討

Status of Acquiring ISO14001 Certification in Olympus Group

Since 1998, the Olympus Group has acquired ISO14001 Certification at its main manufacturing facilities and at its distribution and sales subsidiaries on a site-by-site basis. We started a unified environmental management system for 12 subsidiaries in Japan and Asia in 2018, aiming to strengthen environmental governance and improve environmental management efficiency, and obtained ISO14001 multi-site certification* in August 2020.

* Integrating multiple ISO 14001 certification at several sites into a single scope of certification.

ISO14001 Multisite Certification

ISO standard number : ISO14001:2015

Certificate number : JP19/071613

Company name : Olympus Group

Scope of registration : Medical business : Design, development, manufacture, sales and incidental services (repair, maintenance and customer training) for gastrointestinal endoscopes, surgical endoscopes, endoscopic instruments, ultrasonic endoscopes and accessories

Science business : Design, development, manufacture, sales and incidental services (repair, maintenance and customer training) for biological microscopes, industrial microscopes, industrial endoscopes, non-destructive inspection equipment and accessories

Biomaterials business : Design, development and manufacture of artificial bone, artificial skin and accessories

Sites/Office			Date of Certification
Japan	Olympus Corporation	Headquarters (Shinjuku) *1	August 2020
		Sasazuka Facility *2	August 2020
		Technology Research Center (Ishikawa)	March 2000
		Technology Research Center (Utsugi)	March 2000
		Technology Research Center (Takakura)	February 2018
		Nagano Facility (Tatsuno)	February 1998
		Nagano Facility (Ina)	May 2014
		Shirakawa Facility	October 1998
	Olympus Medical Systems Corporation	Technology Research Center (Ishikawa)	March 2000 *3
		Technology Research Center (Utsugi)	March 2000 *3
		Hinode Plant	July 1998
	Nagano Olympus Co., Ltd.		February 1998
	Aizu Olympus Co., Ltd.		October 1998
	Shirakawa Olympus Co., Ltd.		October 1998
	Aomori Olympus Co., Ltd.		November 1998
	Olympus Terumo Biomaterials Corp.	Mishima Plant	August 2020

	R&D Center	
	Olympus Logitex Co., Ltd.	Distribution Center in Sagami-hara November 2003
	Olympus Medical Science Sales Corp.	March 2004
Asia	Olympus (GuangZhou) Industrial Co., Ltd.	October 2004
	Olympus Trading (Shanghai) Limited	February 2012
	Olympus Vietnam Co.,Ltd.	April 2013

*1 The scope of registration includes the EHS division for Olympus Group and headquarters, and its medical business management functions.

*2 The scope of registration includes the administrative functions at Sasazuka Facility in Tokyo and the customer support for the medical products.

*3 It had been included in the scope of the ISO 14001 certification of Olympus Corporation until March, 2020.

ISO14001 Certification

Sites/Office		Date of Certification
Americas	Olympus Surgical Technologies America National Service Center	December 2005
	Olympus Scientific Solutions Americas Corp.	July 2010
	Olympus Scientific Solutions Technologies Inc.	July 2010
	Olympus NDT Canada Inc.	July 2010
	Olympus Corporation of the America ◆ Center Valley Pennsylvania Regional Headquarters ◆ Breinigsville Pennsylvania Distribution Center	September 2019
	Olympus Surgical Technologies America ◆ Bartlett Tennessee Manufacturing Facility ◆ Brooklyn Park Minnesota Manufacturing Facility ◆ Norwalk Ohio Manufacturing Facility	September 2019
	Olympus Respiratory America ◆ Redmond Washington Manufacturing Facility	September 2019
Europe/Middle East	Olympus Winter & Ibe GmbH	May 2001
	KeyMed (Medical & Industrial Equipment) Ltd.	March 2002
	KeyMed (Ireland) Ltd.	March 2002
	Algram Group Ltd	January 2007
	Medical Physics International Limited	October 2012
	Olympus Iberia S.A.U.	September 2018
Oceania	Olympus Australia Pty Ltd	August 2017
	Olympus New Zealand Limited	August 2017

* For inquiries about certificates, please contact each company.

As of July, 2021

Green Procurement

Olympus published its approach to environmental activities as the Olympus Group Green Procurement Standard and distributed the Standard to all suppliers. We also continuously improve the environmental initiative contents working together with our suppliers through surveys covering their environmental management systems and activities.

Olympus Group Green Procurement Standard (Japanese, English, Simplified Chinese)



Green Procurement Standard Ver.6.0

> [Japanese \(PDF: 176.2KB\)](#)

> [English \(PDF: 143.2KB\)](#)

> [Simplified Chinese \(PDF: 216.6KB\)](#)

> [Control of Chemical Substances Used in Products](#)

Olympus Group

Green Procurement Standard



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1. Introduction

In Olympus Group, we established "Olympus Group Environment Policy" in August, 1992 (which was revised in July, 2018) to clearly state the basic stance on environmental issues as a corporate citizen, thus leading it to specific activities. This Environment Policy was then converted into the Environmental Health and Safety Policy in April 2021, by incorporating environmental health and safety policies to comprehensively manage our EHS activities, and we have been promoting business activities considering the environment health and safety related issues.

<Environmental Health and Safety Policy >

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling." Following this philosophy, the Olympus Group respects people's security and health and the natural mechanisms that realize this. We will contribute to the realization of a sustainable society by working to harmony with the environment and keep employees' security and health.

1. Continual Improvement of Environmental Health and Safety Activities

We will maintain the environmental health and safety management system and mechanism on a global scale and monitor the progress of environmental health and safety activities regularly so that we can continuously improve our environmental health and safety performance.

2. Compliance with Laws, Regulations, and Social Norms

We will fully comply with the laws and regulations, agreements with our stakeholders, and our voluntary standards in respect to the environment, health and safety.

3. Reduction of Environmental Impact

Toward the solution of environmental issues, prevention of pollution, sustainable resource use, climate change mitigation and adaptation, and protection of biodiversity, we will reduce environmental impact through all business activities from research, development, design, procurement, production, logistics, sales and repair.

4. Keeping safety and health

We will keep a safe and hygienic work environment by taking measures to eliminate and reduce safety and health risk factors based on the risk assessments.

5. Attributing Importance to Communication

We will ensure transparency and reliability in dispatch of information about environmental safety and health activities, deepen mutual understanding with our stakeholders, and promote activities for solving environmental safety and health

issues in cooperation with each other.

In recent years, the concern about the earth environment has become increasingly stronger. With an aim of resolving the global environmental issues such as climate change, resource depletion, control of environment-related substances, etc., we strengthened our environmental activities in the total product life cycle from manufacturing of raw materials to parts production, product production, distribution, use of products and further to disposal of products.

In order to reduce the environmental burdens in the total product life cycle in Olympus Group, it is indispensable to have understanding and cooperation of suppliers. We would like to contribute to realization of the society where sustainable development is possible by creating the products with reduced environmental burdens together with suppliers, for which we rely on your cooperation.

Environment Health Safety, Global
Olympus Corporation

2. Purpose

This standard has been established to promote, in collaboration with environmentally conscious suppliers, activities that use materials that have a minimal environmental impact in an effort to promote environmentally responsible production and to contribute to the creation of a sustainable society

3. Scope of Application

This standard applies to green procurement activities by the Olympus Group with respect to product-related materials. The following items are collectively referred to as product-related materials:

- (1) Raw materials, auxiliary materials, components and subassemblies to be used for the manufacturing of products;
- (2) The products themselves, as well as their packaging materials and related accessories;
- (3) Dies, machinery, jigs and tools, which could cause environment-related substances to attach, travel, scatter or fall onto any of the items listed in (1) and (2) above;
- (4) Dies, machinery, jigs and tools for production which are exported from Japan to Europe; and,
- (5) Jigs and tools to be used for repairs and servicing.

4. Olympus Group Green Procurement Standard

1) Selection of suppliers

In selecting suppliers, in addition to quality, price, delivery time, service, technical capabilities and legislation/social norms, the transaction with suppliers who are working enthusiastically on the following environment protection activities is given priority. In this connection, we recommend suppliers that the environment management system (EMS) such as ISO14001 is obtained.

- (1) Suppliers which have put in place environment protection policies and a control structure that ensures the appropriate management thereof;
 - (2) Suppliers which disseminate information and administer education on the topic of environmental protection to employees;
 - (3) Suppliers which have a good grasp of the applicable environment-related laws and regulations of the countries and regions in which they do business;
 - (4) Suppliers which have a quantitative grasp on their CO2 emissions and water use, and have rolled out actions to achieve reductions in them;
 - (5) Suppliers which have a quantitative grasp on the amount of waste material they discard and have rolled out actions to achieve reductions in this amount;
 - (6) Suppliers which have established standards and rules for the management of chemical substances in line with the Olympus Group Control Rules for Environment-related Substances Used in Product and the relevant national laws and regulations, and have a management system in place to maintain these standards and rules.
- 2) Mutual cooperation
- In Olympus Group, while we request suppliers to comply with the green procurement standard, we will also take actions which will bring advantages to both by supporting suppliers upon request and strengthening mutual cooperation.

5. Requests to Suppliers

In Olympus Group, we ask suppliers to approach the following issues to observe the green procurement standard.

5.1 Management of Environment-related Substances

1) Compliance with the Olympus Group Control Rules for Environment-related Substances Used in Product

We would like to ask suppliers to observe the management standard of environment-related substances as specified in the Olympus Group Control Rules for Environment-related Substances Used in Product distributed separately.

2) Maintenance of system for managing environment-related substances

To ensure suppliers' compliance with the Management Rule on Environment-related Substances in Products, suppliers are kindly requested to implement a mechanism for an environment-related chemical substance management structure, as set forth in JIS Z7201 Management of Chemical Substances in Products – Principles and Guidelines.

3) Submission of data for environment-related substances

In Olympus Group, we are asking suppliers to provide the information on use/non-use of environment-related substances and its content, Certificate of Non-Use, etc., to ensure that the procured items conform to the Olympus Group Control Rules for Environment-related Substances Used in Product. As details will be given from our contact window, submission

within the time limit is cordially requested.

5.2 Compliance with Laws and Regulations Relating to Energy Conservation, Resource Conservation and Recycling

Olympus asks for its suppliers' cooperation in reducing environmental impacts through their full compliance with the laws and regulations relating to energy and resource conservation and recycling, in addition to the requests made by Olympus.

5.3 Cooperation concerning reduction activities of CO₂ emissions and water use

We in Olympus Group would like to strive for reducing CO₂ emission and water use in the total life cycle of products together with suppliers with an aim of realizing the society where sustainable development is possible. As we may ask for survey etc. to grasp the volume of CO₂ emission and water use, please cooperate with us in such a case.

6. Contact for Enquiry on This Standard

Please contact the department in charge of distributing this standard.

Human Rights Policy

At Olympus Group (hereinafter referred to as "Olympus"), we define "Our Purpose" as "Making people's lives healthier, safer and more fulfilling." In order to achieve this, we seek to build this Purpose into all of our activities. This commitment is one that extends to all of our employees, and we encourage our third-parties and whoever engages in activities on our behalf and whose services or products we use, including our suppliers and our clients and users of our products and services, to abide by the same commitment as well. We believe that we need to be ever conscious of this commitment and to be transparent about our efforts.

Since people's understanding and sense of values in relation to human rights and social norms evolve as society develops and changes, we seek to understand and adapt our activities as needed. We will continue to support the well-being of the people around the world through our business and other pursuits, continuously working to identify, prevent, mitigate and account for how we address any adverse human rights risks and impacts in our activities, including in our supply chains, and to adapt ourselves appropriately to the evolution of standards and norms.

Olympus commitment to respect Human Rights

Olympus established a set of five core values* which shall guide us in "Making people's lives healthier, safer and more fulfilling." Known as "Our Core Values," these values are shared and put into practice across the company. Among them, we consider the values of Integrity ("We are trustworthy and act in good faith") and Empathy ("We care about all of our stakeholders") as integral to our company's responsibility to respect for human rights. We believe that sharing and practicing these values at all levels of the company creates an environment of respect for human rights among all those associated with Olympus.

* Integrity, Empathy, Long-term View, Agility, Unity

Olympus commits to respect all Human Rights and supports the following international human rights standards and promises unwavering respect for them in managing our group and daily business.

- ◆ Universal Declaration of Human Rights
- ◆ International Covenant on Civil and Political Rights
- ◆ International Covenant on Economic, Social and Cultural Rights
- ◆ ILO Declaration on Fundamental Principles and Rights at Work
- ◆ United Nations Guiding Principles on Business and Human Rights
- ◆ The Ten Principles of the UN Global Compact
- ◆ OECD Guidelines for Multinational Enterprises

Olympus commits to proactively avoid causing or contributing to adverse human rights impacts and to address such impacts when they occur. The company also strives to identify, prevent or mitigate adverse human rights impacts directly linked with our operations and business activities.

Guided by the United Nations Guiding Principles on Business and Human Rights, Olympus will establish human rights due diligence systems and processes designed to support ongoing identification and monitoring of potential impact of our business activities on human rights and appropriately address any identified challenges. We will seek guidance from stakeholders and experts to support continuous improvement in alignment with the expectations for global companies.

Olympus commits to continually update its human rights approach, and to use due diligence and monitoring for continuous improvement.

As a global business and as stated in our Global Code of Conduct, we promise to observe the human rights laws and regulations of the countries/regions where we operate, and where there are inconsistencies between the local and the international norms or where local laws and regulations may be less stringent than international human rights standards, the international norms, where stronger, will be followed.

Scope of application

This policy is applicable to all officers, executives and employees of the Olympus Group.

Third-parties associated with Olympus are also expected to follow the policy. We seek their understanding and support, as well their help to improve it.

Assessing, avoiding and mitigating negative impacts on human rights

We will work to regularly assess potential impacts on human rights in all of our business activities, identify areas of concern and act appropriately to prevent or mitigate them. We will create and execute a plan in line with due diligence procedures suggested in the United Nations Guiding Principles on Business and Human Rights.

Remediation, correction and prevention

Should we become aware of a situation where we believe appropriate standards are not being met, we will work to provide appropriate remediation for those affected, in line with the United Nations Guiding Principles on Business and Human Rights. We will also work to determine the cause of the problem and take action to support meaningful reforms.

[> Whistleblowing System](#)

Raising awareness and promoting behavior that respects human rights

To promote recognition and respect of human rights and human well-being we will work to continuously encourage awareness and correct behavior by all officers and employees of all of Olympus. We believe our corporate philosophy, consisting of Our Purpose and Our Core Values, provides a strong foundation for understanding and practicing genuine support of human rights values.

Because we recognize that consistent understanding plays a pivotal role in this process and supports implementation of our commitments, we will regularly provide education and communication to our employees as well as to our third-parties that will serve to assure that expectations are clearly understood by all.

[> Olympus Global Code of Conduct](#)

[> Global Standards: What Olympus Expects of Third Parties](#)

Stakeholder engagement and dialogue

We will regularly communicate with external organizations, and engage in meaningful consultation with potentially affected groups and other relevant stakeholders or their representative organizations, as well as independent experts with knowledge of human rights risks globally to ensure that we understand rightsholders concerns and are aware of new trends and challenges so that we can anticipate and proactively address emergent risks that could impact our business and third parties.

Information disclosure

We will periodically report on the results of our human rights risk mitigation efforts, through relevant channels such as our website.

Olympus Group Quality Policy

The Olympus Group will pursue value that is genuinely wanted by our customers, act with the utmost focus on quality and will sustainably deliver safe products and services that are useful to society.

To this end, the Olympus Group will continue to maintain and improve the effectiveness of its quality management system in full conformance with regulatory requirements.

Guiding principles for ensuring the utmost focus on quality

1. Customer-centric approach

We will keep our customers and patients in mind, fully focus on their safety and need, and act in a sincere manner.

2. Ensuring compliance with laws, regulations and social norms

We will strive to fully and correctly understand and comply with all relevant laws, regulations and social norms, as this understanding and compliance forms the foundation for the delivery of safe, reliable products and services to our customers and patients.

3. Constant quest for quality

We will never be content with the status quo when it comes to the quality of all relevant business processes, which will boost the safety and quality of our products and services.

4. Appropriate communication

We will provide useful and accurate information in an appropriate manner to our customers and patients in order to ensure their safety and peace of mind.

Supply Chain Policy of Olympus Group

All activities of Olympus group (hereinafter referred to as Olympus) are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling". Following this philosophy, we contribute to the development of a sustainable society through our ESG (Environment, Society, and Governance) initiatives. Also, this document stipulates the way in which we will procure the materials and services necessary for our business activities.

1. Compliance with Laws, Regulations, Ethics and Social Norms

Olympus complies with applicable laws, regulations, ethics, and social norms (those concerning the respect for human rights including the prohibition of child labor, forced labor, and anti-corruption). We take due care of labor environment, safety and health of workers, and Olympus carries out corporate activities in a sound and fair manner. We ask that suppliers of the materials and services do the same.

2. Promotion of Business Activities in consideration of the Environment

Olympus recognizes the importance of various environmental issues such as climatic changes, and establishes "Olympus Group Environmental Policy" and "Olympus Green Procurement Standard". In conducting its business activities, we endeavor to realize a human society that has a sound environment and that is capable of sustainable development in consideration of the environment. We ask the suppliers to do the same.

3. Promotion of Fair and Impartial Trade:

Olympus opens its doors to current suppliers and future suppliers all over the world, and engages in fair and impartial trade in accordance with established policies and procedures.

4. Selection of Suppliers and Management System:

Olympus selects suppliers based on the key elements of a comprehensive decision process which are the management compliance with laws, regulations, ethics, and social norms, environmental considerations, quality & safety assurance and a stable supply, management stability, technical capabilities, security of information, respect for the intellectual property of other parties, compliance with the designated delivery date and appropriate pricing. We also evaluate periodically by management indexes, quality, price, and service, in addition accurately understanding of the importance and obeying compliance with the laws, regulations, ethics and social norms that we added into our evaluation criteria definition.

5. Reinforcement of Partnership with Suppliers

Olympus endeavors to establish and maintain a relationship of trust with our suppliers based on mutual understanding.

6. Prohibition on Accepting Personal Interests:

Olympus prohibits its employees from accepting any improper personal gifts, benefits or entertainment from suppliers.

Request to Suppliers

Olympus utilises various materials and services necessary for its production activities from corporations in many countries and regions around the world. We would like all suppliers to Olympus to note and follow the important points described below.

1. Compliance with Laws, Regulations, and Social Norms

Olympus aims to provide its customers with products that fully meet or exceed their expectations. In doing so, we discipline ourselves to comply with the laws, regulations, and social norms of the countries and regions of the world in which we operate (specifically including laws, standards, or conventions concerning the prohibition of forced labor and child labor, prohibition of discrimination based on unreasonable grounds, anti-corruption, laws regarding appropriate wages and working hours, and maintenance of safe and clean working environments), carry out sound corporate activities and behave in a manner that is in accordance with laws, regulations, and social norms. As noted below, we would therefore expect our suppliers to do the same in those countries and regions where you operate and to execute the appropriate management necessary to comply with this requirement.

2. Health & Safety

Suppliers are asked to ensure health and safety in the workplace (including equipment and facilities), work to track industrial accidents and illness, build a system and framework for emergency response, and properly manage the health of their employees.

3. Fair and Impartial Trade

Olympus opens its doors wide to suppliers who can develop mutual understanding and trust. We carry out fair and appropriate procurement activities based on our policies and procedures disclosed to the suppliers. Suppliers are also requested to follow our policies and procedures.

4. Ensuring Quality and Safety, Delivery, Fair Pricing, and Stable Supply

Products, parts, and raw materials provided by our suppliers have an enormous impact on Olympus. Suppliers are asked to provide products, parts, and raw materials that meet Olympus specifications and quality standards, while complying with delivery dates and providing fair prices.

5. Environmental Considerations

Olympus takes the protection of the global environment as one of its critical management tasks, and strives to contribute to the development of a sustainable society by delivering environmentally conscious products to consumers. To this end, suppliers must manage the parts and raw materials that constitute our products at their source, including in their procurement activities and production processes. We would like you to promote the following biodiversity and other environmental protection activities so that together, we can create products that are not harmful to the global environment.

6. Ensuring Information Security and the Appropriate Protection of Information


With respect to trade with Olympus, suppliers can access and obtain Olympus' corporate information, such as its know-how or classified information, as well as the classified or private information Olympus has on others. You are requested to strictly safeguard the information you have accessed through your business dealings with us to prevent any leak or disclosure to unauthorized personnel or outside parties. Suppliers are also asked to implement measures to combat computer viruses, and to manage such measures so as to prevent causing harm either internally or to other companies.

7. Promoting Social Contributions

Companies must grow sustainably with society. To this end, we ask that our suppliers determine what is feasible for each of you, and be proactive in your initiatives to contribute to both the global and your local communities. These initiatives may involve contributions using your primary business or technologies, non-monetary contributions utilizing your facilities or personnel, monetary donations, and others.

8. Promoting CSR Activities Internally and Among Suppliers

We ask that our suppliers have a correct understanding of the importance of CSR, and work to promote CSR activities both internally and among your own suppliers.

- [Request to Suppliers \(English version\) \(PDF: 248.1KB\)](#) 
- [Request to Suppliers \(Chinese version\) \(PDF: 276.6KB\)](#) 

Olympus Group

Request to Suppliers

1. Compliance with Laws, Regulations, and Social Norms	<p>Olympus aims to provide its customers with products that fully meet or exceed their expectations. In doing so, we discipline ourselves to comply with the laws, regulations, and social norms of the countries and regions of the world in which we operate (specifically including laws, standards, or conventions concerning the prohibition of forced labor and child labor, prohibition of discrimination based on unreasonable grounds, anti-corruption, laws regarding appropriate wages and working hours, and maintenance of safe and clean working environments), carry out sound corporate activities and behave in a manner that is in accordance with laws, regulations, and social norms. As noted below, we would therefore expect our suppliers to do the same in those countries and regions where you operate and to execute the appropriate management necessary to comply with this requirement.</p>	
	1) Prohibition of forced labor	- All employees shall be employed of their own free will, and no employee shall be forced into labor.
	2) Prohibition of inhumane treatment	- The human rights of employees shall be respected, and cruel and inhumane treatment, including all forms of abuse and harassment shall be prohibited.
	3) Prohibition of child labor	<p>- Children below minimum working age shall not be employed, nor shall children be forced into work which would impair their development.</p> <p>In general terms, child labor shall refer to employment of those below the minimum working age as set forth under the terms and recommendations of the International Labour Organization (ILO), or that neglects to protect the welfare of young workers.</p>
	4) Prohibition of discrimination	<p>- Suppliers shall work to eliminate discrimination in recruiting and hiring, and to achieve fairness in providing equal opportunity and treatment.</p> <p>Discrimination refers to establishing differences in opportunities and treatment in hiring, promotion, compensation, training, and other areas based on other than legitimate factors such as an individual's abilities, suitability, performance, etc.</p>
	5) Adequate wages	- Employees shall be paid at least the legally mandated minimum wage, and wages shall not be unfairly reduced.
	6) Working hours	- Employee working hours, holidays, and breaks shall be appropriately managed to ensure hours do not exceed legally established limits.
	7) Employee right to organize	- Employee right to organize shall be respected as a means of enabling labor/management consultation regarding the working environment, wage levels, and other issues.
	8) Exclusion of anti-social forces	- Suppliers shall work to exclude anti-social forces and organizations that pose a threat to the order and security of civil society and sever all relations with such individuals and groups.

2. Health & Safety	Suppliers are asked to ensure health and safety in the workplace (including equipment and facilities), work to track industrial accidents and illness, build a system and framework for emergency response, and properly manage the health of their employees.	
	1) Workplace health and safety	<ul style="list-style-type: none"> - Assess risks associated with workplace safety, and ensure safety through appropriate design, technology, and management methods. - Track exposure in the workplace to substances and chemicals harmful to humans, as well as to unwanted noise, odors, etc., and take appropriate steps to deal with same.
	2) Equipment and machinery safety measures	<ul style="list-style-type: none"> - Take appropriate safety measures for use of supplier's own equipment and machinery to prevent workplace accidents and health problems
	3) Industrial accidents/illness	<ul style="list-style-type: none"> - Track the status of industrial accidents and illness, and take appropriate steps to deal with same.
	4) Emergency response	<ul style="list-style-type: none"> - To protect the safety of life and limb, prepare an emergency response to all envisioned disasters, accidents, etc., and ensure they are thoroughly communicated in the workplace.
	5) Concern for physically demanding labor	<ul style="list-style-type: none"> - Identify physically demanding tasks (to include, in addition to heavy labor, repetitive or continuous tasks carried out over a long period of time, such as assembly work, data entry, etc.), and manage same appropriately to ensure they do not lead to industrial accidents and/or illness.
	6) Facility health and safety	<ul style="list-style-type: none"> - Ensure an appropriate level of health and safety in facilities provided for employees (including dormitories, cafeterias, toilets, etc.).
	7) Management of employee health	<ul style="list-style-type: none"> - Provide appropriate health management for all employees, including medical examinations, disease prevention, and mental health care.
3. Fair and Impartial Trade	Olympus opens its doors wide to suppliers who can develop mutual understanding and trust. We carry out fair and appropriate procurement activities based on our policies and procedures disclosed to the suppliers. Suppliers are also requested to follow our policies and procedures.	
	1) Prohibition of corruption and bribery	<ul style="list-style-type: none"> - Suppliers shall maintain constructive, legitimate relationships with politics and government, and shall not engage in bribery, illegal political donations, or other such acts.
	2) Prohibition of abuse of dominant bargaining position	<ul style="list-style-type: none"> - Suppliers shall not penalize their own suppliers through abuse of a dominant bargaining position. <p>Abuse of a dominant bargaining position refers to use of one's position as a purchaser or consignor to unilaterally decide or alter the terms of transactions with suppliers, etc., or to place on them unreasonable demands or obligations.</p>

	3) Prohibition against making or accepting illegal payoffs	<p>- Suppliers shall neither make nor accept illegal payoffs in their relationships with stakeholders.</p> <p>Making or accepting illegal payoffs refers to giving or receiving from customers gifts, prizes, monetary awards, etc. beyond what is allowed by law, or providing or accepting monetary gifts or entertainment beyond social convention, or other acts of venality.</p>
	4) Prohibition of anticompetitive behavior	<p>- Suppliers shall not act in ways that interfere with fair, transparent, and free competition.</p> <p>Acts that interfere with competition refer to agreements between competitors regarding prices, volumes, sales territories, etc. (cartels), working with other bidders to decide the winning bidder or price in a bid (collusive bidding), and other such acts.</p>
	5) Provision of accurate product/service information	<p>- Suppliers shall provide consumers, customers, and others with accurate information about their products and services.</p>
	6) Respect for intellectual property	<p>- Suppliers shall respect the intellectual property of others, and shall not misuse or infringe on same.</p>
	7) Appropriate export controls	<p>- Suppliers shall have a clear structure for controlling the export of technologies and goods regulated by law, and shall carry out appropriate export procedures regarding same.</p>
	8) Information disclosure	<p>- Regardless of whether or not such disclosure is required by law, suppliers shall be proactive in providing and disclosing information to stakeholders.</p> <p>Information to be provided and disclosed to stakeholders refers to descriptions of business activities, financial status, business performance, risk-related information (e.g. damage related to a major disaster, incidents having a negative impact on the environment or society, discovery of significant violations of the law, etc.).</p>
	9) Prevention and early detection of illegal behavior	<p>- Suppliers shall act to prevent illegal behavior, and have in place a system for early detection of, and response to, such acts.</p>

4. Ensuring Quality and Safety, Delivery, Fair Pricing, and Stable Supply	Products, parts, and raw materials provided by our suppliers have an enormous impact on Olympus. Suppliers are asked to provide products, parts, and raw materials that meet Olympus specifications and quality standards, while complying with delivery dates and providing fair prices.	
	1) Ensuring quality and safety	<ul style="list-style-type: none"> - Suppliers shall build and operate a quality management system, and to maintain and improve the quality of the products they deliver to customers, shall comply with the safety standards of the countries and regions in which they do business, to provide products, parts, and raw materials that meet the required specifications and quality standards. - Suppliers who design their own products shall ensure those products meet the safety standards prescribed by the laws, etc. of each country. <p>A quality management system refers to an overall management framework for promoting quality assurance activities, and includes organizational structures, systematic activities, division of responsibility, practices, procedures, processes, and corporate resources. Quality assurance activities, in this context, refers to the creation of quality-related policies, the implementation of measures in accordance with those policies, and their achievement, reevaluation, and maintenance. In practice, this means running quality assurance through a PDCA cycle to ensure continuous improvement.</p>
	2) Ensuring on-time delivery and stable supply	<ul style="list-style-type: none"> - To enhance their responsiveness to change, suppliers shall work to appropriately manage delivery schedules through a close exchange of information with Olympus, and having in place a flexible supply structure. - Suppliers shall establish and disclose a business continuity plan (BCP), and even in times of disaster, shall work to continue business while placing first priority on saving lives.
	3) Ensuring fair pricing	<ul style="list-style-type: none"> - To ensure customers are happy with product prices, as well, suppliers shall provide products, parts, and raw materials which are highly competitively priced, and shall maintain efforts to keep prices low. - To maintain a continuing relationship, it is essential that the parties involved have a healthy, stable management base, and to that end, suppliers shall disclose their management policies and business conditions (including financial status).
5. Environmental Considerations	Olympus takes the protection of the global environment as one of its critical management tasks, and strives to contribute to the development of a sustainable society by delivering environmentally conscious products to consumers. To this end, suppliers must manage the parts and raw materials that constitute our products at their source, including in their procurement activities and production processes. We would like you to promote the following biodiversity and other environmental protection activities so that together, we can create products that are not harmful to the global environment.	
	1) Control of chemical substances in products	<ul style="list-style-type: none"> - For all products, suppliers shall control those chemical substances designated under Olympus Group environment-related substance control standards and other laws and regulations.

	2) Control of chemical substances in the manufacturing process	- Suppliers shall control chemical substances in the manufacturing process as designated under the laws and regulations of the country(ies) in which they are located.
	3) Environmental management system	<p>- Suppliers shall build and operate an environmental management system. (As described in "4. Requests to Suppliers" of Olympus Group Green Procurement Standard: http://www.olympus-global.com/en/corc/csr/environment/products/green-procurement/)</p> <p>Environmental management systems refer to a general management framework for the promotion of environmental activities, and includes organizational structures, systematic activities, division of responsibility, practices, procedures, processes, and corporate resources. Environmental activities, in this context, refers to the creation of environmental policies, the implementation of measures in accordance with those policies, and their achievement, reevaluation, and maintenance. In practice, this means running environmental protection through a PDCA cycle to ensure continuous improvement.</p> <p>Examples of this would include the creation of an environmental protection framework in compliance with ISO14001 or similar environmental management systems, and promotion of external certification.</p>
	4) Minimizing environmental impact	<p>- Suppliers shall abide by the laws and regulations of the countries in which they are located with regards to waste water, sludge, exhaust, noise, and odors, and, where necessary, shall make further improvements based on self-imposed standards.</p> <p>- Suppliers shall respect the biodiversity guidelines of the countries in which they are located, and shall work to minimize their impact on biodiversity.</p>
	5) Environmental permits/ government approvals	- When so required, suppliers shall obtain government approvals in accordance with the laws and regulations of the countries in which they are located, and shall submit all management reports to government as requested.
	6) Efficient use of resources and energy (the 3Rs)	- Suppliers shall establish their own goals for resource and energy conservation, and shall work toward the continuous efficient use of resources and energy.
	7) Reduction of greenhouse gas emissions	- Suppliers shall establish their own goals for the reduction of greenhouse gases, and shall work toward their continuous reduction.
	8) Waste reduction	- Suppliers shall establish their own goals for the reduction of waste products, and shall work toward their continuous reduction.

	9) Disclosure of environmental protection activities.	<ul style="list-style-type: none"> - Suppliers shall disclose, as needed, the results of their biodiversity and other environmental activities. - To regularly compile results, suppliers shall designate and organization and individual(s) responsible for environmental protection activities, and shall maintain a regular record of management indicators, level of attainment of goals, and other important environment-related items.
6. Ensuring Information Security and the Appropriate Protection of Information	<p>With respect to trade with Olympus, suppliers can access and obtain Olympus' corporate information, such as its know-how or classified information, as well as the classified or private information Olympus has on others. You are requested to strictly safeguard the information you have accessed through your business dealings with us to prevent any leak or disclosure to unauthorized personnel or outside parties.</p> <p>Suppliers are also asked to implement measures to combat computer viruses, and to manage such measures so as to prevent causing harm either internally or to other companies.</p>	
	1) Preventing leaks of private information	<ul style="list-style-type: none"> - Suppliers shall appropriately manage and protect the private information of their customers, third parties, and their own employees. <p>Appropriate management refers to building and operating an overall system for managing private information, including the creation of rules and policies to be followed by employees, as well as the planning, implementation, supervision, and reevaluation of measures in accordance with those rules and policies.</p> <p>Appropriate protection refers to protecting private information from being illegally or wrongfully obtained, used, disclosed, or leaked.</p>
	2) Defending against computer network threats	<ul style="list-style-type: none"> - Suppliers shall undertake defensive measures against computer network threats, and shall manage such measures so as to prevent harm either internally or to other parties.
	3) Preventing leaks of confidential information of customer and other third parties	<ul style="list-style-type: none"> - Suppliers shall appropriately manage and protect confidential information received from customers and other third parties. <p>Appropriate management refers to building and operating an overall system for managing confidential information, including the creation of rules and policies to be followed by employees, as well as the planning, implementation, supervision, and reevaluation of measures in accordance with those rules and policies.</p> <p>Appropriate protection refers to protecting confidential information from being illegally or wrongfully obtained, used, disclosed, or leaked.</p>
7. Promoting Social Contributions	<p>Companies must grow sustainably with society. To this end, we ask that our suppliers determine what is feasible for each of you, and be proactive in your initiatives to contribute to both the global and your local communities. These initiatives may involve contributions using your primary business or technologies, non-monetary contributions utilizing your facilities or personnel, monetary donations, and others.</p>	

8. Promoting CSR Activities Internally and Among Suppliers	We ask that our suppliers have a correct understanding of the importance of CSR, and work to promote CSR activities both internally and among your own suppliers.	
	1) Promoting CSR activities internally	- Suppliers shall build an overall framework encompassing the organization, division of responsibilities, processes, etc. needed for the promotion of CSR activities, and shall continuously improve its CSR policies through a PDCA cycle of creation, execution, achievement, reevaluation, and maintenance.
	2) Promoting CSR activities among suppliers	- Internally, suppliers shall track the status of CSR activities among their own suppliers, and shall work to spread and disseminate CSR activities among suppliers by building a system and designating individuals responsible for educating them.

General Employer Action Plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace

The Olympus Group believes that the active participation of diverse human resources is indispensable for the sustainable development of the company and therefore promotes Work-Life Integration (WLI) to enable our employees to achieve the optimum balance.

Olympus Corporation recognizes promoting the advancement of women as a priority issue to achieve WLI and have created the following action plan.

1. Plan duration

April 1, 2019 to March 31, 2024.

2. Current status

- ◆ The percentage of female managers is 2.4% as of the end of FY2019, which is low compared with the overall percentage of female full-time employees (approx. 14%).
- ◆ The percentage of women among new graduate employees in FY2020 was 23.5%.
- ◆ We provide management skills training programs and a mentor system to nurture female managers. We also provide leader training programs and mentoring for manager candidates.
- ◆ It is difficult for female employees to find a female role model and design a career path as the number of female managers and opportunities to get to know them are few.
- ◆ The education and promotion of professionals and experts is insufficient.
- ◆ In FY2018, the scope of workers eligible for teleworking was expanded from those in childcare to include those engaged in elderly care or nursing care. Since then we have been expanding the trial for target employees in each business site.
- ◆ To help female workers to return smoothly to work after childcare leave, we provide the means to view work-related information during their leave and a return-to-work career design training programs.
- ◆ Although we are promoting WLI awareness among managers, understanding and active utilization of the WLI schemes is still insufficient.
- ◆ Despite difficulties in achieving WLI for sales personnel, there is no support system for female employees to remain in the job.

3. Approach

Based on an understanding of the current situation, we are adopting the following approaches in the education and promotion of professionals/experts and managers.

- ◆ Reinforce systematic education for female manager candidates.
- ◆ Reinforce establishment of a working environment that enables a sound work-life balance.
- ◆ Reinforce female employment.

4. Goals, concrete actions, and start date

Goal 1: Increase the number of female managers to twice that compared to FY2021 by the beginning of FY2025.

(Concrete actions and start date)

From April 2019.

- ♦ Provide genderless manager training programs.
- ♦ Educate managers on nurturing subordinates.
- ♦ Introduce a mentor system with female managers as role models.
- ♦ Provide training programs per job level for promoted employees incorporating their career path planning.

Goal 2: Reinforce the working environment to enable a sound work-life balance

(Concrete actions and start date)

From April 2019.

- ♦ Establish a scheme that enables work continuation during illness treatment (including fertility treatment and breast cancer).
- ♦ Support smooth returning to work by opening childcare centers and providing a return-to-work briefing together with the employee's child.
- ♦ Support returning to work through a partnership with a housekeeping agency.
- ♦ Achieve WLI by making teleworking available to all employees and introducing hourly usage of annual leave.
- ♦ Toward achieving WLI in the workplace, reform WLI awareness through training improvement and booklet renewal.
- ♦ Offer financial assistance to obtain qualifications during childcare leave.
- ♦ Introduce a half-day childcare leave system to enhance working opportunities while on childcare leave.

Goal 3: Increase the percentage of female new graduates to 25% or higher in our employment as of April 2024.

(Concrete actions and start date)

From April 2019.

- ♦ Actively publish information on female employment and appoint a female employee as a recruiter to increase job applications from women.
- ♦ Promote targeted recruitment of female students in the STEM field (where the ratio of female students is low) as the number of students from this field hired by our company is high.
- ♦ Introduce location-specific employment for sales personnel.

General Employer Action Plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children

The Olympus Group promotes Work-Life Integration (WLI), through which we aim to create a positive interaction between work and life that fulfills the aspirations of our employees.

As a company committed to the sustainable development of society, we value Nurturing the Next Generation, aiming to care for the children who will bear the future and valuing their healthy growth.

Based on these ideas, Olympus Corporation will implement the following action plan to establish a working environment that enables our employees to fulfill both their work and child caring commitments, exerting their capabilities to the full.

1. Plan duration

April 1, 2021 to March 31, 2024 (three years).

2. Plan details

(1) Establish a working environment that supports balancing work and life for employees engaged in childcare

Goal 1: Implement the WLI schemes and raise understanding of them to encourage usage of the schemes according to employees' life plans regardless of gender.

<Measures>

- ◆ **Introduce teleworking**

Jointly with the labor union, introduce teleworking utilizing telecommunication devices at a permitted location other than the office. (From FY2022)

- ◆ **Introduce hourly-based leave**

Allow employees to use their annual leave on an hourly basis to enable flexible and autonomous ways of working. (From FY2022)

- ◆ **Introduce options for taking summer holidays**

Promote autonomous and flexible working according to the individual employee's life plans. (From FY2022)

- ◆ **Consider a support system during and after childcare leave**

Consider a career development system for employees engaged in childcare by supporting career progress during childcare leave and offering a housekeeping service after they return to work. (From FY2022)

- ◆ **Introduce a personnel evaluation system that takes account of diverse working styles**

To expand the working opportunities of employees who have to work during limited hours or locations due to child or elderly care etc., we are considering widening the scope of the personnel evaluation system, currently in use for assessing employees in the job classification system. (From FY2022)

(2) Revise working styles and diversify the working environment and culture

Goal 2: Implement measures to revise working styles as a part of WLI promotion.

<Measures>

- ◆ **Provide WLI information and training sessions for managers**

Provide managers with continuing training programs on appropriate workplace management to support employees' balance between work and child or elderly care, as well as promoting understanding of the aims of WLI. (From FY2022)

- ◆ **Encourage men to participate in childcare**

Create a corporate culture in which male employees can freely participate in childcare and provide related information. (From FY2022)

- ◆ **Contracts with corporate childcare centers**

Consider making contracts with corporate childcare centers (employer-sponsored childcare centers) operated by other companies. (From FY2022)

Provide information about the nurseries in Shirakawa Facility (opened in September 2018) and Hachioji Facility (opened in June 2020), to ensure they are used effectively and support WLI. (From FY2022)

Promoting Work-Life Integration

Olympus has been promoting "Work-Life Integration" to help employees keep their work-life balance and generate work-life synergies, believing that they will maximize their abilities and proactively continue their careers even during periods when they need to take care of their children or other family members.

Support Systems and Measures

We have introduced work at home, reentry, task flex, and reduction of working hours systems as a way to give more support to employees who are taking care of their children or other family members.

Use of the Work-Life Integration-Related Systems

	FY2018	FY2019	FY2020
Work at home system (persons)	282	595	828
Reentry system (persons)	4	0	4
Task flex system (persons)	1	0	0
Reduction of working hours system (persons)	254	250	246

Leave Systems and Leave Utilization Situation

Refresh Leave

7th year of employment	Paid holidays: 5 days Bonus: 55,000 yen
20th year of employment	Paid holidays: 10 days Bonus: 330,000 yen
At the age of 55	Paid holidays: 5 days Participation in the PLP Seminar

Utilization of Refresh Leave

	FY2018	FY2019	FY2020
7th year of employment	250	204	130
20th year of employment	142	187	164
At the age of 55	185	206	224

Annual Paid Leave

No. of annual paid holidays (for full-time workers)	20 days a year, starting the first year of employment (for employees who join Olympus between April and June). Unused paid holidays can be carried over to the next year only.
Consecutive leave promotion scheme (Creative Holiday)	Employees are encouraged to take 5 consecutive leave days. (These can be combined with ordinary holidays.)
Expired annual paid holiday saving scheme (Special Sick Leave)	Saving of up to 50 days allowed for medical treatment and family care (paid holidays).

Utilization of Annual Paid Leave

	FY2018	FY2019	FY2020
Average days available	19.8	19.2	19.7
Average days used	13.0	10.8	10.9
Utilization ratio (%)	65.4	56.3	55.6

Leaves of Absence for Voluntary Activities

Number of people used since 1995: 6 persons

Utilization of Childcare & Family Care Leave and Leaves of Absence

	FY2018	FY2019	FY2020
Number of employees taking maternity leave	134	131	156
Subtotal: Males	8	13	23
Number of employees taking leaves of absence for family care	3	4	4

Corporate Citizenship Policy

At the Olympus Group (hereinafter, "Olympus"), our corporate activity is based on Olympus' corporate philosophy and the Olympus Global Code of Conduct. Olympus implements appropriate corporate citizenship activities as a leading global medtech company, while taking a long-term view in an effort to achieve Our Purpose of "Making people's lives healthier, safer and more fulfilling."

Olympus is committed to fulfilling its responsibilities to society and its stakeholders by proactively carrying out the activities that benefit global and local communities.



1. Three Priority Areas

As a leading global medtech company, Olympus conducts its citizenship activities in healthcare. In an effort to leverage the spirit of monozukuri (excellence in manufacturing fostered by Olympus for over a century), our activities also focus on fostering scientific and technological progress, as well as environmental sustainability. These three areas have been selected as priorities in which our corporate citizenship activities will be rolled out globally.

"Healthcare": An area in which we can take advantage of the insights we have gained from our Medical business

"Science and Technology": An area in which we can take advantage of the insights we have gained from our Scientific Solutions business

"Environment": Activities that future generations would be able to enjoy a rich natural environment

In addition to the priority areas listed above, we are engaging in humanitarian and charitable activities to nourish the world, to combat poverty, emergency disaster relief assistance as well as local community involvement programs.

2. Approach to Activities

(1) Respect for local cultures and customs

While society expects a multinational company like Olympus to take action to address shared challenges on the globe, we still need to respect local cultures and customs and take into account local needs when launching local voluntary activities.

(2) Meaningful partnership

We work in partnership with NGOs, NPOs, local and national governments and international organizations, etc., as appropriate for each area of activity, to achieve greater speed and efficiency in addressing social issues. We utilize the findings, experiences, know-how that we gain in order to improve our future actions, which leads to our continuous growth.

(3) Developing the next generation of leaders

We foster people who will support the sustainable growth of society in the future by imparting the insight and know-how we have gained during our corporate activity over the past century to future leaders through providing learning opportunities and conducting awareness-raising activities.

(4) Enhancing employee participation

Olympus believes that its employees should become more connected with the world around them through volunteer activities, which not only have positive effects on society, but also help employees broaden their horizons and improve their sensitivity. Olympus encourages its employees to get involved in society on their own initiative by providing them with opportunities to volunteer.

3. Information Disclosure

To fulfill our responsibilities to society and our stakeholders, we proactively disclose information on the corporate citizenship activities we have implemented in the past in a timely and appropriate manner.

4. Continuous Improvement

By reflecting on the outcomes of past corporate citizenship activities and listening to feedback from society and our stakeholders, we will strive to improve our activities.

Charitable Donations and Grants Policy

Based on our corporate philosophy of "Making people's lives healthier, safer and more fulfilling" that provides the basis for all corporate activities, the Olympus Group (hereinafter, "Olympus") is committed to gain trust from society, in addition to creating social values through our business operations. Through charitable donations and grants, we live up to our commitment and responsibility to address social issues.

1. Priority Areas and Activities

Our charitable donations and grants efforts are focused on following areas: "Medicine and Health", "Culture and the Arts", "Global Environment" and "Science and Technology". Also, our contributions shall be socially just and shall follow ethical norms.

1. Charitable Donations

We provide monetary aid and/or in-kind donations to philanthropic activities, and contribution activity for local community based on CSR for humanitarian aid. Aid and donations provided for disaster relief will also be considered charitable donations.

2. Grants

We provide monetary aid and/or in-kind donations to education as well as research activities, conducted by organizations for public welfare, that relate to four priority areas: "Medicine and Health", "Culture and the Arts", "Global Environment", and "Science and Technology".

2. Compliance with Legal Regulations and Social Norms

We will fully comply with both Japanese and non-Japanese law and industry guidelines in respect to charitable donations and grants.

3. Rules and Organizational Systems

We clearly separate charitable donations and grants from any Olympus commercial activities, and establish guidelines and operational structures to ensure transparency.

4. Information Disclosure

We will fully comply with Japanese and non-Japanese law and industry guidelines, will assuredly record charitable donations and grants activities, and will commit to disclose information in a timely and appropriate manner. Furthermore, through information disclosure and active communication, we will commit to deepen mutual understanding with stakeholders.

Charitable Donation Initiatives

> Charitable Donations and Grants Policy

◆ Monetary and In-kind Charitable Donations

Year	Monetary and In-kind Charitable Donations	Total Amount
FY2018	24	13,280,226 yen
FY2019	18	16,028,224 yen
FY2020	18	10,977,619 yen
FY2021	900	172,013,216 yen

* Only Olympus is included in the data from the FY2018 to the FY2020, and the Olympus Group (excluding some areas) from the FY2021.

◆ Charitable Donation Results

June 4, 2020 > [Olympus Increases Support for COVID-19 Measures to 100 Million Yen](#)

July 21, 2020 > [Emergency Assistance for Children Impacted by the Spread of COVID-19 \(COVID-19 Response\)](#)

Basic Policy on Corporate Governance

Our Corporate Philosophy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling". Following this philosophy, we aim to improve our company's continuous development and mid- and long-term corporate value for all stakeholders, including shareholders.

Basic Idea Regarding Corporate Governance

Based on our fiduciary responsibility to shareholders and our responsibility to stakeholders including clients, employees and local communities, etc. as well as the above corporate philosophy, our company has implemented basically the principles of the Corporate Governance Code and developed this policy with the aim of realizing effective corporate governance.

1. Securing Shareholders' Rights and Equality

- (1) Our company respects shareholders' rights and secures their substantial equality.
- (2) Our company takes appropriate steps to improve the environment pertaining to the exercise of rights at the general meeting of shareholders.
- (3) If it is judged that listed shares will contribute to the improvement of our group's corporate value in the mid- to long-term, then, upon verifying the economic rationality and the future prospects for the mid- to long-term, our company will hold the listed shares. Every year, the board of directors will verify the suitability of ownership considering comprehensively the purpose of holding, the benefits associated with holding and the risks, and gradually reduce shares that we judged not to be suitable for possession. In order to exercise shareholders' rights regarding policy shareholdings, our company will exercise its voting rights on all agenda items, and from the viewpoint of improving the mid- to long-term corporate value of an enterprise issuing such shares, will consider said enterprise's financial condition and decide appropriately about whether to approve or disapprove each agenda item.
- (4) In the case of conducting related party transactions, our company and its subsidiaries are required to obtain the approval of the board of directors of each company in accordance with the "Job Authority Rules" and any other related rules. Its subsidiaries are required to report to our company after obtaining approval from the regional headquarters.

2. Cooperation with Stakeholders other than Shareholders

Under our corporate philosophy, "Making people's lives healthier, safer and more fulfilling." our company endeavors to cooperate as appropriate with various stakeholders including employees, clients, business connections, creditors and local communities.

Our company will present its values regarding appropriate cooperation with stakeholders, respect for their interests, and ethics for sound business activities, and

stipulate and implement a code of conduct to be complied with by such members. Specifically, we have formulated the “Corporate Philosophy”, “Our Behaviors” and the “Olympus Global Code of Conduct” as a code of conduct for all groups, and have widely disseminated them among all officers and employees who belong to our company groups.

As a supervisor responsible for compliance-related matters, we have appointed a Chief Compliance Officer (CCO). Furthermore, we have established a global contact desk which can be available 24 hours a day in multiple languages for any employees and external stakeholders in addition to local internal compliance-related reporting system in each region. We report the status of use thereof to the Audit Committee regularly and to the Board of directors as necessary.

3. Complete Information Disclosure and Secured Transparency

Under the basic concept for all corporate activities, our corporate philosophy, "Making people's lives healthier, safer and more fulfilling.", our company will disclose corporate information, such as management policy, financial condition, status of business activities and CSR activities in a fair, timely, appropriate and active manner for the purpose of obtaining all stakeholders' correct understanding and trust.

4. Responsibility of the Board of Directors, etc.

(1) Role of the Board of Directors

The Board of Directors determines basic management policy, matters related to the internal control system, and other important matters, and supervises directors and executive officers, in the execution of their duties.

(2) Qualification of Directors and Auditors

Having high ethical standards as well as the experience, knowledge and ability required to create mid- to long-term corporate value, our directors spend a sufficient amount of time for the board of directors in order to fulfill their own obligations and responsibilities.

(3) Diversity of the Board of Directors

Our company considers the diversity of the composition of board of directors in terms of experience, knowledge and ability, etc. regardless of nationality, race, and gender.

(4) Scale of the Board of Directors

Based on our group's scale and business lines, we maintain an appropriate number of members, fifteen or fewer persons, as stipulated in the Articles of Incorporation, in order to effectively and efficiently exercise the functions of the board of directors.

(5) Independent Outside Director

From the viewpoint of increasing the supervisory functions of the board of directors, more than half of the directors are independent outside directors. The independence standards are set forth by the Nominating Committee.

(6) Chairman of the Board of Directors

For the purpose of securing the separation of executive and supervisory function, an independent outside director serves as the chairman of the board of directors.

(7) Committees for nomination, compensation and audit

The Board of Directors shall set up a Nominating Committee, Compensation Committee and Audit Committee.

Nominating Committee

- The Nominating Committee shall deliberate matters related to human resources at the director and executive officer level, and shall determine the content of proposals submitted to the General Meeting of Shareholders in relation to the appointment and dismissal of directors.
- The nominating committee consists of three or more committee members selected from among the directors by the board of directors, and independent outside directors constitute the absolute majority thereof. An independent outside director serves as the chairman.

Compensation Committee

- The Compensation Committee shall deliberate directors' and executive officers' compensation-related matters, etc., and prescribe policy in relation to determining the details of compensation, etc., and in accordance with the policy, determine the contents of compensation, etc. for individuals.
- The compensation committee consists of three or more committee members selected from among the directors by the board of directors, and independent outside directors constitute the absolute majority thereof. An independent outside director serves as the chairman.

Audit Committee

- The Audit Committee shall carry out the following duties.
 - 1) Auditing the execution of duties by executive officers and directors, and creating audit reports
 - 2) Determining the content of proposals relating to the appointment, dismissal and non-reappointment of accounting auditors
 - 3) Other duties prescribed by law or by the Articles of Incorporation, and other matters recognized as necessary by the Audit Committee
- The Audit Committee shall consist of at least three individuals selected from among the directors by the Board of Directors, of whom more than half shall be independent outside directors. The chairman of the committee shall be an independent outside director. Moreover, at least one member shall be an individual who possesses extensive knowledge related to financial and accounting.

(8) Appointment Process of the Directors

The Nominating Committee shall deliberate director candidates while making reference to the selection criteria, hold interviews, and determine the content of proposals submitted to the General Meeting of Shareholders in relation to the appointment and dismissal of directors.

(9) Fostering and Deciding the CEO's Successor

The Nominating Committee establishes a succession plan for the CEO, and reviews it periodically.

As for determining the successor, the nominating committee discusses whether the candidates, including outside candidates, have qualifications that are suitable for the President, and provides opinions and advice to the board of directors. Thereafter, the successor is decided by the board of directors.

(10) Compensation System

Regarding officers' compensation (directors and executive officers), the basic policy is to provide compensation that is suited to their duties, and to increase the awareness among the officers in order to: "Meet expectations of various stakeholders including shareholders by aiming to maximize corporate values." Based on said policy, the Compensation Committee focuses on appropriately setting the compensation ratio linked to short and mid- and long-term performance, and decides officers' compensation.

(11) Management of the Board of Directors Meeting

For the purpose of deciding on important matters and supervising business operations, agenda items for, time of, and the frequency of holding the board of directors meeting are set in order to facilitate necessary and sufficient discussion. In order to facilitate constructive discussions and the exchange of opinions at the board of directors meeting, materials are sent regarding matters to be discussed and matters to be reported at the board of directors meeting in consideration of the time required for the attendees to prepare for the board of directors meeting. Moreover, the board of directors meeting schedule and expected agenda items are prepared in advance.

(12) Assembly for Outside Directors Only

Aiming at information exchange and knowledge sharing, our company will hold an assembly for outside directors as needed.

(13) Evaluation of the Board of Directors Meeting

Every year, the effectiveness of the board of directors is analyzed and evaluated including a third party's perspectives, and an overview of the evaluation result is released.

(14) Information Acquisition and Support System

1) Our company endeavors to actively provide the directors with information helpful for effectively fulfilling their roles and duties.

- 2) The outside directors of the Company may, whenever deemed necessary or appropriate, request an explanation or report from internal directors, executive officers or employees, or request the submission of internal materials.
- 3) Our Company shall set up an office provided with suitable personnel, etc., so that the Nominating Committee, Compensation Committee, Audit Committee and any other committees can execute their duties appropriately.

(15) Improvement through Study of the Directors

The directors endeavor to improve themselves including by acquiring and updating, etc. their knowledge in order to fulfill their roles and duties. Our company provides newly-appointed outside directors with various programs for acquiring knowledge concerning our company, including tours to our company's business office and factory, as well as study groups on our business, etc.

5. Interaction with Shareholders

For the purpose of our company's continuous development and improvement of mid- to long-term corporate value, the board of directors have stipulated and announced the Policy for Improving the System and Initiatives for Promoting Constructive Interactions with Shareholders.

Policy for Improving the System and Initiatives for Promoting Constructive Interactions with Shareholders

1) Basic policy

For the purpose of our company's continuous development and improvement of mid- to long-term corporate value, our company, centering on the CEO and the CFO, actively conducts constructive interactions with shareholders. The IR function assists such initiatives through internal information exchange and improving the system for providing shareholders' opinions as feedback, etc. to the upper management team.

2) Policy for Interactions by the CEO and CFO

The President and the financial officer play a central role in conducting overall interactions with shareholders toward the realization of constructive interactions. Specifically, the CEO and the CFO will proactively establish opportunities for direct interactions with shareholders by conducting the following in addition to individual interviews with shareholders: briefing sessions for every quarterly settlement, small meetings, telephone conferences with overseas investors, domestic and international road shows on a regular basis, and participation in conferences held by securities firms, etc.

3) Policy for IR Activities by the IR Function

By putting the IR function in charge of IR activities, our company actively implements IR activities toward solid interactions with shareholders. Specifically, in addition to conducting individual interviews at any time as requested by shareholders, our company will regularly implement IR events, such as briefing sessions for individual investors and facility tours. Moreover, we will actively provide information to shareholders through the website, integrated reports, business reports for shareholders and the Convocation of the General Meeting of Shareholders, etc.

4) Policy for internal information exchange

The IR function, as needed, exchanges information with the Corporate Strategy and Planning, Internal Control, the Treasury, the Accounting, and the Legal Affairs functions etc. on a daily basis, and establishes a project team if necessary, in order to build a coordinated collaboration system. Moreover, the IR function reports shareholders' opinions and concerns obtained from interactions with shareholders centering on institutional investors at the Group Executive Committee as well as the board of directors meeting, if necessary. Thereafter, the contents of such opinions and concerns will be discussed.

5) Policy for Insider Information Management when Interacting with Shareholders

In accordance with the "Regulations for Insider Trading Prevention," insider information is strictly managed. When interacting with shareholders, the IR function issues a reminder to the person in charge of the interaction, thereby preventing the divulgence of insider information.

6. Revision and Abolition of this Policy

Revision and abolition of this Policy shall be subject to a resolution of the board of directors.

Established June 26, 2015

Revised June 28, 2016

Revised June 19, 2017

Revised May 31, 2018

Revised June 26, 2018

Revised June 25, 2019

Revised July 30, 2020







Because What We Do Matters:

Olympus Global Code of Conduct

What we do matters and how we act at work matters. Through these actions, we intend to maintain the trust of our stakeholders. Our Global Code of Conduct explains our unwavering commitment to integrity, our passion for what we do, and our shared standard of excellence. Our Code is designed to help put Our Purpose and Core Values into practice. It serves as our guide to ethical and responsible business conduct, along with local policies and procedures.

Global Code of Conduct

Our Code is available in the following languages here:

- > Chinese (Simplified) | 中文（简体） (PDF: 2.5MB) 
- > Chinese (Traditional) | 中文（繁体） (PDF: 2.4MB) 
- > Czech | čeština (PDF: 2.1MB) 
- > English (PDF: 2.2MB) 
- > French (Canadian) | Français (Canadien) (PDF: 2.1MB) 
- > French (European) | Français (Européen) (PDF: 2.1MB) 
- > German | Deutsch (PDF: 2.1MB) 
- > Italian | Italiano (PDF: 2.1MB) 
- > Japanese | 日本語 (PDF: 2.4MB) 
- > Korean | 한국어 (PDF: 2.2MB) 
- > Polish | Polskie (PDF: 2.1MB) 
- > Portuguese (Brazilian) | Português (Brasileiro) (PDF: 2.1MB) 
- > Portuguese (European) | Português (Europeu) (PDF: 2.0MB) 
- > Russian | русский (PDF: 2.1MB) 
- > Spanish (European) | Español (Europeo) (PDF: 2.1MB) 
- > Spanish (Mexican) | Español (Mexicano) (PDF: 2.1MB) 
- > Thai | ไทย (PDF: 2.2MB) 
- > Vietnamese | Tiếng việt nam (PDF: 2.2MB) 

Whistleblowing System

Whistleblowing System

Olympus Corporation and all Olympus Group companies abide by the laws, regulations and ethics standards in each industry. In April 2019, Olympus launched Global Whistleblowing Desk "Integrity Line" on top of current External Reception Desk and Internal Reception Desk. Please make use of these 3 reception desks when you get to know the inappropriate actions or questionable conducts.

Integrity Line (Global Operation Desk)

Integrity Line is operated by an independent company. This global desk is designed for all employees and Olympus business partners, who can report in confidence. Anyone may report anonymously, except where specifically prohibited by local laws. Special technology incorporated in the system guarantees no traceability in both web reporting and telephone.

Operation time : 24 hours/day, 365 days/year
Web reporting : <http://olympus.ethicspoint.com> (multi-languages) ■
Telephone : free dial 0120-929-973 (select 1 for Japanese, select 2 for English or others)
*Other dial numbers outside Japan can be found at Olympus regional homepages.

External Reception Desk (Independent law firm in Japan)

Operation time : 9:30-17:30 of business day
Email : yohamabe@ybb.ne.jp
Telephone : 03-5272-8156 (switchboard)
Fax : 03-5272-8163
Post : 1-1-7 Nishi-Waseda, Shinjuku-ku, 169-0051
Waseda Univ. Legal Clinic
Attention: Yoichiro Hamabe, Esq

Internal Reception Desk (OT Group Compliance Japan)


Operation time : 8:45-17:30 of business day
Email : JP-Compliance-Helpline@olympus.com

Global Standards: What Olympus Expects of Third Parties

These Global Standards ("Global Standards") have been designed to provide guidance to our third parties on the fundamental values, principles, and standards of behavior which Olympus expects whenever a third party is engaged by or on behalf of the Olympus Group. We consider our third parties to be our partners in business and we expect the same high standard of integrity from them that we expect from our employees and managers.

Third Party: A third party is any external company, organization or individual, not owned, controlled, or employed by an Olympus Group company that Olympus has hired or intends to contract to provide goods or services or engage in business activities with or on behalf of an Olympus Group company.

The Global Standards are available through the following links:

- > Arabic (PDF: 7.4MB) 
- > Chinese (Simplified) | 中文（简体） (PDF: 3.9MB) 
- > Chinese (Traditional) | 中文（繁体） (PDF: 7.5MB) 
- > Czech | čeština (PDF: 7.4MB) 
- > English (PDF: 4.8MB) 
- > French (Canadian) | Français (Canadien) (PDF: 3.8MB) 
- > French (European) | Français (Européen) (PDF: 3.8MB) 
- > German | Deutsch (PDF: 7.3MB) 
- > Italian | Italiano (PDF: 3.8MB) 
- > Japanese | 日本語 (PDF: 7.5MB) 
- > Korean | 한국어 (PDF: 7.4MB) 
- > Polish | Polskie (PDF: 7.3MB) 
- > Portuguese (Brazilian) | Português (Brasileiro) (PDF: 21.5MB) 
- > Portuguese (European) | Português (Europeu) (PDF: 7.4MB) 
- > Russian | русский (PDF: 7.4MB) 
- > Spanish (European) | Espanol (Europeo) (PDF: 7.3MB) 
- > Spanish (Mexican) | Espanol (Mexicano) (PDF: 7.3MB) 
- > Thai | ไทย (PDF: 3.9MB) 
- > Vietnamese | Tiếng việt nam (PDF: 7.4MB) 

Olympus Group Tax Policy

Introduction

Our Corporate Philosophy and Global Code of Conduct set out the legal and ethical principles that we apply to our business and defines our relationships with all of our stakeholders, which includes tax authorities. Our Corporate Philosophy, "Our Core Values", includes Empathy and Integrity. We earn trust and empathy with patients, customers, healthcare professionals, authorities and the communities with integrity in all aspects of our operations, and "Our Core Values" governs the way we operate our business.

Group Tax Policy

This Group Tax Policy outlines the principles of how Olympus people are expected to operate with respect to tax matters. The Policy is set out in detail below.

1. Compliance with laws, rules and regulations

Olympus is committed to observing all applicable tax laws, rules, regulations, and reporting and disclosure requirements, wherever there is a requirement to do so as a result of our business presence and transactions, in line with "Our Core Values", "Integrity", as described in the Corporate Philosophy and Global Code of Conduct.

A dedicated tax function (Group Tax) collaborates with the Group's businesses to provide advice and guidance necessary to ensure compliance, obtaining external advice where necessary. There are clear management responsibilities, backed up by regular monitoring and review, carried out by members of Group Tax with the necessary experience and skill set and where necessary support is provided by external professional advisors.

2. Consistency with Group strategy

Tax decisions are made at all times in a manner which is consistent with and complements the Group's overall business strategy. Key business decisions are made cognisant of the tax consequences. Group Tax partners with the businesses to ensure there is consistency.

3. Governance, Assurance and Tax Risk Management

Responsibility and accountability for the Group's tax affairs is clearly defined in accordance with a Tax Responsibility Matrix, and decisions are taken at an appropriate level, determined by formal Group Delegation of Authority.

Diligent professional care and judgement are employed to assess tax risks in order to arrive at well-reasoned conclusions on how the risks should be managed. Olympus has a conservative approach to tax risks and seeks to mitigate tax risks as far as possible. Where there is uncertainty as to the application or interpretation of tax law, appropriate written advice evidencing the facts, risks and conclusions may be taken from third party advisers to support the decision-making process.

In reviewing the risks of a tax action or decision, the following would be considered

- ♦ The legal and fiduciary duties of directors,
- ♦ The requirements of our Group compliance and ethics policies,
- ♦ The maintenance of corporate reputation, having particular regard to the principles regarding the way we interact with the stakeholders around us, embodied in the Group's approach to the stakeholders as described in the Corporate Philosophy of Olympus, "Empathy",
- ♦ The tax benefits and impact on the Group's reported result comparative to the potential financial costs involved, including the risk of penalties and interest,

- ♦ The wider consequences, as a double taxation where a specific income is taxed by multiple countries, of potential disagreement with tax authorities, and any possible impact on relationships with them.

Group Tax employs various risk management processes and systems to provide assurance that the requirements of the Group Tax Policy are being met. This includes compliance and risk monitoring systems and internal audit reviews of tax compliance activity across the Group.

4. Relationships with tax authorities

Olympus is committed to the principles of openness and transparency in its approach to dealing with tax authorities wherever we operate around the world. Where there is uncertainty as to the application or interpretation of tax law, we secure certainty by consultation with advance information disclosure. All dealings with the tax authorities and other relevant bodies are conducted in a collaborative, courteous and timely manner. The aim would be to strive for early agreement on disputed matters, and to achieve certainty wherever possible.

5. Tax Planning

Olympus pays its fair share of taxes in the countries where it operates, and considers this a part of its contribution to community. Olympus does not undertake aggressive tax planning or artificial tax arrangements. Olympus maintains and follows a transfer pricing policy that is based on OECD Transfer Pricing Guidelines and the Base Erosion and Profit Shifting (“BEPS”) Action Plan which is the international framework to prevent cross-border tax avoidance activities. In particular, Olympus adhere to the principle that profits should accrue where economic value is created and that tax follows business reality and is underpinned by business substance.

6. Incentives and reliefs

Olympus believes that it should pay the amounts of tax legally due in any territory. There will, however, be circumstances where this amount may not be clearly defined, or where alternative approaches may result in differing tax outcomes. The Group uses its best judgement in determining the appropriate course of action, using available reliefs and incentives where possible for tax cost optimization.

Olympus Group guidelines covering the prevention of bribery

The Olympus Group does business throughout the world and seeks to earn and maintain the respect and trust of all of our stakeholders - patients, physicians, customers, governments and shareholders. Olympus expects that each and every one of our employees act in a manner that is consistent with law, Olympus policies and our values. We also expect and require that third parties who act on Olympus' behalf operate in the same manner.

Olympus has developed policies, procedures and training on key issues, such as the prevention of bribery and the support of fair competition to help assure that we provide our employees with the tools to meet these expectations. We encourage all our employees to speak up and share any concerns they might have. We will continue to hold ourselves to high standards but are always working to improve, so that we can meet or exceed high expectations. The Guideline below summarizes our approach. We invite you to support these efforts, and let us know if we have areas in which we can improve.

Olympus welcomes any reporting of concerns about unethical or unlawful conduct directly to Olympus Compliance Department, which can be reached directly via email at compliance@olympus.com. Company policy prohibits retaliation against any individual for reporting concerns to the above mentioned email in good faith.

Eva Gardyan-Eisenlohr
Chief Compliance Officer
Olympus Corporation

1. Background

At Olympus, all our activities are based on our corporate philosophy of "Making people's lives healthier, safer and more fulfilling." Following this philosophy, Olympus affirms its commitment to carrying out responsible actions underpinned by a strong sense of ethics, in addition to strict compliance with laws.

Olympus does not tolerate bribery for the purpose of obtaining illicit benefits or unfair business advantages. In addition, Olympus does not engage in any actions that could be perceived as bribery of any of its business partners, including public officials.

As a signatory to the United Nations Global Compact, Olympus is significantly increasing its efforts to ensure that the Compact's ten principles, including the introduction of practical anti-corruption measures, the protection of human rights, the elimination of unfair labour practices and the management of environmental issues are met.

2. Objective

This guideline summarizes Olympus' approach to the prevention of bribery and corruption. We ask that you familiarize yourself with this approach, which takes into account various anti-bribery laws and regulations both in and outside of Japan, and conduct your business activities accordingly to ensure that all actions that constitute or could be suspected to constitute bribery or corruption are prevented.

Please note that the anti-bribery laws and regulations referred to herein include the following statutes, international conventions, ministerial orders and regulations from both in and outside of Japan. As the laws of some non-Japanese jurisdictions, including those of the United States and the United Kingdom, have extraterritorial ramifications, a number of Japan-based companies doing business globally are required to comply with them as well.

1. Japan: Unfair Competition Prevention Act (Article 18)
2. U.S.: Foreign Corrupt Practices Act (FCPA)
3. U.K.: UK Bribery Act 2010
4. Equivalent statutes that are based on or concern for the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions

3. Olympus' Approach to the Prevention of Bribery and Corruption

Olympus has set forth internal rules applicable to its Group companies in order to ensure compliance with all anti-bribery laws and regulations.

Prohibition of any acts considered to be bribery with regards to:

(1) Public Officials

The provision, acceptance or promises of and demands for money or other undue favours, and the proposal or authorization of the provision or acceptance thereof to or from public officials or any persons equivalent thereto ("Public Officials") with the intention of influencing their actions or decisions taken or made as part of their duties for the purpose of obtaining illicit benefits are prohibited. Public Officials include domestic or foreign public officials, international public organizations, political parties and members thereof, candidates for any public office and all persons who are potentially regarded as public officials.

(2) Non "Public Officials"

The provision, acceptance or promises of and demands for money or other undue favours and proposals and the authorization of the provision or acceptance thereof with the intention of influencing the recipient's actions or decisions for the purpose of obtaining illicit benefits are prohibited.

Prohibition of bribe acceptance

Money or other undue favours given with the intention of inappropriately influencing corporate or business decisions or business execution of Olympus are not given, accepted, promised, demanded, proposed or authorized.

◆ Definitions:

Definition of Bribery

Bribery refers to the offering, giving, soliciting, or receiving of any item of value as a means of influencing the actions of an individual holding a public or legal duty, in other words, the giving of something of value to someone with the intent of obtaining undue favourable treatment from the recipient.

Forms of Bribery

Money and other undue favours including all cash and cash equivalents, gifts, services, employment, loans, travel expense payments, food and beverages, entertainment and hospitality, including invitations to athletic events, political and charitable contributions, subsidies, per diem allowances, sponsorships, rewards and all other favours or forms of value given under any pretext that benefits the recipient. Note that money and other undue favours, however negligible the amount may be considered bribes and are therefore regulated.

The indirect provision of money or other undue favours through your business partners, customers, agents and intermediaries ("Third Parties") is also prohibited.

Public Officials

"Public Officials" are, whether foreign or domestic, any government employee; a political candidate or party official; a representative of a government-owned/majority-controlled organization; a representative carrying out public services; an employee of a public international organization. This term also refers to immediate family members of the public official, such as spouse, dependent child, or dependent household member, of the above-mentioned individuals.

4. Our Request to You:

We at Olympus vigilantly enforce our anti-bribery policy. We hereby request that you develop a full understanding of the Olympus Approach to the Prevention of Bribery presented above and adhere to the same principles when dealing with Third Parties. To fully ensure that this objective is met, we ask you to take the following steps when contracting or dealing with a Third Party in connection with the performance of your contractual obligations to Olympus.

(1) Due diligence on Third Parties:

When contracting with your business partners, you are requested to conduct a preliminary review on your business partners to preclude any possibility of bribes being exchanged or any similar acts to be committed through such Third Parties.

(2) Anti-bribery provisions in contracts:

Your contracts with Third Parties must include anti-bribery provisions in clauses addressing representations, record-keeping, the right to audit, record control and maintenance, and contract termination, etc.

(3) In-house education:

Please educate all directors and employees of your organization about anti-bribery and corruption regulations to ensure that they will not commit any action that constitutes bribery or be suspected of giving or receiving bribes in any situation. In particular, your directors and employees should be aware that a violation can lead to serious consequences for your organization, including termination of business contracts, fines, and even criminal or civil charges pressed against the individuals responsible.

(4) Monitoring and audits:

We request that you keep track of the progress made in your efforts to prevent Third Parties from offering or accepting bribes and monitor the state of compliance by your organization with regard to your internal rules. Additionally, periodic audits must be conducted to verify the effectiveness and appropriateness of such efforts.

(5) Record keeping:

Please maintain accurate books and records for all your business transaction related to Olympus.

Established on April 1, 2015

Disclosure Policy

Olympus's corporate philosophy states "making people's lives healthier, safer and more fulfilling," and serves as the fundamental idea for all its corporate activities. To this end and in order to gain proper understanding and confidence of all the stakeholders, Olympus shall disclose its management policies, business activities, non-financial and other corporate information in a fair, timely, appropriate and proactive manner.

1.Information Disclosure Standards

In disclosing its information, Olympus shall comply with the laws and the Financial Instruments Exchange rules, and shall disclose information in compliance therewith. Olympus shall also proactively disclose those information which may have a material impact on its corporate value evaluation in accordance with the Article 27-36 of the Financial Instruments and Exchange Act (so-called "Fair Disclosure Rules") and the Internal Information Disclosure Criteria regardless whether such disclosure is not required by the laws or the rules.

2.Method for Information Disclosure

Olympus shall disclosure information, as required by the Timely Disclosure Rules of the Tokyo Stock Exchange, will be disclosed through the Timely Disclosure network (TDnet) of the Tokyo Stock Exchange in general. Such information will then immediately be posted on our website. Furthermore, any information not required by the laws or the rules will be disclosed through a press release or via the website.

3.Handling of Undisclosed Material Information

If any non-public material information is disclosed only to certain third parties and is considered that may have a significant impact on the corporate value evaluation of Olympus, Olympus shall immediately disclose such information.

4.Quiet Period

In order to prevent any divulgence of financial closing information, the period from the end date of financial closing until the date of announcement of financial results shall be set as a "quiet period," during which officers and employees shall refrain from making comments or answering questions that relates to financial results. Provided, however, the same shall not apply in the case where any event subject to Timely Disclosure occurs or if the actual financial results materially diverges from the forecast, Olympus Shall disclosure such information as required by the Timely Disclosure Rules of the Tokyo Stock Exchange.

Applicable Scope

The Information Disclosure Policy of Olympus is applicable to all Olympus group companies.

The Ethics Committee

In conducting medical research targeting human beings, we check the ethical and scientific appropriateness of the research through the Ethics Committee, which is composed of experts. To enhance the transparency of the Committee, we disclose its rules, membership list and the minutes of its meetings to the public.

Payments to Healthcare Professionals and Healthcare Organizations

Japan

- [Transparency Guidelines](#)
- [Payments to Healthcare Professionals and Healthcare Organizations \(Only in Japanese\)](#) ■
- [Visit here for inquiries related to our Transparency Guidelines.](#)

Americas

- [Payments to Healthcare Professionals and Healthcare Organizations](#) ■

Transparency Guidelines

Olympus Group "Transparency Guideline for the Relation between Corporate Activities and Medical Institutions and Other Organizations"

1. Basic Policy

The Olympus Group hereby declares compliance with the statutory laws and regulations and pledges to uphold high ethical standards to assure that all executive officers and employees observe "what is right" and behave responsibly.

Olympus is committed to complying with all laws, regulations and company policies, and we expect a similarly high standard of integrity from our employees, managers, and our partners in business. We do not tolerate corruption or bribery in our company. To ensure that society at large is aware that we conduct corporate activities in accordance with these ethical values in the context of our relationships with medical institutions, etc., Olympus has adopted these guidelines and discloses information about payments to healthcare organizations, etc., in accordance with legal requirements, including the "Transparency Guidelines for the Medical Device Industry and its Relationships with Medical Institutions and Other Organizations," as compiled by the Japan Federation of Medical Devices Associations (JFMDA), of which is a corporate member.

* These guidelines apply to Olympus and its Japan subsidiaries that are members of the Japan Federation of Medical Devices Associations (JFMDA).

2. Scope of Application

Olympus

Olympus and its Japan subsidiaries that are members of the Japan Federation of Medical Devices Associations (JFMDA)

Medical institutions and other organizations

Scientific societies, medical schools (their affiliated hospitals), hospitals and clinics, associations of paramedical staff, research institutes, research groups, other facilities that provide medical care or conduct research, development or clinical trials, and healthcare professionals

3. Disclosure Methods

Related information for the previous fiscal year will be disclosed on the Olympus website.

4. Timing of Disclosure

Information about payments to healthcare organizations etc. in each fiscal year will be disclosed after the announcement of financial results for that fiscal year.

5. Scope of Disclosure

The scope for information disclosure of the payment by Olympus to healthcare organizations and healthcare professionals covers in the categories of research and development expenses, academic research grants, manuscript writing fees, etc., expenses related to information provision, and other expenses.

> For more details on the "Scope of Disclosure" please visit the website of the Japan Federation of Medical Devices Associations (JFMDA) 

Olympus Group Information Security Policy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling". Following this philosophy, The Olympus Group appropriately protects and manages all the information and our information systems we handle ("Information assets"), as well as customer information on our products and services while making proactive use of them and will continuously review and improve these activities.

1. Compliance with Laws and Regulations

We will comply with the laws, regulations, and contractual duties related to information security in all countries and regions where we operate.

2. Management and Protection of Information

We will manage and protect the information assets (customer and internal) appropriately in our business activities. We will also implement measures to prevent the inappropriate use (e.g., violation of laws and regulations related information security) of these assets detrimental to Olympus and any acts that might decrease the value of the assets, such as falsification, destruction, leakage and abuse.

3. Establishment of an Information Security Organization Structure

To ensure the appropriate management and protection of our information security related the Olympus Group business, we will establish an information security organization structure led by Chief Information Security Officer (CISO) and clarify the related responsibilities.

We will make effort to manage and establish information security under the global governance structure that should comprehensively covers Olympus every regions and functions (product, IT, data protection, and so on) initiated by CISO, and fulfill accountability to our stakeholders.

4. Establishment of Rules

We will establish the in-house rules to clarify the measures to be implemented to ensure information security. We will also revise these rules, processes and controls continuously.

5. Education

We will increase information security awareness among all affiliates and provide them with necessary education and training on information security.

6. Emergency Responses

We will work to prevent information security-related incidents. If an information security incident occurs, we will make prompt responses to it and implement measures to prevent the reoccurrence of similar problems.

We will implement countermeasures promptly, not to spread the impact of accidents, such as information sharing with authorities or information disclosure for customers.

Internal Control System

Basic Policy on the Internal Control System

Our basic policy on the internal control system is as follows:

> Revised date : July 30, 2020 (PDF: 76.7KB) 

Basic Policy on the Internal Control System, ver. 17

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling".

The Company, based on this basic concept, shall prepare and operate a framework which ensures the effectiveness and efficiency of operations and appropriateness and reliability of financial reporting of the Company and its subsidiaries (hereinafter, "the Olympus Group"), and make continuous improvements.

1. Framework to ensure the compliance by Executive Officers and employees of the Company and Directors and employees of the its subsidiaries, in performance of duties, to applicable laws and regulations as well as the Articles of Incorporation

- (1) In order to ensure a system in which Executive Officers and employees of the Olympus Group perform their duties in compliance with applicable laws and regulations as well as the Articles of Incorporation, the Company shall establish "Management Basic Policy", basic policy the Board of Directors relies on when the Board supervises the execution of duties of Directors and Executive Officers. Furthermore, it shall establish the Olympus Global Code of Conduct and internal corporate regulations, based on the corporate philosophy, and shall instill the policies and facilitate initiatives to raise awareness of compliance in Olympus Group through continuing education and other measures.
- (2) The Company shall also establish a compliance promotion system by appointing an officer in charge of compliance ("Chief Compliance Officer") and establishing a function in charge of group-wide compliance. The function in charge of group-wide compliance shall be responsible for activities toward the improvement of the group compliance system based on the Global Compliance Management System. Furthermore, it shall continuously conduct education of employees and measures relating to assessment. It shall establish a global contact desk which can be available 24 hours a day in multiple languages so that any employee and external stakeholders, when suspecting there is or may be a violation of laws and regulations, etc., may make a report in addition to a local hotline contact desk in each region
- (3) The CEO shall be the person responsible for CSR at the Company, and shall determine the content, set objectives and conduct evaluations for CSR activities. Furthermore, beginning with instilling a strong sense of ethics, the Company shall drive initiatives to be in line with the Olympus Global Code of Conduct.
- (4) The Company shall set up an internal audit function reporting directly to the CEO. Based on the Internal Audit Charter, the internal audit function shall conduct audits to verify the effectiveness of the various processes for risk management, control and governance. The internal audit function shall report the results of internal audits to the CEO of the Company, and the Audit Committee.
- (5) In order to ensure the fairness of operations of subsidiaries, the Company shall dispatch Directors and Audit Committee to major subsidiaries and request them to obtain the Company's approval for significant matters of subsidiaries based on the Job Authority Rules and any other related rules.
- (6) In order to ensure the appropriateness and reliability of financial reporting of the Olympus Group, the Internal Audit function shall continue to conduct improvement activities by regularly evaluating its efforts and operations to ensure that control activities relating to financial reporting function effectively under the internal control system.

- (7) The Company shall be responsible for working with lawyers, the police and other parties to systematically stand firm against anti-social forces and organizations which threaten societal order and safety. The Olympus Group continuously shall conduct measures for excluding anti-social forces and prepare relevant rules and regulations in order to maintain its social responsibility to exclude anti-social forces.

2. Framework regarding the maintenance of records and management of information in relation to performance of duties by Executive Officers of the Company

- (1) Pursuant to laws and regulations and the internal rules on document management, the Company shall maintain and manage documents or electronic data.
- (2) Directors may access important documents such as the minutes of a meeting of the Board of Directors and documentary approvals at any time based on the internal rules on document management.

3. Regulations and other framework relating to managing risks of loss of the Olympus Group

- (1) The Company shall manage its business risks of the Olympus Group based on due deliberations held at meetings of the Board of Directors and the Group Executive Committee, among other meetings, and appropriate operation of the internal approval procedure.

The Board of Directors shall determine basic management policy, matters related to the internal control system, other important matters and important matters related to business execution, as well as deciding matters to delegate to executive officers. Also, for important matters not decided by the Board of Directors, executive officers shall make a decision, and make a report to the Board of Directors.
- (2) The Company shall manage risks such as those relating to quality, product safety, export control, information security, health and safety, the environment and disasters by designating functions in charge, establishing internal corporate regulations, working for preventive risk management as the Olympus Group, and implementing education and training.
- (3) Based on the Internal Control Rules and other related rules, the Company shall prevent the emergence of serious risks resulting from the business activities of the Olympus Group, and shall create, operate appropriately, and manage a risk management system to minimize damage in the event of such risks emerging. Moreover, pursuant to the Risk Management Operation Rules, each function in charge in the Olympus Group shall be aware of risks and take preventative measures, and the Company has a framework which enables prompt actions in the event of an emergency. In the event of a violation of corporate ethics, or an earthquake, fire or accident, the function in charge shall make immediate reports to the executive officers and relevant people. The final determination in such circumstance shall be made by the CEO.

- 4. Framework to ensure the effective performance of duties by Executive Officers of the Company and Directors of its subsidiaries**
- (1) The Board of Directors shall approve medium- and long-term Corporate Strategic Plans in which the business objectives of the Olympus Group are set forth, and action plans for these, which are called annual business plans. The Board of Directors shall decide on other important matters, and delegate except matters that should be resolved by the Board of Directors to executive officers in order to enhance efficient and agile decision-making on the execution of business. In addition, the Board of Directors shall receive reports, at least once a quarter, on business performance in order to evaluate the status of the Company's annual business plan, and supervise executive officers' performance of duties.
 - (2) The Board of Directors shall determine the assignment of duties among the Executive Officers. In addition, the Board of Directors shall receive, at least once a quarter, reports on their duties as performed.
 - (3) Based on the Job Authority Rules, Organization Rules, and other related rules, the Board of Directors shall approve the responsibilities and authorities of major job ranks. Based on internal corporate regulations including the internal rules on approval procedures and organizational matters, the Board of Directors shall approve the management organization and the separation of duties as well as the responsibility and authority of each of the Representative Director, other Operating Directors and Executive Officers, and receive reports from major management organizations on their duties as performed.
 - (4) With the establishment of Treasury Control Framework, which regulate financial policies as a base for financial operations of the Olympus Group, the Company strengthens the governance of the Olympus Group from a financial aspect, and oversees and manages funding, foreign exchange, and transactions with financial institutions for the Olympus Group including the subsidiaries.
- 5. Framework for reporting to the Company on matters concerning execution of duties by the Directors and employees of the subsidiaries**
- (1) After the Company has clarified the management criteria of subsidiaries by means of the Affiliated Company Management Rules and other related rules, the presidents of the regional headquarters shall conduct reviews of the situation faced by management, and periodically report the results of the reviews to the president of the Company.
 - (2) The Company shall ensure receiving reports as appropriate and in a timely manner from the subsidiaries in accordance with the Global Consolidated Accounting Control Framework to ensure that the Company will remain accurately informed of financial position and results of operation of the Olympus Group, and appropriately maintain and manage the consolidated accounting policies.
- 6. Framework for matters related to employees whose assignment is to assist in the duties of Audit Committee of the Company, and matters related to the independence of those employees from the executive officers of the Company, and matters related to ensuring the effectiveness of instructions from Audit Committee of the Company to those employees**

The Company shall allocate a dedicated employee who will assist with the Audit Committee' duties. In addition, the Company shall set forth internal corporate regulations to ensure independence from execution as stated below, and ensure effectiveness of directions from the Audit Committee to such employees.

- (1) While employees who have been assigned to assist in the duties of the Audit Committee assist in those duties, directors (excluding Audit Committee members), executive officers and employees, etc. shall not give them commands or instructions.
- (2) The appointment, dismissal, transfer, wage or personnel evaluation of employees who are assisting the Audit Committee with their duties shall be decided only after obtaining the approval of the Audit Committee.

7. Framework regarding reports by Directors (except those who are members of the Audit Committee), executive officers and employees of the Company to the Audit Committee of the company, and reports by Directors and employees of the subsidiaries of the Company or personnel who have received reports from them to the Audit Committee of the Company

- (1) Directors (except those who are members of the Audit Committee), executive officers and employees of the Company, as well as directors, Audit and Supervisory Board members and employees of subsidiaries shall promptly, and either directly or via the relevant function, submit a report to the Audit Committee of the Company in cases where it becomes known that there has been a significant violation of laws or regulations or of the Articles of Incorporation; or when it becomes known that there has been wrongdoing; or when it becomes known that there is risk of substantial harm to the Company. In other cases where the Audit Committee requests a report from an executive officer or employee, etc. of the Olympus Group, in accordance with laws and regulations, or Audit Committee Rules etc., the executive officer or employee in question shall promptly report to the Audit Committee.
- (2) In case any material compliance issue arises in the Olympus Group, the Chief Compliance Officer shall make reports on details and other matters to the Board of Directors in accordance with the Compliance Management System Rule. Reports on details of issues reported and results of investigations shall also be made regularly to the Audit Committee.
- (3) The Internal Audit function of the Company shall regularly report the status of internal audit in the Olympus Group to the Audit Committee of the Company. In addition, the Chief Compliance Officer shall report the status concerning compliance to the Audit Committee regularly.

8. Framework to ensure that any personnel who have made a report to the Audit Committee of the Company will not be subjected to any unfair treatment due to the report made

The Company shall set forth internal corporate regulations and shall not impose any unfair treatment (including de-facto measures such as restricting the personnel to engage in duties, or assigning the personnel solely to work on chores, in addition to measures of personnel affairs such as dismissal, demotion, pay cut and other disciplinary actions and disadvantageous transfer) to any personnel who have made a report on the grounds of having made a report to the Audit Committee.

9. Matters regarding procedures for advance payment of expenses incurred in connection with execution of duties by the Audit Committee members of the Company and their reimbursement, and treatment of other expenses or liabilities incurred in connection with execution of the duties

The Company shall set forth internal corporate regulations. When an advance payment or reimbursement of expenses is requested for execution of duties of Audit Committee members, the Company shall promptly process disbursement except for such case that the expense is obviously deemed unnecessary for execution of duties by Audit Committee members.

10. Other systems to ensure the effectiveness of audit by the Audit Committee of the Company

- (1) Directors, executive officers and employees of the Company and Directors and employees of the subsidiaries shall ensure effectiveness of the audit by cooperating with the Audit Committee for investigations by interviews and on-site inspections.
- (2) The Company shall ensure that it provides the Audit Committee with opportunities to sufficiently exchange opinions with Directors, Executive Officers, Accounting Auditors and any other personnel necessary.
- (3) The Company shall ensure that the Audit Committee is permitted to have its members attend important meetings, and that they have an opportunity to state their opinion.
- (4) The Audit Committee and an internal audit function shall work closely, and the Audit Committee are allowed to exercise authority to give instructions and make commands to the internal audit function as necessary.
- (5) The Company shall ensure that it provides the Audit Committee with, upon their request, opportunities of collaboration between the Audit Committee and Audit Committee of the subsidiaries and collecting information from employees of the subsidiaries.

Olympus Group Risk Management and Crisis Response Policy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling." Following this philosophy, the Olympus Group will conduct global risk management activities to obviate and mitigate the risks that might prevent the achievement of its group management objectives. In the event that a risk materializes, the Olympus Group will promptly and appropriately take actions to minimize any crisis and damage.

1. Basic Purpose

- ◆ To secure the safety of customers, regional residents, officers, employees and their families
- ◆ To keep the managerial resources intact and ensure the continuity of business
- ◆ To improve the quality of business management and increase the corporate value

2. Action Guidelines

- ◆ We respond to stakeholders' expectation by managing risks integrally on a company-wide basis, and through responses implemented with sufficient consideration for social demand and/or change.
- ◆ We incorporate risk management into our day-to-day global business activities.
- ◆ We integrate risk management consciousness throughout our organizations and members, and continuously increase our risk response ability, through global risk management activities.
- ◆ We take prompt, responsible actions prioritizing human life and safety in case of emergency.

3. Establishment of a Risk Management System

We will establish a risk management system and a crisis response system, and clarify the related responsibilities in order to ensure conducting risk mitigation activities and making appropriate management and responses in case of emergencies.

4. Establishment of Rules

We will establish the in-house rules to clarify the measures to be implemented, in order to ensure conducting appropriate risk mitigation activities and making appropriate responses in case of emergencies.

5. Education

We will provide necessary education and training so that each organization and all personnel in the Group will be able to act appropriately in line with the Action Guidelines to meet the Basic Purpose as described in this policy.

Global Privacy Notice

Effective Date: January 1, 2020

Last Updated: November 30, 2020

I. Introduction

Appropriately managing and safeguarding personal data is fundamental to Olympus Corporation and its family of companies' ("We" or "Olympus"), core values and commitment to patients, healthcare professionals("HCP"), external business partners, employees, and customers. This Privacy Notice explains how we collect, use and share information, including your personal data, when it's collected through this website and/or mobile application, linked products, applications, services, websites, sub-sites, widgets, interactive features, forms, mobile site(s) and social media pages offered, owned, or operated by Olympus (the "Site(s)").

If we make changes to this Privacy Notice, we will notify you by revising the Effective Date above and, in some cases, we may provide you with more prominent notice (such as sending you a notification or providing you with other disclosures within or in connection with the provision of the Sites). Your access to and use of the Site(s) means you agree to the terms in this Privacy Notice. We encourage you to refer to this Privacy Notice periodically so that you understand our current privacy practices.

This Privacy Notice Explains:

- [I. Introduction](#)
- [II. Who You Should Contact](#)
- [III. Types Of Information We Collect And Use](#)
- [IV. Why We Collect And Use Information](#)
- [V. Additional Ways We May Collect and Share Your Information](#)
- [VI. How Long We Will Keep Your Personal Data](#)
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II. Who You Should Contact

If you have any questions about this Privacy Notice, please contact us by using the following information:

Contact us within the Americas:

Attn: Data Protection
Olympus Corporation of the Americas
3500 Corporate Parkway Center Valley, PA 18034
DataProtection.Americas@olympus.com

Contact us within Europe, Middle East and Africa:

Attn: Data Protection

Olympus Europa SE & CO. KG

Amsinckstraße 63 20097 Hamburg, Germany

DataProtection.EMEA@olympus.com

Contact us in Asia:

Attn: Data Protection

Olympus Corporation

Shinjuku Monolith, 3-1 Nishi-Shinjuku 2-chrome Shinjuku-ku, Tokyo 163-0914, Japan

Dataprotection_japan@ot.olympus.co.jp

Or, follow the instructions in the “contact us” section within the Site(s), if applicable.

III. Types Of Information We Collect And Use

Olympus collects certain information, including personal data, from you and about you. The term “personal data” means any information that identifies, relates to, describes, is capable of being associated with, or could reasonably be linked, directly or indirectly, to a natural person (you). Olympus’ goal is to limit the information we collect to the information needed to support our business. Not all categories may be collected about every individual.

Below is a summary of the categories of personal data we may collect, where we get it, why we collect it, and with whom we may share it:

Category of Personal Data Collected	Source of Information	Purpose for Collection	Categories of Recipients
Identifying Information , such as salutation, first/last name, address, telephone number, email address, fax number, images posted by you, certificate or license number, birth date, title, and company name, department and/or title	<p>From you, when you create a profile, place an order, register for an event, register a product, contact us for inquiries, enter contests, request information about our products, to make a general inquiry and/or make a complaint.</p> <p>Olympus trainers and/or sales and marketing representatives may ask your permission to enter your information into their customer book.</p>	<p>Product and service fulfillment; marketing, promotions & advertising; internal operations; and fraud prevention, security and compliance.</p> <p>Information provided to Olympus trainers and/or sales and marketing representatives is used to communicate with you on a one-to-one basis about our products, services, and promotions that may be of interest to you or fulfill orders at your requests.</p>	<p>Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors, shipping and fulfillment service providers and/or third party payment services); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction</p>
Login information , such as usernames and passwords used to access your account	From you	To enable you to access our services	This information is not shared outside Olympus

Category of Personal Data Collected	Source of Information	Purpose for Collection	Categories of Recipients
Payment Information , such as credit card number, bank account number and/or billing address	From you. We collect this information when you make purchases.	Product and service fulfillment; internal operations; fraud prevention, and security and compliance; payment processing	Our card processor stores all credit card information. They conduct the credit card transactions using commercially reasonable security precautions, controls, policies, and procedures, consistent with generally accepted data processing standards in the financial services industry. We only store a record that the transaction took place and the amount you paid in connection with your account information.
Information you post in a public space on the Site(s) , such as comments, images (from Facebook, Instagram, etc.), blogs, reviews, ratings, etc.	From you	Marketing, promotions & advertising; and internal operations	Our sites (we may display information you post on reviews or comments with various social media platforms); our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction
Event Information , such as contact information, title, company and/or mailing address	From you, when you sign up for our events and trainings	Marketing, promotions & advertising; internal operations; and fraud prevention, security and compliance	Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors or shipping and fulfillment service providers); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction

Category of Personal Data Collected	Source of Information	Purpose for Collection	Categories of Recipients
Demographic Information , such as your age, gender and zip code	From you, when you create profiles, participate in contests, sweepstakes, promotions, surveys, etc.	Marketing, promotions & advertising; internal operations	Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction
Device Information , such as the type of device you use to access the Site(s), your device identification number, IP address or mobile operating system	From you, automatically when you visit the Site(s)	Product and service fulfillment; marketing, promotions & advertising; internal operations; and fraud prevention, security and compliance	Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors, shipping and fulfillment service providers and/or third party payment services); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction

Category of Personal Data Collected	Source of Information	Purpose for Collection	Categories of Recipients
Location information , such as the physical location of your device based on, for example, satellite, cell phone tower or Wi-Fi signals	From you, automatically when your device is set to provide location information	Product and service fulfillment; marketing, promotions & advertising; internal operations; fraud prevention, security and compliance; and to provide you with personalized location-based services and content	<p>Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors, shipping and fulfillment service providers and/or third party payment services); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction.</p> <p>We may also share your device's physical location, combined with information we collect, with our marketing partners to enable them to provide you with more personalized content and to study the effectiveness of advertising campaigns. In some instances, you may be permitted to allow or deny such uses and/or sharing of your device's location, but if you do, we and/or our marketing partners may not be able to provide you with the applicable personalized services and content.</p>
Internet or Other Network Activity Information , such as your browsing history, search history and other information regarding your interactions with our Site(s) or advertisements	From you, as initiated by you or automatically when you visit the Site(s), through the use of our own and/or third-party technologies such as cookies and mobile device identifiers as further discussed in Section VII	Product and service fulfillment; marketing, promotions & advertising; internal operations; and fraud prevention, security and compliance	Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors, shipping and fulfillment service providers and/or third party payment services); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction

Category of Personal Data Collected	Source of Information	Purpose for Collection	Categories of Recipients
Browser or App Information , such as what site you came from and what site you visit when you leave the Site(s) or how often you use the app and where you downloaded it	From you, automatically when you visit the Site(s)	Product and service fulfillment; marketing, promotions & advertising; internal operations; and fraud prevention, security and compliance	Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants (such as advertising and marketing vendors, shipping and fulfillment service providers and/or third party payment services); third party marketers; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction
Other information you provide , such as recordings of calls when you call our customer service team or Technical Assistance Center or when you contact us through one of our internet marketing channels or via social media	From you	For quality assurance and operational optimization purposes; product and service fulfillment; marketing, promotions & advertising; internal operations; and fraud prevention, security and compliance	Our current or future parent company and corporate affiliates and subsidiaries; our service providers, sub processors, and/or consultants; our business partners (including third parties that provide products and services related to our business, such as contract-based distributors of Olympus products); and any other person at your consent or direction
Legal information , such as fraud checks or flags raised about your transactions, the payment card you want to use, payment card refusals, suspected crimes, complaints, claims and accidents	From you, the police, crime and fraud prevention agencies, payment card providers, the public, regulators, and your and our professional advisors and representatives	To protect you, other customers and our business against criminal activities and risks; if required by law, governmental request or court order or based on our good faith belief that it is necessary to conform or comply with such law, request or court order or to protect the users of our website or the public	Our current or future parent company and corporate affiliates and subsidiaries; our service providers who help us with fraud protection and credit risk reduction; law enforcement and other governmental authorities in accordance with applicable law

IV. Why We Collect And Use Information

Below are examples of ways we use your information collected for product and service fulfillment; marketing, promotions, and advertising; internal operations; fraud prevention, security and compliance; and payment processing, as referenced above:

(a) Product and Service Fulfillment

- ♦ To complete, fulfill, manage, and communicate with you about your transactions;
- ♦ To establish and service your online profile/account on the Site(s);
- ♦ To provide you with customer service and alert you to product or shipping information;
- ♦ To enable the provision of services, such as training events, repair of products, and other events or services;
- ♦ To administer loyalty programs; and
- ♦ Respond to inquiries, requests, complaints, questions, comments.

(b) Marketing, Promotions & Advertising

- ♦ To deliver information about our products, services, and promotions (e.g., email, third-party sites or applications, and mobile devices);
- ♦ To provide interactive features on the Site(s) (e.g. product ratings and reviews, comments, blogs, real-time offers and location-based offers);
- ♦ To identify product preferences and shopping preferences (e.g. services and promotions of possible interest) and;
- ♦ To administer contests, sweepstakes, promotions, and surveys.

(c) Internal Operations

- ♦ To improve the effectiveness of the Site(s), services, merchandise assortment, and customer service;
- ♦ Quality control and training;
- ♦ To confirm contractual requirements;
- ♦ To conduct research and analytics related to our operations; and
- ♦ To perform other logistics and operations activities as needed.

(d) Fraud Prevention, Security and Compliance

- ♦ To protect our assets and prevent fraudulent transactions;
- ♦ To validate credentials and authenticate customers, HCP's and other users when logging into your online profile, and/or applications;
- ♦ To protect the security and integrity of our services and our data; and
- ♦ To assist law enforcement and respond to legal regulatory inquiries.

(e) Payment Processing

- ♦ To process your payments and address your order inquiries and requests.

Olympus does not rent, lease, or otherwise sell your Personal Data.

V. Additional Ways We May Collect And Share Your Information

In addition to the methods enumerated above, Olympus may collect and share information, including your personal data, through the following methods:

(a) Information From Other Sources

- ♦ We may receive your updated shipping information from a third-party provider.
- ♦ We engage with current and prospective customers through multiple internet marketing channels and social media services (e.g., Facebook, Instagram, Twitter, Tiktok, Wechat, Weibo). If you contact us on one of our internet marketing channels, request customer service via social media or otherwise direct us to communicate with you via social media, we may contact you via direct message or use other internal or social media tools to interact with you. In these instances, your interactions with us are governed by this Privacy Notice as well as the privacy notice of the social media platform you use. If you choose to access, link to, or log-in to our Sites or internet marketing channels or otherwise communicate with us through a third-party social media service, you are granting us permission to access and use the information that you post or store on the applicable social media service in accordance with the privacy notice of that service and the privacy settings that are applicable to your account, and to store the user name and password you use to log-in to the applicable social media service. By accessing or logging into our Sites or internet marketing channels via a social media service, any information you provide to us may also become accessible to that service, subject to that service's privacy notice. For additional information and more details on how you can manage the information provided to us by these social media services, please review the privacy settings applicable to your account with the applicable social media service. We do not control, and are not responsible for, the privacy practices of such services. Please consult the privacy notice of such services for additional information.
- ♦ We may also share aggregated or anonymize information, which cannot reasonably be used to identify you.
- ♦ We participate in consortiums to share information or match customer data. When shared, this information is de-identified or anonymized.
- ♦ We may receive various types of information, including identification information, contact information, and transactional information, from our service providers, vendors, and family of companies. We may combine the personal data and non-personal data collected online and offline, including information collected from third parties to provide you with advertisements we think you will find interesting.

(b) Business Transfers

Unless otherwise prohibited by law, if Olympus merges with, acquires or is acquired by another business entity, it may share your information with any successors to all or part of its business. This may include an asset sale, corporate reorganization or other change of control. If Olympus or any of its

subsidiaries sold to or are otherwise acquired by a third party, all Olympus' data assets will become the property of the acquiring party. Such a party will be subject to the consent(s), opt-outs or other customer conditions on data. A change in data ownership may or may not include a notice on the Site(s).

(c) Third Party Marketing

Unless prohibited by law, including the European Privacy laws, as defined in Section XII, we may share your information with third parties that provide products or services we believe may interest you. These third parties may also share your information with others. These third parties may use your information for their own marketing purposes or the marketing purposes of others. This may include the delivery of internet-based advertising.

VI. How Long We Will Keep Your Personal Data

We will retain your Personal Data only as long as necessary to provide you with the products, services and programs you request, our essential business purposes, such as maintaining the performance of the services and programs, making data-driven business decisions about new features and offerings, complying with our legal obligations and resolving disputes. When we have no justifiable business need to process your Personal Data, we will either delete or anonymize it.

The criteria, used to determine our retention periods include:

- ♦ The length of time we have an ongoing relationship with you and provide services or programs to you (for example, for as long as you have a profile/account with us or keep using the services/programs);
- ♦ Whether there is a legal obligation to which we are subject; or
- ♦ Whether retention is advisable in light of our legal position (such as in regard to applicable statutes of limitations, litigation or regulatory investigations).

VII. Our Use Of Information Technology

This section describes the various types of technologies we may use when you interact with our Site(s), and your choices regarding those technologies:

(a) Cookies, Pixel Tags, and Flash Cookies

We collect certain information, including personal data, by automated means, using technologies such as cookies, pixel tags, browser analysis tools, server logs, and web beacons. Cookies are small text files that websites send to your computer or other connected device to uniquely identify your browser or to store information or settings in your browser. Cookies allow us to recognize when you return to the Site(s). They also help us provide a customized experience and enable us to detect certain kinds of fraud. The types of technology used by Olympus may change over time as technology evolves. Some of these technologies are essential for the provision of the Site(s), such as account access/authentication.

(b) Website Optimization Services

Olympus shares information with Google Analytics and other optimization services to understand and optimize website performance and enhance site usability for users. These tools run in the background of our sites analyzing site usage information and then return reports to us through an encrypted connection. They are required to maintain data securely and confidentially and are not permitted to share data collected with parties other than Olympus. Credit card, passwords or other sensitive information is not collected through these optimization services. In addition, these services may associate and group session visits to our website from various browsers and devices. To learn more about Google Analytics, including options for opting out and/or managing the ads you may see online please visit: www.google.com/policies/privacy/partners.


(c) Interest-Based or Online Behavioral Advertising

Olympus uses third-party advertising companies to serve interest-based advertisements. These companies compile information from various online sources to match user profiles with ads we believe will be most relevant, interesting and timely based on that users profile.

(d) Social Network & New Tech Advertising Programs

Olympus has relationships with several social networks. These companies have specific interest-based ads programs that match people that have shown an interest in Olympus through our Site(s) or other services within their profiles (such as on Facebook) and platforms (such as Facebook and Google). This matching allows us to deliver relevant, interest-based ads on those companies' networks.

(e) Do Not Track

Olympus does not currently recognize and process Do Not Track signals from different web browsers. For more information on Do Not Track please visit <http://www.allaboutdnt.org/> .

VIII. Security

Olympus is committed to maintaining appropriate organizational, technical, and physical controls to protect the personal data entrusted to us. These controls protect personal data from anticipated threats and hazards as well as unauthorized access and use. Olympus will strive to provide security that is proportional to the sensitivity of the personal data being protected, with the greatest effort being focused on protecting sensitive personal data, like financial or medical data, that could result in substantial harm or inconvenience if it got into the wrong hands.

IX. International Transfers Of Personal Data

Your information, including your personal data, will be submitted to servers managed by Olympus and/or its service providers/sub processor(s). By accessing or using the Site(s) or otherwise providing information to us, you consent to the processing and transfer of information, including your personal data, to the European Union, Japan, United States and/or any other location where the Olympus group operates which are described at <https://www.olympus-global.com/company/base/?page=company>.

X. Promotional Emails

If we send you any promotional emails, and you no longer would like to receive such emails, please follow the “unsubscribe” instructions on those emails, if available. Your email address will be removed from our marketing list. Please allow us a reasonable period of time in order to satisfy your request.

XI. Information Applicable To Residents Of the United States

(a) Information about Minors

Olympus is strongly committed to preserving online privacy for all of our Site(s) visitors, including children. Olympus’ policy is not to collect any personal data about children under 13 years old. Olympus’ services are offered to customers who are the age of 13 years and above. No programs, services or offerings are intended for children under the age of 13. Furthermore, we may restrict entries to any contests, sweepstakes or promotions to entrants who are at least 18 years of age.

Minors under 18 years of age may have the Personal Information that they provide to us through the Site deleted by sending an email requesting deletion to DataProtection.Americas@olympus.com. Please note that, while we make reasonable efforts to comply with such requests, deletion of your personal data does not ensure complete and comprehensive removal of that data from all systems.

(b) California Residents

California residents have certain additional rights regarding our use and disclosure of personal information. For purposes of this section XI only, the term “personal information” means information that identifies, relates to, describes, is reasonably capable of being associated with, or could reasonably be linked, directly or indirectly, with a particular consumer or household, as further defined by the California Consumer Privacy Act of 2018.

1. You may request a copy of the following: (1) The categories of personal information we collected about you; (2) The categories of sources from which the personal information is collected; (3) The business or commercial purpose for collecting or selling (if applicable) the personal information; (4) The categories of third parties with whom we share personal information; and (5) The specific pieces of personal information we have collected about you. To submit a request for this information, you may email us at DataProtection.Americas@olympus.com.
2. You may request that we (and our service providers) delete your personal information. Note that deletion requests are subject to certain limitations, for example, we may retain personal information as permitted by law, such as for tax or other record keeping purposes, to maintain an active account, to process transactions and facilitate customer requests, and for certain other internal business purposes described in this Privacy Notice. To submit a request for deletion, you may email us at DataProtection.Americas@olympus.com.

3. You may request to opt-out of the sale of your personal information by emailing <mailto:DataProtection.Americas@olympus.com>. Please see below for the categories of personal information we may have sold about you in the preceding 12 months.
4. We will not discriminate against you for exercising your rights under this section.
5. As set forth above, California law requires us to identify, for the prior to the collection of your personal data, what information Olympus has “sold” about you. Please be assured that Olympus does not sell or rent your information to third parties purely for our profit, to data brokers, or in any way other than those intended to improve your online experiences and the relevance of offers made to you through Olympus and elsewhere. Instead, there are instances where Olympus has shared personal information in order to provide our customers with personalized services or customized offers to improve your online experiences through our services or elsewhere. We do this in ways that are intended to extend the Olympus experience to our customers in a variety of environments. Depending on the circumstances and the contractual obligations in place, this sharing may be a “sale” under applicable law and you may have the right to request that we stop such sharing as more fully set forth below. This sharing includes:
 - identifiers such as a real name, alias, postal address, unique personal identifier (such as a device identifier; cookies, beacons, pixel tags, mobile ad identifiers and similar technology; customer number, unique pseudonym, or user alias; telephone number and other forms of persistent or probabilistic identifiers), online identifier, Internet Protocol address, email address, account name, and other similar identifiers;
 - commercial information, including records of services purchased, obtained, or considered, and other purchasing or consuming histories or tendencies;
 - Internet and other electronic network activity information, including, but not limited to, browsing history, search history, and information regarding your interaction with websites, applications or advertisements; and
 - inferences drawn from any of the information identified above to create a profile about you reflecting your preferences, characteristics, psychological trends, predispositions, behavior, attitudes, intelligence, abilities, and aptitudes.


Olympus may require proof of California residence before responding to any request made under this section. You may authorize another person (your “agent”) to submit a request on your behalf by emailing DataProtection.Americas@olympus.com. Shortly after you (or your agent) submit a request, we will contact you (via email at the email address provided during submission of your request) with instructions on how to verify the request before we fulfill it. We will verify your identity by asking you to log in to your account if you have one with us. Or if you do not, we may ask for your email address, the order number of a recent order you placed with us or the last four digits of a credit or debit card used on our Site(s). We will aim to complete your requests as soon as reasonably practicable and consistent with any applicable laws.


If you have an account with us, you may also see certain personal information (such as certain profile and transaction information) directly through your account profile page after logging in to a Site. Please note that changes you make on your account profile page through one of our Sites may not always be reflected on other Sites operated by us.

(c) Shine the Light Law - Direct Marketing

You have the right to request information from Olympus once per calendar year regarding the manner in which Olympus shares certain categories of your personal information with third parties, for the third parties' direct marketing purposes. California Civil Code § 1798.83 provides you with the right to submit a request to Olympus at its designated address and receive the following information:

1. The categories of personal information Olympus' disclosed to third parties for the third parties' direct marketing purposes during the preceding calendar year;
2. The names and addresses of third parties that received such information; and
3. If the nature of a third party's business cannot be reasonably determined from the third party's name, examples of the products or services marketed.

You are entitled to receive a copy of this information in a standardized format and the information will not be specific to you individually. Olympus' designated email address for such a request is DataProtection.Americas@olympus.com .

To learn more about managing your privacy and to know your choices concerning interest-based ads, you may visit the Network Advertising Initiative's opt-out page at http://www.networkadvertising.org/managing/opt_out.asp or www.aboutads.info/choices .

XII. Personal Data Subject To European Privacy Laws

If you are located in the European Union, the United Kingdom, Switzerland and/or your personal data is otherwise subject to the General Data Protection Regulation or comparable European Data Protection Legislation (collectively referred to as “European Privacy Laws”), this section provides additional

information about your rights and how Olympus processes your personal data.

Olympus is the controller of personal data submitted by you or otherwise collected when you use the Site(s). Please note, however, that Olympus is not the controller of third-party data you may submit to the Site(s). We process such information within the Site(s) solely in the processor's role and, depending on the scope of your activity, you may be the data controller.

(a) Rights to Control Your Personal Data

You may have certain rights with regard to your personal data under European Privacy Laws. If you would like to request a copy of your personal data being held by us, request that your personal data is deleted, request to update and/or correct your personal data, or request that we provide a copy of your personal data to another data controller, please contact us. We will aim to respond to your request within one calendar month of receipt of your request. Where we are unable to do so within the calendar month, we will notify you of the soonest practicable time within which we can respond to your request (and within three months from the date of your request). There are certain exemptions and restrictions of these rights under the European Privacy Laws that enable personal data to be retained, processed or withheld from access and we will inform you of these restrictions if they apply. We use your Personal Data as described in the chart above.

(b) Sharing your personal data

We share your personal data with third parties to help us use your personal data, as described in the Privacy Notice.

(c) Tracking Tools ("Cookies")

We use cookies as described in our Cookie Notice. You may choose to block or delete cookies, but doing so will cause the Site(s) to not operate correctly.

(d) Contact us

You may access, download, change, or modify your personal data by contacting us. You may also exercise your right to prevent us from sharing your personal data at any time by contacting us as described above in the "Who You Should Contact" section.

(e) Submit a Complaint to a Supervisory Authority

You have the right at all times to submit a complaint to a data protection supervisory authority, in case you feel that the processing of your personal data, as described in this Notice, infringes with the law. You may find a list of the supervisory data protection authorities in Europe here:

https://edpb.europa.eu/about-edpb/board/members_en .

(f) Legal Basis

Olympus has the following legal basis for processing your Personal Data:

Type of Personal Data	Legal Basis
Information you provide to us	<ul style="list-style-type: none">◆ Olympus exercising its rights and performing its obligations in connection with any contract we make with Controller (Article 6 (1) (b) General Data Protection Regulation).◆ Compliance with Olympus' legal obligations (Article 6 (1) (c) General Data Protection Regulation).
Information we collect automatically	<ul style="list-style-type: none">◆ Legitimate interests pursued by Olympus (Article 6 (1) (f) General Data Protection Regulation). Olympus has assessed that these legitimate interests are not overridden by the data protection interests or fundamental rights of any individuals.◆ Compliance with Olympus' legal obligations (Article 6 (1) (c) General Data Protection Regulation).

If you have questions about or need further information concerning the legal basis on which we collect and use your Personal Data, please contact us at DataProtection.EMEA@olympus.com.

XIII. Personal Data Subject To Japanese Privacy Laws

You may request, pursuant to the Act on the Protection of Personal Information (Japanese Law), the disclosure correction, deletion or other measures regarding the personal data provided hereby. Please see "Personal Information Inquiry" for matters concerning procedures for consenting to "requests for disclosure" on the service desk.

<https://www.olympus-global.com/products/contact/privacy.html>

History of revision

Date	Content of revision	Reason
Oct. 2 2020	Revise Mail address of "Contact us in Asia" in II	Correction of typos
Oct. 2 2020	Add XIII newly	Legal response to Japanese privacy law

The Olympus Group Personal Information Protection Policy

(Translation)

Note: This Personal Information Protection Policy is based on a Japanese law, and thus is applicable only to Olympus Group Companies in Japan (excluding companies with their own personal information protection policy in place).

The Olympus Group recognizes the importance of protecting personal information in the network society and believes that it is the Olympus Group's social responsibility to properly handle and protect personal information. Accordingly, the Olympus Group shall implement the following measures.

Established Mar. 11, 2005

Updated Oct. 1, 2015

See [Handling of Personal Information](#) for information on how the Olympus Group handles personal information.

Personal Information Protection Policy

1. Implementation of an Internal System

The Olympus Group shall implement its internal system for the protection of personal information and educate all of its Directors, Auditors and employees to enable proper handling of personal information. In addition, in order to ensure that initiatives to protect personal information are being accurately implemented, the Olympus Group shall periodically hold audits.

2. Proper Handling of Information

The collection of personal information shall be limited to the appropriate scope and amount and may only occur after the person who provides his or her personal information (the "Information Provider") has been clearly informed of the intended purpose and use of such information. In addition, the Olympus Group shall not handle any personal information outside the appropriate scope and shall accommodate an Information Provider's requests for disclosure, correction, deletion or discontinued of use of his or her personal information within a reasonable period following such request. Furthermore, the Olympus Group shall handle specific personal information only within the scope of purpose of use prescribed by law.

3. Limitation of Provision and Disclosure of Personal Information to Third Parties

Unless consent of the relevant Information Provider is obtained or otherwise required by law, the Olympus Group shall not disclose or otherwise provide personal information to third parties.

Furthermore, unless required by law, the Olympus Group shall not disclose or provide any specific personal information the Olympus Group hold to any third party, regardless of whether the relevant Information Provider consents to the disclosure.

If the Olympus Group engages a third party on a matter that involves disclosure of personal information (maintained by the Olympus Group) to the third party, the Olympus Group shall cause such third party to enter into a contract that obligates such party to properly maintain and manage personal information.

Further, in such situations, the Olympus Group shall supervise and provide directions to such third party in connection to the protection of personal information.

4. Ensuring of Accuracy and Safety

The Olympus Group shall make efforts to maintain accurate and up-to-date personal information, and take appropriate security measures against risks such as unauthorized access to personal information, loss, destruction and falsification of personal information, and unauthorized disclosure of personal information.

5. Compliance with Laws and Regulations, and Continuous Improvements

The Olympus Group shall comply with laws, regulations and standards applicable to the protection of personal information and review and make continuous improvements to the above-mentioned measures.

Related Links

[➤ Handling of Personal Information](#)

[➤ Personal Information Inquiry](#)

External Evaluation

External Evaluation Regarding ESG *As of December 2021

Selected for Inclusion in ESG Indexes

- ◆ Dow Jones Sustainability World Index
- ◆ Dow Jones Sustainability Asia Pacific Index
- ◆ FTSE4Good Index Series
- ◆ FTSE Blossom Japan Index

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA



FTSE4Good



FTSE Blossom
Japan

External Evaluation Regarding ESG

- ◆ Obtained an A- rating in the climate change survey and the water security survey by CDP Worldwide, an international NGO that aims at the realization of a sustainable economy.
- ◆ Listed in White 500, the Certified Health & Productivity Management Organization Recognition Program (five consecutive years since 2017 for Olympus, and 2021 for Olympus Medical Science Sales).
- ◆ Listed in the Certified Health and Productivity Management Organization Recognition Program (2021 for Aizu Olympus).
- ◆ Certified as a Sports Yell Company (2021 for Olympus Terumo Biomaterials, and Olympus Medical Science Sales).
- ◆ Received Kurumin accreditation from the Ministry of Health, Labour and Welfare as a company well-equipped with supports for raising children (2016 and 2019 for Olympus, 2018 for Olympus Terumo Biomaterials, and 2020 for Olympus Medical Science Sales).
- ◆ Received Eruboshi certification from the Minister of Health, Labour and Welfare as a company that actively promotes female workers (Eruboshi Grade 3 for Olympus in 2019).
- ◆ Received the Silver rating under the PRIDE Index 2021, a Japanese index to evaluate a corporation's performance in LGBTQ inclusion.



Participating in External Initiatives

Commitment to External Initiatives

UN Global Compact

In October 2004, Olympus joined the UN Global Compact, agreeing to uphold its 10 principles.

The Global Compact (GC) is a voluntary initiative to create a global framework within which companies can contribute to good corporate citizenship and sustainable growth through responsible and creative leadership. The 10 principles of the Global Compact are incorporated into our Corporate Conduct Charter and related policies, and are reflected in our business activities.

Olympus has supported initiatives on climate change as a signatory to the Global Compact "Caring for Climate" since 2009, and announced its support for Global Compact Network Japan's "Tokyo Principles for Strengthening Anti-Corruption Initiatives" in April 2018. Also, we participate in the Disaster Risk Reduction (DRR) Subcommittee of Global Compact Network Japan.

WE SUPPORT



Task Force on Climate-related Financial Disclosures

The Financial Stability Board created the Task Force on Climate-related Financial Disclosures (TCFD) to improve and increase reporting of climate-related financial information including risks and opportunities. In April 2021, Olympus announced that it would endorse the final recommendations issued in June 2017 by TCFD.



LR Independent Assurance Statement

Relating to Olympus Corporation's Environmental and Social Data within its Sustainability Report 2021 for the fiscal year 2020

This Assurance Statement has been prepared for Olympus Corporation in accordance with our contract but is intended for the readers of this report.

Terms of engagement

Lloyd's Register Quality Assurance Limited (LR) was commissioned by Olympus Corporation ("the Company") to provide independent assurance on its environmental and social data within its Sustainability Report 2021 ("the report") for the fiscal year 2020, that is, from 1 April 2020 to 31 March 2021, against the assurance criteria below to a limited level of assurance and at the materiality of the professional judgement of the verifier using ISAE 3000 and ISO 14064 - 3:2006 for greenhouse gas ("GHG") data.

Our assurance engagement covered the Company's and its consolidated subsidiaries' operations and activities in Japan and overseas and specifically the following requirements:

- Verifying conformance with the Company's reporting methodologies
- Evaluating the accuracy and reliability of data for the selected indicators listed below: ¹

Environmental data²

- Energy consumption ³ (MWh equivalent)
- Scope 1 GHG emissions (tonnes CO₂e)
- Scope 2 GHG emissions (Location-based and Market-based) (tonnes CO₂)
- Scope 3 GHG emissions (Category 2-8, 12, 15) (tonnes CO₂e)
- Water consumption volume (Piped water and Ground water) (m³) ³
- Waste generated (tonnes) ³

Social data

- LTIFR ³
- OIFR ³
- Number of Occupational Incidents ³
- Fatalities ³

Our assurance engagement excluded the data and information of the Company's suppliers, contractors and any third-parties mentioned in the report.

LR's responsibility is only to the Company. LR disclaims any liability or responsibility to others as explained in the end footnote. The Company's responsibility is for collecting, aggregating, analysing and presenting all the data and information within the report and for maintaining effective internal controls over the systems from which the report is derived. Ultimately, the report has been approved by, and remains the responsibility of the Company.

LR's Opinion

Based on LR's approach nothing has come to our attention that would cause us to believe that Company has not, in all material respects:

- Met the requirements above
- Disclosed accurate and reliable environmental and social data

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

¹ LR undertook a limited assurance engagement of the environmental data marked with ★ within the Sustainability Report 2021.

² GHG quantification is subject to inherent uncertainty.

³ The scope is covered the breakdown of each selected indicators.

Note: The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

LR's approach

LR's assurance engagements are carried out in accordance with ISAE 3000 and ISO 14064 - 3 for GHG data. The following tasks though were undertaken as part of the evidence gathering process for this assurance engagement:

- Auditing the Company's data management systems to confirm that there were no significant errors, omissions or mis-statements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification;
- Interviewing with key people responsible for compiling the data and drafting the report;
- Sampling datasets and tracing activity data back to aggregated levels;
- Verifying the historical environmental / social data and records for the fiscal year 2020; and
- By implementing the Company's "No Visitor" Policy due to the global infection spread of COVID-19, conducting the remote verification of Hinode Plant of Olympus Medical Systems Co., Ltd., Aomori Olympus Co., Ltd., and the headquarter of Olympus Corporation to assess whether the data management systems have been effectively implemented via e-mail and Microsoft Teams.

Observations

The Company should further demonstrate the completeness, accuracy and reliability of its future environmental and social data reporting. This is particular to establish robust internal data control systems at consolidated subsidiary levels.

LR's standards, competence and independence

LR implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 *Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition* and ISO/IEC 17021-1 *Conformity assessment – Requirements for bodies providing audit and certification of management systems – Part 1: Requirements* that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the *Code of Ethics for Professional Accountants* issued by the International Ethics Standards Board for Accountants.

LR ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

This is the only work undertaken by LR for Company and as such does not compromise our independence or impartiality.

Signed

Dated: 23 June 2021



Norihiko Kinoshita

LR Lead Verifier

On behalf of Lloyd's Register Quality Assurance Limited

10th Floor, Queen's Tower A, 2-3-1 Minatomirai, Nishi-ku, Yokohama, JAPAN

LR reference: YKA4005278

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GRI Content Index


The information contained within the Sustainability Report (target period April 1, 2020 to March 31, 2021) and some of the information on our Website conform to the Global Reporting Initiative (GRI) Sustainability Reporting Standards.

This report refers to the GRI Sustainability Reporting Standards below.

Indicator		Item
102 GENERAL DISCLOSURES		
GRI 102: General Disclosures 2016		
1 Organizational profile		
102-1	Name of the organization	› Consolidated Company Outline
102-2	Activities, brands, products, and services	› Our Business Fields
102-3	Location of headquarters	› Consolidated Company Outline
102-4	Location of operations	› Worldwide Office Locations
102-5	Ownership and legal form	› Consolidated Company Outline (Company Name)
102-6	Markets served	› Consolidated Company Outline > Revenue by Region
102-7	Scale of the organization	› Consolidated Company Outline (Consolidated Headcount) › Worldwide Office Locations › Financial Results (Fiscal Year Ended Mar. 31, 2021)
102-8	Information on employees and other workers	› Employment > Number of employees
102-9	Supply chain	› Procurement
102-10	Significant changes to the organization and its supply chain	-
102-11	Precautionary Principle or approach	› Environmental Policy and Strategy
102-12	External initiatives	› Environmental Policy and Strategy > Response to Climate Change › Communication with Stakeholders > Basic Approach and Policy › Human Rights > Basic Approach and Policy › Participating in External Initiatives
102-13	Membership of associations	› Procurement > System, Mechanisms and Initiatives > Response to Conflict Minerals › Reduce Environmental Impact > Energy/Atmospheric Release
2 Strategy		
102-14	Statement from senior decision- maker	› Message from Chief Strategy Officer
102-15	Key impacts, risks, and opportunities	› Olympus Group ESG › Environmental Policy and Strategy › Risk Management System
3 Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	› Olympus Group Corporate Philosophy › Olympus Global Code of Conduct
102-17	Mechanisms for advice and concerns about ethics	› Compliance > Promotion Structure

4 Governance		
102-18	Governance structure	<ul style="list-style-type: none"> Corporate Governance Structure
102-19	Delegating authority	<ul style="list-style-type: none"> Olympus Group ESG Environmental Policy and Strategy > Environmental Management Structure Corporate Governance Structure
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> Olympus Group ESG
102-21	Consulting stakeholders on economic, environmental, and social topics	-
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> Corporate Governance Structure CORPORATE GOVERNANCE REPORT (PDF: 1.4MB) 
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> Corporate Governance > Corporate Governance Structure
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> Board of Directors Basic Policy on Corporate Governance (PDF: 82.8KB) 
102-25	Conflicts of interest	<ul style="list-style-type: none"> CORPORATE GOVERNANCE REPORT (PDF: 1.4MB)  Notice Regarding the Convocation of the General Meeting of Shareholders For the Fiscal Year Ended March 31, 2021 (PDF: 1.5MB)  Basic Policy on Corporate Governance (PDF: 82.8KB) 
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> CORPORATE GOVERNANCE REPORT (PDF: 1.4MB)  Olympus Group ESG
102-27	Collective knowledge of highest governance body	<ul style="list-style-type: none"> CORPORATE GOVERNANCE REPORT OLYMPUS (PDF: 1.4MB) 
102-28	Evaluating the highest governance body's performance	<ul style="list-style-type: none"> Board of directors > Board of Directors Effectiveness Evaluation (PDF: 128.2KB) 
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> Olympus Group ESG > Promotion Structure Environmental Policy and Strategy > Systems, Mechanisms and Initiatives Environmental Policy and Strategy > Environmental Management Risk Management System CORPORATE GOVERNANCE REPORT (PDF: 1.4MB) 
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> Risk Management Structure Basic Policy on Corporate Governance (PDF: 82.8KB)  Board of Directors > Evaluation of effectiveness of the Board of Directors
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> Olympus Group ESG > Basic Approach and Policy Basic Approach and Policy > Systems, Mechanisms and Initiatives > Response to Climate Change
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> Olympus Group ESG > Basic Approach and Policy
102-33	Communicating critical concerns	<ul style="list-style-type: none"> Risk Management System Corporate Governance Structure
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> Risk Management System
102-35	Remuneration policies	<ul style="list-style-type: none"> CORPORATE GOVERNANCE REPORT OLYMPUS (PDF: 1.4MB)  Olympus Group ESG > Promotion Structure Environment > Environmental Policy and Strategy

102-36	Process for determining remuneration	➤ CORPORATE GOVERNANCE REPORT OLYMPUS (PDF: 1.4MB)
102-37	Stakeholders' involvement in remuneration	-
102-38	Annual total compensation ratio	-
102-39	Percentage increase in annual total compensation ratio	-
5 Stakeholder engagement		
102-40	List of stakeholder groups	➤ Communication with Stakeholders
102-41	Collective bargaining agreements	➤ Labor Relations > Initiatives > Labor-Management Consultations (Japan)
102-42	Identifying and selecting stakeholders	-
102-43	Approach to stakeholder engagement	➤ Communication with Stakeholders
102-44	Key topics and concerns raised	➤ Communication with Stakeholders
6 Reporting practice		
102-45	Entities included in the consolidated financial statements	➤ Financial Results (Fiscal Year Ended Mar. 31, 2021) ➤ Editorial Policy
102-46	Defining report content and topic Boundaries	➤ Olympus Group ESG ➤ Editorial Policy
102-47	List of material topics	➤ Olympus Group ESG
102-48	Restatements of information	➤ Editorial Policy
102-49	Changes in reporting	➤ Editorial Policy
102-50	Reporting period	➤ Editorial Policy
102-51	Date of most recent report	➤ Editorial Policy
102-52	Reporting cycle	➤ Editorial Policy
102-53	Contact point for questions regarding the report	➤ Editorial Policy
102-54	Claims of reporting in accordance with the GRI Standards	➤ Editorial Policy
102-55	GRI content index	➤ GRI Content Index
102-56	External assurance	➤ Independent Assurance Statement Related to Environmental Data (PDF: 609.1KB) ➤ Independent Assurance Statement related to the occupational health and safety (PDF: 609.1KB) ➤ External Evaluation
GRI 103: Management Approach 2016		
103-1	Explanation of the material topic and its Boundary	➤ Olympus Group ESG
103-2	The management approach and its components	➤ Olympus Group ESG ➤ Environmental Health and Safety Policy ➤ Environment > Environmental Policy and Strategy ➤ Environment > Environmental Policy and Strategy > Mechanisms and Initiatives > Major Environmental Activity Results in Fiscal 2021 ➤ Environment > Environmental Policy and Strategy > Environmental Management ➤ Environment > Reduce Environmental Impact ➤ Compliance > Basic Approach and Policy

		<ul style="list-style-type: none"> ➤ Tax > Olympus Group Tax Policy ➤ Disclosure Policy ➤ Transparency Guidelines > Olympus Group "Transparency Guideline for the Relation between Corporate Activities and Medical Institutions and Other Organizations" ➤ Olympus Group Information Security Policy ➤ The Olympus Group Personal Information Protection Policy (Translation) ➤ Risk Management System > Basic Approach and Policy, Promotion Structure ➤ Olympus Group Quality Policy ➤ Product Responsibility > Basic Approach and Policy ➤ Olympus Group Procurement Policy ➤ Procurement > Basic Approach and Policy ➤ Human Rights Policy ➤ Human Rights > Basic Approach and Policy ➤ Employment > Promotion Structure > Organization of Human Resource Strategy Promotion (Olympus and its Japan subsidiaries) ➤ Training and Education > Promotion Structure and Systems ➤ Occupational Safety and Health > Promotion Structure and Initiatives, Global Safety and Health Organization ➤ Occupational Safety and Health, Health Management > Basic Approach and Policy ➤ Charitable Donations and Grants Policy ➤ Corporate Citizenship Policy
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> ➤ Olympus Group ESG ➤ Environmental Policy and Strategy > Mechanisms and Initiatives > Major Environmental Activity Results in Fiscal 2021 ➤ Environmental Policy and Strategy > Environmental Management > Status of Acquiring ISO14001 Certification in Olympus Group ➤ Reduce Environmental Impact > Basic Approach > Internal (Scope 1, 2) Results, Water Use/Wastewater Results ➤ Independent Assurance Statement Related to Environmental Data (PDF: 609.1KB)  ➤ Occupational Safety and Health > Promotion Structure and Initiatives > Shirakawa Facility Transition from OHSAS 18001 to ISO 45001 ➤ Product Responsibility > Basic Approach and Policy > Quality Management System ➤ External Evaluation
200 Economic		
Economic Performance		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	➤ Financial Results (Fiscal Year Ended Mar. 31, 2021)
201-2	Financial implications and other risks and opportunities due to climate change	➤ Environmental Policy and Strategy > Mechanisms and Initiatives
201-3	Defined benefit plan obligations and other retirement plans	-
201-4	Financial assistance received from government	-
Market Presence		
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-

Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	-
203-2	Significant indirect economic impacts	-
Procurement Practices		
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
Anti-corruption		
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti-corruption policies and procedures	> Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	> Compliance > Initiatives > Compliance with Laws and Regulations
Anti-competitive Behavior		
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	> Compliance > Initiatives > Compliance with Laws and Regulations
Tax		
GRI 207: Tax 2019		
207-1	Approach to tax	> Tax
207-2	Tax governance, control, and risk management	> Tax > Olympus Group Tax Policy
207-3	Stakeholder engagement and management of concerns related to tax	> Tax > Olympus Group Tax Policy
207-4	Country-by-country reporting	-
300 Environmental		
Materials		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	> Environmental Data > Material Balance
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
Energy		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	> Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release > Internal (Scope 1, 2)
302-2	Energy consumption outside of the organization	> Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release > External (Scope 3 [Category 4 Upstream transportation and distribution]) Results
302-3	Energy intensity	> Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release > Internal (Scope 1, 2) Results
302-4	Reduction of energy consumption	> Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release
302-5	Reductions in energy requirements of products and services	> Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release
Water		

GRI 303: Water 2018		
303-1	Interactions with water as a shared resource	› Environmental Policy and Strategy > Response to Water Risk
303-2	Management of water discharge- related impacts	› Reduce Environmental Impact > Basic Approach > Water/Emission
303-3	Water withdrawal	› Reduce Environmental Impact > Basic Approach > Water/Emission › Environmental Data
303-4	Water discharge	› Reduce Environmental Impact > Basic Approach > Water/Emission › Environmental Data
303-5	Water consumption	› Reduce Environmental Impact > Basic Approach > Water/Emission › Environmental Data
Biodiversity		
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	-
304-2	Significant impacts of activities, products, and services on biodiversity	-
304-3	Habitats protected or restored	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
Emissions		
GRI 305: Emissions 2016		
305-1	Direct (Scope1) GHG emissions	› Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release > Internal (Scope 1, 2) Results › Environmental Data
305-2	Energy indirect (Scope2) GHG emissions	› Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release > Internal (Scope 1, 2) Results › Environmental Data
305-3	Other indirect (Scope3) GHG emissions	› Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release > External (Scope 3 [Category 4 Upstream transportation and distribution]) Results › Environmental Data
305-4	GHG emissions intensity	› Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release › Environmental Data
305-5	Reduction of GHG emissions	› Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release › Environmental Data
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	› Reduce Environmental Impact > Basic Approach > Energy/Atmospheric Release › Environmental Data
Effluents and Waste		
GRI 306: Effluents and Waste 2016		
306-1	Water discharge by quality and destination	› Reduce Environmental Impact > Basic Approach > Water Use/Wastewater Results
306-2	Waste by type and disposal method	

		➤ Reduce Environmental Impact > Basic Approach > Water Use/Wastewater Results
306-3	Significant spills	➤ Reduce Environmental Impact > Basic Approach > Emission Results
306-4	Transport of hazardous waste	-
306-5	Water bodies affected by water discharges and/or runoff	-
Environmental Compliance		
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	➤ Environmental Policy and Strategy > Environmental Management > Major Environmental Activity Results in Fiscal 2021
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	-
308-2	Negative environmental impacts in the supply chain and actions taken	➤ Procurement > System, Mechanisms and Initiatives ➤ Environmental Policy and Strategy > Mechanisms and Initiatives > Long-term targets and measures > Green Procurement
400 Social		
Employment		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	➤ Employment > Employee-Related Data > Employee composition > Job retention rate and Number of staff leaving
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	➤ Employment > Employee-Related Data > Employee composition > Work-Life Integration
Labor/Management Relations		
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	-
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	➤ Occupational Safety and Health > Promotion Structure and Initiatives > Regional Activities
403-2	Hazard identification, risk assessment, and incident investigation	➤ Occupational Safety and Health > Promotion Structure and Initiatives > Industrial Accident Data
403-3	Occupational health services	➤ Occupational Safety and Health > Promotion Structure and Initiatives > Industrial Accident Data
403-4	Worker participation, consultation, and communication on occupational health and safety	-
403-5	Worker training on occupational health and safety	➤ Occupational Safety and Health > Promotion Structure and Initiatives > Industrial Accident Data > Employee Training, Regional Activities
403-6	Promotion of worker health	➤ Occupational Safety and Health, Health Management
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	-
403-8	Workers covered by an occupational health and safety management system	➤ Occupational Safety and Health > Promotion Structure and Initiatives > Global Safety and Health Organization

403-9	Work-related injuries	Occupational Safety and Health > Promotion Structure and Initiatives > Industrial Accident Data
403-10	Work-related ill health	Occupational Safety and Health > Promotion Structure and Initiatives > Industrial Accident Data
Training and Education		
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	-
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Education > Promotion Structure and Systems > Promotional Structure in Human Resources Development
404-3	Percentage of employees receiving regular performance and career development reviews	Diversity and Equal Opportunity > Personnel Evaluation System
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Employment > Employee-Related Data Human Rights > Initiatives > Preventing Harassing Behavior and Promoting DEI Diversity and Inclusion
405-2	Ratio of basic salary and remuneration of women to men	Diversity and Equal Opportunity > Promoting the Advancement of Women
Non-discrimination		
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Human Rights > Initiatives > Preventing Harassing Behavior and Promoting DEI
Freedom of Association and Collective Bargaining		
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Human Rights > Initiatives > Initiatives with Suppliers > Key Evaluation Items in Supplier Survey for Initiatives with Suppliers Human Rights > Initiatives > Initiatives with Suppliers
Child Labor		
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights > Initiatives > Initiatives with Suppliers > Key Evaluation Items in Supplier Survey for Initiatives with Suppliers Human Rights > Initiatives > Initiatives with Suppliers
Forced or Compulsory Labor		
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights > Initiatives > Initiatives with Suppliers > Key Evaluation Items in Supplier Survey for Initiatives with Suppliers Human Rights > Initiatives > Initiatives with Suppliers
Security Practices		
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	-
Rights of Indigenous Peoples		
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-
Human Rights Assessment		

GRI 412: Human Rights Assessment 2016		
412-1	Operations that have been subject to human rights reviews or impact assessments	-
412-2	Employee training on human rights policies or procedures	> Human Rights > Initiatives > Preventing Harassing Behavior and Promoting DEI
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
Local Communities		
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	-
413-2	Operations with significant actual and potential negative impacts on local communities	-
Supplier Social Assessment		
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	-
414-2	Negative social impacts in the supply chain and actions taken	> Procurement > System, Mechanisms and Initiatives > Sharing Business Strategies and Supply Chain Policy
Public Policy		
GRI 415: Public Policy 2016		
415-1	Political contributions	-
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
Marketing and Labeling		
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
Customer Privacy		
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	> Information Security
Socioeconomic Compliance		
GRI 419: Socioeconomic Compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	> Compliance > Initiatives > Compliance with Laws and Regulations