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**Sustainability  
Report 2022**



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# 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

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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

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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.

## About Sustainability Report 2022

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The Sustainability Report 2022 is a PDF version of the information on our Sustainability page as of October 2022.

The Olympus Group's Sustainability information is reported on the Sustainability page.

In addition to annual updates in July, the Sustainability page is updated as needed to ensure timely information disclosure.

The Sustainability Report and Archives are available in the Sustainability Library.

[> Sustainability Page](#)

[> Sustainability Library / Sustainability Report](#)

## Organizations Covered by the Report

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

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

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Latest annual update: [FY2022: April 1, 2021-March 31, 2022]

The report contains some information outside this period.

## Reporting cycle, date of most recent report

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Latest annual update: July 25, 2022 (in Japanese and English)

Previous annual update: July 27, 2021 (in Japanese and English)

## Reference Guidelines

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- ◆ 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

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## Environmental Data

- ◆ Scope of external assurance

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

- ◆ External Assurance Organization

LRQA Limited

## 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

LRQA Limited

## Contact

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[> Sustainability Contact Form](#) ■

# Message from ESG Officer

Olympus is committed to fulfilling its expectations of corporate responsibility at a level befitting a leading global business. 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 provided the global healthcare community with solutions that have improved clinical outcomes for patients, boosted the quality of life and patient experiences, and created economic value throughout the medical and scientific communities.

In recent years, we have established what we should be as a global medtech company, advanced company-wide transformation, and are working to strengthen employee engagement. Even in the face of social changes such as those caused by the Covid-19 pandemic, we have continued our journey to become a healthy organization, a corporate culture where we are all committed to delivering Our Purpose.

By taking a proactive approach to ESG — Environmental, Social, and Governance — and actively strengthening our efforts to address our materiality, we believe the company can contribute to society by improving patient outcomes through elevating the standard of care and play an essential role in creating a sustainable society.

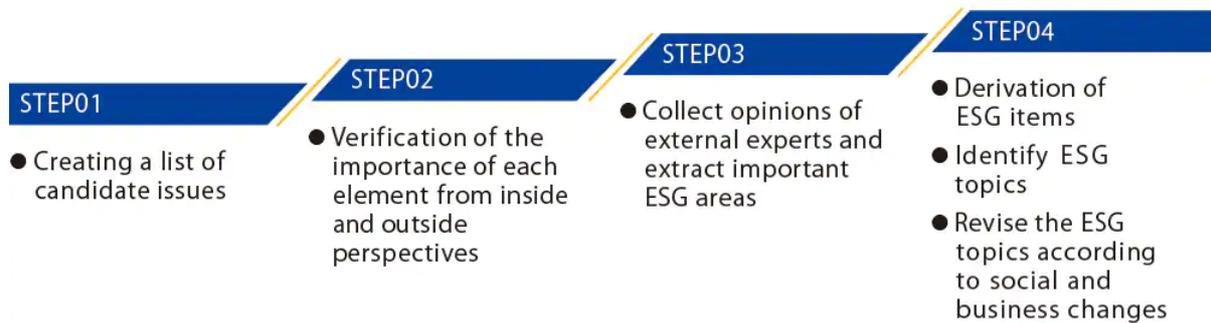
**Director, Executive Officer, Chief Administrative Officer, Chief Strategy Officer and ESG Officer**  
**Stefan Kaufmann**



## 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

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> [Value Creation Model \(PDF: 142.5KB\)](#) 

# Participating in External Initiatives

## Commitment to External Initiatives

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### UN Global Compact

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In October 2004, Olympus joined the UN Global Compact, agreeing to uphold its 10 principles.

The Global Compact 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 Olympus Global Code of Conduct and related policies, and are reflected in our business activities.

Olympus has supported initiatives on climate change as a signatory to the Global Compact's "Caring for Climate."

In addition, Olympus has expressed its support for the Global Compact Network Japan's "Tokyo Principles for Strengthening Anti-Corruption Initiatives" and participates in subcommittee activities by topic.



### Task Force on Climate-related Financial Disclosures

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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.



# External Evaluation

## External Evaluation Regarding ESG \*As of September 2022

### 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 a B 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 (2021 for Olympus).
- ◆ Selected by CDP as a CDP 2021 Supplier Engagement Leader (2021 for Olympus), the highest rating in the Supplier Engagement Rating (SER), which evaluates how effectively companies are working with their suppliers to address climate change challenges.
- ◆ Listed in White 500, the Certified Health & Productivity Management Organization Recognition Program (six consecutive years since 2017 for Olympus and 2021 for Olympus Marketing).
- ◆ Listed in the Certified Health and Productivity Management Organization Recognition Program (two consecutive years since 2021 for Aizu Olympus and 2020/2022 for Olympus Marketing).
- ◆ Certified as a Sports Yell Company (2022 for Olympus, Olympus Marketing and Olympus Terumo Biomaterials).
- ◆ Received Platinum Kurumin certification from the Ministry of Health, Labour and Welfare as a company with excellent initiatives to combine work and childcare and to promote ongoing initiatives (Olympus in 2022, and Olympus Terumo Biomaterials in 2021).
- ◆ Received Kurumin certification from the Ministry of Health, Labour and Welfare as a company with excellent initiatives to combine work and childcare (Olympus Marketing in 2020, and Aizu Olympus 2022).
- ◆ 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 (2021 for Olympus).





# 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.

\* A system in which multiple factories and business offices are certified as a single organization

## Environmental Management Structure



## Status of Acquiring ISO14001 Certification in Olympus Group (As of August 2022)

Sites/Office		Date of certification acquisition	Multisite Certification	Site Single Certification	
Japan	Olympus Corporation	Headquarters (Shinjuku)* <sup>1</sup>	August 2020	○	
		Sasazuka Facility* <sup>2</sup>	August 2020	○	
		Sagamihara Distribution Center	November 2003* <sup>3</sup>	○	
		Ishikawa Facility	March 2000	○	
		Utsugi Facility	March 2000	○	
		Nagano Facility (Tatsuno)	February 1998	○	
		Nagano Facility (Ina)	May 2014	○	
		Shirakawa Facility	October 1998	○	
	Olympus Medical Systems Corporation	Ishikawa Facility	March 2000	○	
		Utsugi Facility	March 2000	○	
		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	○	
	Evident Corporation	Hachioji Facility	February 2018* <sup>4</sup>	○	
		Nagano Facility	February 1998* <sup>4</sup>	○	
	Evident Nagano Corporation		February 2018* <sup>4</sup>	○	
Olympus Terumo Biomaterials Corp.	Mishima Plant	August 2020	○		
	R&D Center	August 2020	○		
Americas	Olympus Surgical Technologies America National Service Center West		December 2005		○
	Evident Scientific Inc.		July 2010* <sup>5</sup>		○
	Evident Canada Inc.		July 2010* <sup>6</sup>		○
	Olympus Corporation of the Americas ◆ Center Valley Pennsylvania Regional Headquarters ◆ Breinigsville Pennsylvania Distribution Center		September 2019		○
	Olympus Surgical Technologies America ◆ Bartlett Tennessee Manufacturing Facility ◆ Brooklyn Park Minnesota Manufacturing Facility ◆ Redmond Washington Manufacturing Facility		September 2019		○
Europe/Middle East	Olympus Winter & Ibe GmbH ◆ Hamburg Manufacturing Facility ◆ Teltow (Berlin) Manufacturing Facility		May 2001		○
	KeyMed (Medical & Industrial Equipment) Ltd. ◆ Southend-on-Sea Manufacturing Facility ◆ Bolton Manufacturing Facility		March 2002		○

	Sites/Office	Date of certification acquisition	Multisite Certification	Site Single Certification
	Algram Group Ltd.	January 2007		○
	Olympus Iberia S.A.U.	September 2018		○
Asia Pacific	Olympus (GuangZhou) Industrial Co., Ltd.	October 2004	○	
	Olympus Trading (Shanghai) Limited	February 2012	○	
	Olympus Vietnam Co.,Ltd.	April 2013	○	
	Olympus Australia Pty Ltd	August 2017		○
	Olympus New Zealand Limited	August 2017		○

\*1 The scope of certification covers the environmental management division and medical sales management division of Headquarters (Shinjuku).

\*2 The scope of certification covers the general affairs division of the Tokyo Facility (Sasazuka).

\*3 It had been certified as Olympus Logitex Co., Ltd. before March 2022

\*4 It had been certified as Olympus Corporation and Nagano Olympus Co., Ltd. before March 2022

\*5 It had been certified as Olympus Scientific Solutions Americas Corp. and Olympus Scientific Solutions Technologies Inc. before August 2022

\*6 It had been certified as Olympus NDT Canada Inc. before August 2022

[> 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 (FY2022)

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 FY2022, there were no violations or incidents related to environmental laws and regulations. There were no litigation, fines, or penalties.

### 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 CO<sub>2</sub> emissions from our site operations by 2030 (Scope 1 & Scope 2<sup>\*1</sup>). 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<sup>\*2</sup> 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 greenhouse gas 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 2022

Primary Policy		Target	Measures	Achievements and Results	FY2023 Target
Promotion of environmental management	Enhancement of environmental governance system	Improve effectiveness and efficiency of the Environmental Management System	<ul style="list-style-type: none"> <li>Development of long-term environmental targets</li> </ul>	<ul style="list-style-type: none"> <li>Announced the target of long-term net zero CO<sub>2</sub> emissions from our site operations by 2030</li> </ul>	Examining long-term targets for reducing CO <sub>2</sub> emissions throughout the supply chain
			<ul style="list-style-type: none"> <li>Maintenance of ISO 14001 certification</li> </ul>	<ul style="list-style-type: none"> <li>Maintenance of ISO 14001 certification for global major manufacturing sites (Europe, Americas, Australia)</li> <li>Maintained ISO 14001 multi-site certification of 10 sites in Japan and 3 sites in Asia</li> <li>Conducted internal audits for administrative functions of 8 sites in Japan and 2 sites in Asia.</li> </ul>	Ensure appropriate response to indicated points in internal environmental audit and ISO14001 certification external audit
	Environmental risk reduction activities	Continue to improve the process to comply with environmental laws and regulations	<ul style="list-style-type: none"> <li>Enhance inspection for compliance status with environmental laws and regulations</li> <li>Education for environmental laws and regulations</li> </ul>	<ul style="list-style-type: none"> <li>Inspection on the waste management process and operational improvements at each site in Japan</li> <li>Education on waste and chemical substance management at Olympus Surgical Technologies America (138 persons)</li> <li>Continue to improve the related internal rules for products and facilities</li> </ul>	<p>Expand target sites for the Environmental/health and safety risk assessment</p> <p>Continue to improve the environmental regulatory compliance process for products and facilities</p>

Primary Policy		Target	Measures	Achievements and Results	FY2023 Target
Environmental initiative throughout the product life cycles	Product-related initiatives	Create Olympus Eco-Products	<ul style="list-style-type: none"> <li>◆ Create products that are environmentally conscious and tailored to business characteristics</li> </ul>	<ul style="list-style-type: none"> <li>◆ Created new Eco-Products (1 new, bringing total to 665)</li> </ul>	Continue to create products that are environmentally conscious and tailored to business characteristics
	Facilities-related initiative	CO <sub>2</sub> emission: reduce by 21% compared to FY2018 Renewable energy rate: improvement compared to FY2021 Emission intensity: improve by 7% compared to FY2018 Water use intensity: improve by 7% compared to FY2018	<ul style="list-style-type: none"> <li>◆ Continue to implement improvements such as improving manufacturing processes, saving of energy and material resources and introduction of renewable energy, etc., in accordance with local characteristics</li> </ul>	CO <sub>2</sub> emission: reduce by 25.9% Renewable energy rate: 18.9% Emission intensity: improve by 32.2% Water use intensity: improve by 32%	CO <sub>2</sub> emission: net zero (in FY2031) Renewable energy rate: 100% (in FY2031) Emission intensity: improve by 1% compared to FY2022 Water use intensity: improve by 1% compared to FY2022

## 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 CO<sub>2</sub> 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: RCP2.6, IEA B2DS (holding the increase in the global average temperature to below 2°C above pre-industrial levels) and the 4-degree scenario: RCP8.5 (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 CO<sub>2</sub> 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 and other functions, taking the rising requirement for such products-which contribute to CO<sub>2</sub> 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
<b>2°C scenario</b>	Stronger regulatory action for a low carbon society	<p>&lt;Transition risks&gt;</p> <ul style="list-style-type: none"> <li>◆ Increase in procurement and operating cost* due to carbon tax, carbon emissions trading and stronger regulatory action on CO<sub>2</sub> emission by various countries</li> </ul>	<ul style="list-style-type: none"> <li>◆ Reduction of business costs by energy-saving measures</li> <li>◆ Improvements in market competitiveness by development of environmentally conscious products</li> <li>◆ Improvements in evaluation by stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>◆ Improvements in energy efficiency</li> <li>◆ Wider use of renewable energy</li> <li>◆ Diversification of suppliers</li> <li>◆ Environmentally conscious design in the product/service design &amp; development stage</li> <li>◆ Development and provision of products/services that contribute to resolving environmental issues in society</li> </ul>
<b>4°C scenario</b>	Rise in temperature and increased extreme weather events	<p>&lt;Physical risks&gt;</p> <ul style="list-style-type: none"> <li>◆ Supply chain disruption caused by growing scale of natural disasters, such as typhoons, floods, etc.</li> <li>◆ Suspension of deliveries from suppliers and to customers due to suspension of distribution bases, repair centers and sales branches, etc.)</li> </ul>		

\* 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 has set two targets. 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 FY2022 were a 25.9% reduction in CO<sub>2</sub> emissions compared to FY2018 and the percentage of renewable energy usage reached 18.9%. 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 CO<sub>2</sub> emissions across the life cycles of our products.

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

[> Results](#)

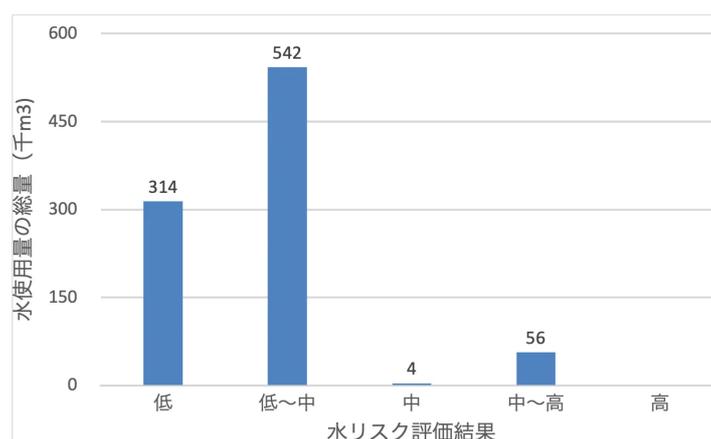
## Response to Water Risk

Regarding our water risk management, an issue in which the world is taking a great interest, we confirmed that none of the major development and production sites in our Group have water risk that is extremely high. For this analysis, we used water risk assessment tools such the Aqueduct Water Risk Atlas by the World Resources Institute (WRI), and the Water Risk Filter by the World Wildlife Fund (WWF), which cover water risk in watersheds and the degree of impact on our operations. Although the influence of water risks on Olympus Group business is low, we are deploying 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
6	15	2	1	0

◆ Total Water Usage by the Result of Water Risk Evaluation as Defined by the Aqueduct Water Risk Atlas



## 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 CO<sub>2</sub> 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 Day, a global group-wide event. In FY2022, as part of our Olympus Environment Day initiatives, an environmental e-learning program was conducted

involving all Group employees, to promote group-wide awareness of important environmental issues, such as climate change, in working toward the long-term target of carbon neutrality, 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, and site-specific environmental e-learning based on site conditions.

## Major Environmental Education Programs (Olympus and its Japan subsidiaries/FY2022)

Classification	Target	Main Content
Basic education	New employees	Environmental education for new employees (to understand environmental issues, corporate responsibility, and Olympus' environmental initiatives): 35 participants
	All employees	Environmental e-learning (to understand social demand for environmental conservation and Olympus' environmental initiatives): 11,667 participants
Professional education	Environmental Managers / Environmental Secretariat	To understand responsibilities and roles of the Environmental Managers and the Environmental Secretariat (compliance with environmental laws and regulations, key points for establishing effective EMS, etc.): 3 participants
	Target employees	Continuous improvement of knowledge and skills for personnel charge of environmental work (education on pollution prevention, waste management, and chemical substance management)

# 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 CO<sub>2</sub> emissions and responding to sudden flooding damage. 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

### Material Balance (FY2022)

Resource and Energy Input				Business Activities	Discharge of Environmentally Harmful Substances	
<b>Energy (Total)</b> 328,906 MWh (7%)★				<b>Development and Manufacturing</b>  (Research) Development  Production  Sales and Logistics  Logistics  Sales  Repair and Service	<b>Greenhouse Gases (Total)</b> 90,119t-CO <sub>2</sub> e (-3%)★	
Electric power	127,967MWh (7%)★	Gasoline	5,120kL (33%)★		CO <sub>2</sub> generated from energy	90,118t-CO <sub>2</sub> e (-3%)★
City gas	5,836 thousand m <sup>3</sup> (27%)★	Hot water	2,288GJ (8%)★		CO <sub>2</sub> not generated from energy	1t-CO <sub>2</sub> e (-83%)★
LPG	1,475t (-5%)★	District heat	2,280MWh (17%)★		<b>Substances Emitted</b>	
LNG	834t (4%)★	Green electricity	29,180MWh (53%)★		NOx	53t (-5%)
Heavy fuel oil	201kL (-2%)★	Solar power [internal]	526MWh (2%)★		SOx	0 (0%)
Kerosene	83kL (40%)★	Solar heat [internal]	455GJ (-6%)★		<b>Chemical Substances (PRTR substances emitted and transferred)</b> 15t (-5%)	
Diesel fuel	867kL (-3%)★				* Production sites in Japan only	
<b>Chemical Substances [PRTR Substances Handled]</b> 41t (1%)					<b>Discharge to Water Systems (Total)</b> 961 thousand m <sup>3</sup> (-9%)	
* Production sites in Japan only					Water discharged (public waters) 524 thousand m <sup>3</sup> (-4%)	
<b>Water (Total)</b> 961 thousand m <sup>3</sup> (-9%)★				Water discharged (sewage) 437 thousand m <sup>3</sup> (-14%)		
Piped water	315 thousand m <sup>3</sup> (-18%)★			BOD (t)	2t (19%)	
Ground water	646 thousand m <sup>3</sup> (-4%)★			<b>Discharge (Total)</b> 5,362t (-8%)★		
<b>Raw Materials and Sub-Materials</b> * Production sites in Japan only				Amount recycled 4,575t (-5%)★		
Metal:	Steel, aluminium, brass			Other waste	787t (-21%)★	
Plastics:	Optical plastics, ABS, PC, polyethylene, polypropylene			Landfill	99t (57%)★	
<b>Office Supplies</b>				Hazardous waste 265t (-8%)★		
Copy paper	163t (-2%)			<b>CO<sub>2</sub> Emissions during Transportation (Total)</b> 41,177t-CO <sub>2</sub> e (18%)		
<b>Transportation Fuel</b>				<b>Product Shipments</b>		
Transportation:	Gasoline, diesel fuel, etc.			<b>Main products (Total)</b> 2,173t (-4%)		
<b>Packaging Materials (Total)</b> 1,016t (-2%)				Medical Business (Endoscopes) 1,233t (-1%)		
Cardboard	616t (0.5%)			Scientific Solutions Business (Microscopes) 940t (19%)		
Paper	185t (-15%)					
Plastic	184t (2%)					
Metal	0t (0%)					
Glass	0t (0%)					
Others	31t (7%)					

★ Indexes certified by the Assurance Statement. Percentage change from previous year in brackets

## Energy/Atmospheric Release

### Internal (Scope 1, 2) Results

FY2022 Targets	FY2022 Results	Main Measures	FY2023 Targets
<p>CO<sub>2</sub> emissions: reduced by 21% compared to FY2018</p> <p>Renewable energy rate: more than an previous year</p>	<p>CO<sub>2</sub> emissions: reduced by 25.9% compared to FY2018</p> <p>Renewable energy rate: 18.9%</p>	<ul style="list-style-type: none"> <li>◆ Ongoing implementation of manufacturing improvement activities</li> <li>◆ Introduction of energy saving equipment</li> <li>◆ Ongoing implementation of energy-saving activities on a daily basis, including switching off lights and adjusting air-conditioning temperatures</li> <li>◆ Introduction of environmentally conscious cars</li> <li>◆ Effective use of renewable energy</li> </ul>	<p>CO<sub>2</sub> emissions: net zero (FY2031)</p> <p>Renewable energy rate: 100% (FY2031)</p>

In May 2021, the Olympus Group set a carbon neutrality goal of net zero CO<sub>2</sub> emissions from group facilities by 2030. While continuing to promote manufacturing improvement activities and energy-saving measures, we are working to reduce CO<sub>2</sub> emissions by promoting the introduction of renewable energy at our operation sites. In addition, at sites where energy use is high, we are promoting initiatives by appointing our own experts and establishing a system to promote energy conservation.

In FY2022, 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 our Hachioji Facility, boiler efficiency was improved by installing thermal jackets on the boiler piping to reduce thermal energy loss and improve boiler efficiency, and Aomori Olympus has worked to reduce energy waste by replacing compressors with high-efficiency equipment and installing air flow meters to identify air leaks and implement countermeasures. KeyMed (Medical & Industrial Equipment) Ltd. in Europe switched some of its company vehicles used for sales activities to electric vehicles. At Olympus Surgical Technologies America (Gyrus ACMI, Inc.), starting in 2021, 30% of the electricity used at the Redmond site, 100% at the Bartlett site, and 20% at the newly opened Westborough site switched to renewable energy sources. In April 2022, we converted 100% of the electricity used at our major development and manufacturing sites in Japan (10 sites) to electricity derived from renewable energy sources.

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 18.9% (compared to 12.2% in the previous year).

Olympus will continue to build environmentally friendly buildings when constructing or reconstructing business sites, and Olympus Europa SE & Co. KG and Olympus Winter & Ibe GmbH have acquired German Sustainable Building Council Gold Certification (DGNB certification<sup>\*1</sup>) for their newly constructed buildings.

Olympus Corporation participates in the Carbon Neutral LNG Buyers Alliance as a part of new initiatives to reduce CO<sub>2</sub> emissions, and has started to introduce carbon neutral LNG<sup>\*2</sup> to the Hachioji Facility.

<sup>\*1</sup> 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.

<sup>\*2</sup> 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 \(Only in Japanese\)](#) ■

### Gold in DGNB certification



New office building: Olympus Europa SE & Co. KG

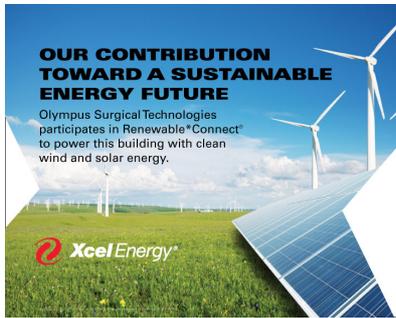


Olympus Winter & Ibe GmbH



Boiler piping jacket installation

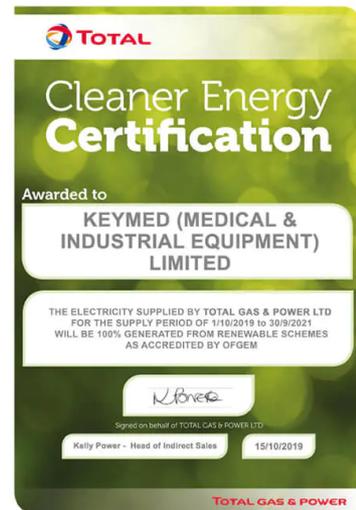
## Green Energy Certificates



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



Olympus Europa SE & Co. KG (Germany)



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

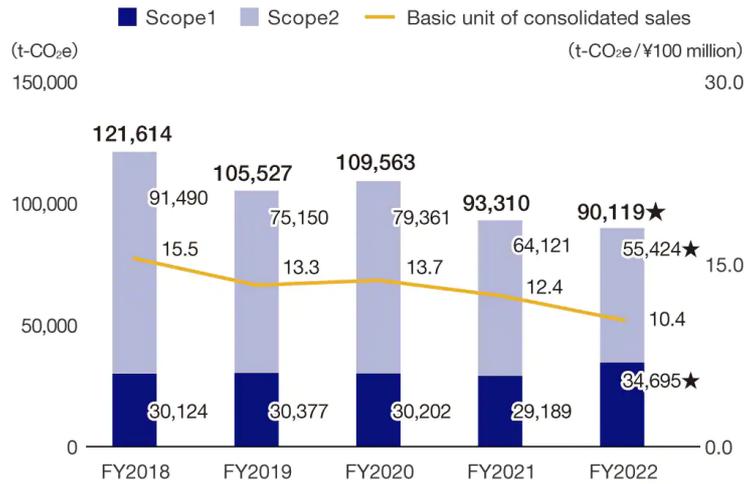


Olympus Surgical Technologies America: Redmond (Gyrus ACMI, Inc.) (U.S.A.)

## Logo for the Carbon Neutral LNG



## CO<sub>2</sub> emissions/intensity (Scope 1, 2)



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

FY2022 Results	Main Measures
CO <sub>2</sub> emissions: reduced by: 18.9% (compared to FY2018)	<ul style="list-style-type: none"> <li>◆ Enhanced loading efficiency by improving packaging size and strength</li> <li>◆ Reduced transportation weights by improving packing and packaging methods</li> <li>◆ Shortened lead times and transportation distances by improving logistics routes</li> </ul>

The Olympus Group is engaged in reducing logistics-related CO<sub>2</sub> 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, Olympus Logitecs in Japan switched some of the air and charter flights used for domestic transport to JITBOX charter flights\*<sup>1</sup> to reduce CO<sub>2</sub> emissions.

\*<sup>1</sup> JITBOX Charter Service: A service that allows customers to request pallets of roll box cargo and combine them with other companies' cargo for transportation at a high loading rate.

## Water/Emission

### Water Use/Wastewater Results

FY2022 Targets	FY2022 Results	Main Measures	FY2023 Targets
Water use intensity: improve by 7% compared to FY2018	Water use intensity: improved by 32.0% compared to FY2018	<ul style="list-style-type: none"> <li>◆ Improvements in water use processes</li> <li>◆ Implementation of measures against water leakage during equipment inspections</li> <li>◆ Implementation of secondary use of water</li> </ul>	Water use intensity: improve by 1% compared to FY2022 * Our initial target of a 23% improvement has already been achieved, so activities for a 1% improvement over the previous year will be conducted.

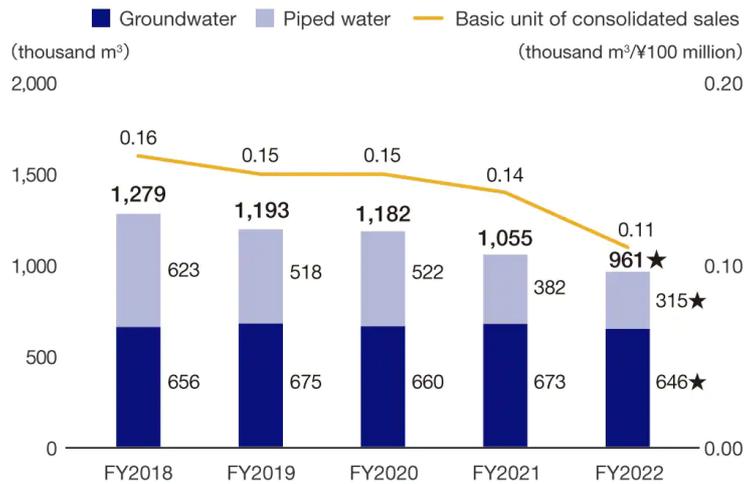
The Olympus Group uses water mainly in production processes, such as for cleaning components and cooling, as well as in its dining halls. We implement thorough wastewater control by adopting stricter standards than the legal requirements in each region, and we continue to reduce water consumption and 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 FY2022, we reassessed the water risks at each of our sites using water risk assessment tools (e.g. Water Risk Filter, Aqueduct), hazard maps, and their water usage. In Japan, our Nagano Facility makes effective use of waste water from the purification of deionized water by collecting it for secondary use in the manufacturing process, the Shirakawa Facility has reduced water consumption by shortening the time required for washing with hot running water after surface treatment in the manufacturing process; and Aizu Olympus has reduced water consumption in the painting process by changing the cleaning process from small lot processing to batch processing and introducing water-saving shower washing machines in a separate process. KeyMed (Medical & Industrial Equipment) Ltd. in Europe purifies and reuses water from the painting process. At our Nagano Facility, with the consent of the local fishery cooperative, wastewater is continuously monitored, and regular inspections of water treatment facilities are carried out to ensure strict water management so as to minimize the impact on the ecosystem. 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 Gold Award<sup>\*1</sup> in recognition of long-time efforts to maintain compliance with the industrial wastewater discharge permit requirements set by King County, Washington.

\*1 Presented to companies that have met the standard of the Gold Award set in the program of industrial wastewater discharge permit requirements by King County, Washington.

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

## Water Use



## Water Use

[> ESG Data](#)

## Wastewater Results

[> ESG Data](#)

## Emission Results

FY2022 Targets	FY2022 Results	Main Measures	FY2023 Targets
Emission intensity : improve by 7% compared to FY2018	Emission intensity : improved by 32.2% compared to FY2018	<ul style="list-style-type: none"> <li>♦ Reduction of process defects</li> <li>♦ Promotion of recycling by thorough separation</li> <li>♦ Promotion of reusing package materials</li> <li>♦ Extracting valuable materials from wastes</li> </ul>	Emission intensity: improve by 1% compared to FY2022 * Our initial target of a 23% improvement has already been achieved, so activities for a 1% improvement over the previous year will be conducted.

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 FY2022, paper usage was significantly reduced at our development sites and offices due to digitalization associated with increased remote working progressed by our Work Style Reform. In Japan, Olympus Logitex is reducing the use of corrugated cardboard by making products without packaging, reducing waste by using returnable containers and expanding the reuse of cushioning materials, and the Olympus Medical Systems' Hinode Plant is promoting the effective use of resources by converting production equipment into valuable resources when they are to be disposed of. In Asia, Olympus Vietnam Co., Ltd. generated a large amount of unneeded equipment due to the building division work associated with the sale of its imaging business in December 2021, but recycling was promoted to reduce the environmental impact. Olympus Surgical Technologies America Inc. provides an intra-company awareness raising program to help employees increase the recycling rate, and at the Bartlett sites, PPE waste (personal protective equipment used at medical facilities, etc.), which had been sent to landfills, is now being recycled by purchasing special boxes from a vendor and outsourcing the processing to them. In addition, the Bartlett site signed up to the "Tennessee Recycling Coalition"<sup>\*1</sup> to explore new ways of recycling, develop and expand the reuse and recycling market, and continue to study ways to further reduce waste.

Our hazardous waste emissions have been reduced 7.5% compared to FY2021 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.

### Recycling of PPE waste (personal protective equipment at medical sites, etc.)



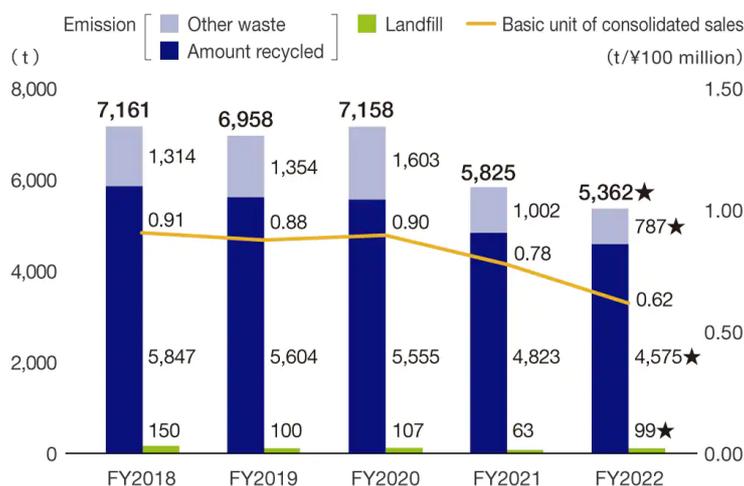
### Emission/Landfill

> [ESG Data](#)

### Hazardous waste discharged

> [ESG Data](#)

### Emission/Landfill



## Chemical Substance Safety and Control

FY2022 Results	Main Measures
Emissions and Movements of PRTR Class 1-Designated Chemical Substances: Reduced by 17.5% (compared to FY2018)	<ul style="list-style-type: none"> <li>◆ Substitution of PRTR-designated chemicals with other substances through material developments</li> <li>◆ Reduced usage of PRTR-designated chemical substances</li> </ul>

The Olympus Group is striving for appropriate management and emissions reduction of chemical substances subject to the PRTR regulations and volatile organic compounds (VOC) in order to minimize the impact on people and the environment. In FY2022, we continuously reduced the use of organic solvents through improvements to the cleaning process of components, etc., at each manufacturing site.

## Emissions and Movements of PRTR Class 1-Designated Chemical Substances

	FY2018	FY2019	FY2020	FY2021	FY2022
Emissions and Movements of PRTR Class 1-Designated Chemical Substances	17.7	18.8	19.3	15.4	14.6

\* Scope: Manufacturing and development sites in Japan

## Volatile Organic Compound (VOC) Emissions

	FY2018	FY2019	FY2020	FY2021	FY2022
Volatile Organic Compound (VOC) Emissions (t)	62.3	81.9	83.9	57.8	56.7

\* 対象範囲：日本の全製造・開発拠点

## 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

## ◆ 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 Gastroscopy GIF-XZ1200

## ◆ Scientific Solutions Business

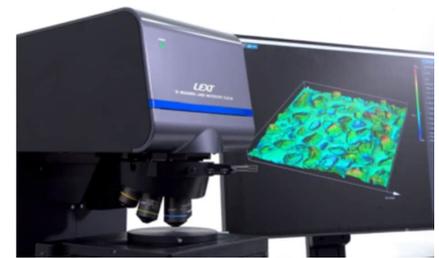
- ◆ LEXT™ OLS5100 3D Laser Scanning Microscope

### < 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

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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 CO<sub>2</sub>

## Initiatives

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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

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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](#)

## Ordinance of the metropolitan government

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Based on the Tokyo Metropolitan Government's Global Warming Countermeasures System, we are pleased to announce the Global Warming Countermeasures Plan of the Ishikawa Facility.

> [Global Warming Countermeasures Plan](#)

## Olympus Environmental Day

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June 5th is "World Environment Day" designated by the United Nations. Olympus has designated June of every year as "Olympus Environment Month" and has been conducting activities to raise environmental awareness for the past 40 years. In fiscal 2022, Olympus held "Olympus Environmental Day" to improve the efficiency of activities and to be more conscious of cooperation with society. With the aim of raising environmental awareness among employees, we conducted global environmental e-learning programs, held events to reduce waste and food loss and promote recycling in each region and site, and conducted neighborhood cleanup activities.

In addition, our domestic sites have been continuously contributing to environmental conservation activities of NGOs and NPOs by collecting unneeded books, CDs, DVDs, and other items, selling them to outside vendors, and donating the funds. In fiscal 2022, a total of 150,000 yen, including a matching gift from the company, was donated to The Japan Fund for Global Environment operated by the Environmental Restoration and Conservation Agency.

> [Activities in FY2020](#)

> [Activities in FY2019](#)



## Related link

> [Olympus Corporate Citizenship Activities](#)

# Environmental Data

Updated July 25, 2022

\*Figures for each fiscal year are subject to change from past disclosures due to revision of definitions, etc.

\*\*Data up to FY2021 includes figures for the imaging business transferred on January 1, 2021

\* ★ indicates data that has received a third-party warranty from LRQA Limited (LRQA).

> [Independent Assurance Statement Related to Environmental Data](#)

## Material balance

### INPUT

Resource/Energy input	FY2022	compared to previous period(%)
Energy [Total] (MWh)	328,906★	7
Electric power (MWh)	127,967★	-10
City gas (1,000 m3)	5,836★	27
LPG(t)	1,475★	-5
LNG(t)	834★	4
Heavy fuel oil (kL)	201★	-2
Kerosene (kL)	83★	40
Diesel fuel (kL)	867★	-3
Gasoline (kL)	5,120★	33
Hot water (GJ)	2,288★	8
District heat (MWh)	2,280★	17
Green electricity (MWh)	29,180★	53
Solar power [internal] (MWh)	526★	2
Solar heat [internal] (GJ)	455★	-6
Chemical substances [PRTR substances handled] (t)	41	1
Water [Total] (1,000 m3)	961★	-9
Piped water	315★	-18
Ground water	646★	-4
Raw Materials and Sub-Materials *Production sites in Japan only		
Metals: Steel, aluminum, brass		
Plastics: Optical plastics, ABS, PC, polyethylene, polypropylene		
Office materials (t)		
Copy paper	163	-2
Transport fuel		
Transportation: Gasoline, diesel fuel, etc.		
Packaging material [Total] (t)	1,016	-2
Cardboard	616	0.5
Paper	185	-15
Plastic	184	2
Metal	0	0
Glass	0	0
Others	31	7

★ Indexes certified by the Assurance Statement.

### OUTPUT

	FY2022	compared to previous period(%)
Greenhouse gases [Total] (t-CO2e)	90,119★	-3
CO2 generated from energy	90,118★	-3
CO2 not generated from energy	1★	-83
Substances Emitted (t)		
NOx	53	-5
Sox	0.3	0
Chemical substances [PRTR substances emissions/]	14.6	-5
Discharge to water system [Total] (1,000 m3)	961	-9
Water discharged (public waters)	524	-4
Water discharged (sewage)	437	-14
BOD (t)	1.9	19
Discharge [Total] (t)	5,362★	-8
Amount recycled	4,575★	-5
Other waste	787★	-21
Landfill	99★	57
Hazardous waste	265★	-8
Total CO2 for transportation (t-CO2e)	41,177	18
Product shipments (t)		
Medical Business [Total]	2173	-4
Medical Business [Endoscopes]	1,233	-1
Scientific Solutions Business [Microscopes]	940	19

★ Indexes certified by external assurance.

## Internal Energy Consumption

	FY2018	FY2019	FY2020	FY2021	FY2022
Consumption (MWh)	349,108	328,439	331,380	305,960	328,906★

★ Indexes certified by the Assurance Statement.

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

## Renewable Energy Consumption

	FY2018	FY2019	FY2020	FY2021	FY2022
Renewable Energy (MWh)	15,428	17,285	21,053	19,815	29,833★

★ Indexes certified by external assurance.

\*Scope: The Olympus Group (small businesses are excluded)

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

## Breakdown of Internal Energy Consumption

	FY2018	FY2019	FY2020	FY2021	FY2022	
Direct (MWh)	City gas	52,620	51,844	52,415	57,594	73,180★
	LPG	19,708	19,467	20,140	22,008	20,820★
	LNG	12,627	11,707	12,305	12,190	12,648★
	Heavy fuel oil	2,072	2,183	2,252	2,234	2,181★
	Kerosene	548	612	614	601	844★
	Diesel fuel	13,089	12,392	12,234	9,396	9,076★
	Gasoline	42,844	45,899	43,814	37,139	49,213★
	Subtotal (MWh)	143,508	144,104	143,774	141,162	167,962★

Indirect (MWh)	Electricity	187,345	164,458	163,852	142,232	127,967★
	Hot water	682	597	701	797	864★
	District heat	2,145	1,995	2,000	1,954	2,280★
	Green electricity	14,763	16,576	20,338	19,114	29,180★
	Solar power [internal]	497	536	533	518	526★
	Solar heat [internal]	168	173	182	183	127★
	Subtotal (MWh)	205,600	184,335	187,606	164,798	160,944★
Total (MWh)	349,108	328,439	331,380	305,960	328,906★	

★ Indexes certified by external assurance.

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

### CO2 Emissions (Scope 1, 2)

	FY2018	FY2019	FY2020	FY2021	FY2022
Scope 1 (t-CO <sub>2</sub> e)	30,124	30,377	30,202	29,189	34,695★
Scope 2 (t-CO <sub>2</sub> e)	91,490	75,150	79,361	64,121	55,424★
Scope 1+2 (t-CO <sub>2</sub> e)	121,614	105,527	109,563	93,310	90,119★
Basic unit of consolidated sales (t-CO <sub>2</sub> e/100 million yen)	15.5	13.3	13.7	12.4	10.4

★ Indexes certified by external assurance. \* Scope: The Olympus Group (small businesses are excluded).

\*1 Scope 1: Greenhouse gas emission from direct on-site use of fossil fuels. Scope 2: Greenhouse gas emission from on-site secondary use, such as electric power purchase.

### CO2 Emissions (Scope 3)

	FY2018	FY2019	FY2020	FY2021	FY2022
Logistics (t-CO <sub>2</sub> e)	50,779	52,486	46,415	34,868	41,177★

★ Indexes certified external assurance. Scope 3: Category 4 Upstream transportation and distribution

### CO2 Emissions for the Entire Supply Chain

Category	FY2018	FY2019	FY2020	FY2021	FY2022	
Scope 1 (t-CO <sub>2</sub> e)	30,124	30,377	30,202	29,189	34,695★	
Scope 2 (t-CO <sub>2</sub> e)	Market-based method	91,490	75,150	79,361	64,121	55,424★
	Location-based method	97,679	80,358	86,177	72,969	66,612★
Total (t-CO <sub>2</sub> e) Scope 1+2 (Market-based method)	121,614	105,527	109,563	93,310	90,119★	
Scope 3 (t-CO <sub>2</sub> e)	454,443	480,159	435,734	476,490	423,220	
Total (t-CO <sub>2</sub> e) Scope 1+2 (Market-based method)+3	576,057	585,686	545,297	569,800	513,339	

Scope 3	Calculation Method (Assumptions)	FY2018	FY2019	FY2020	FY2021	FY2022
1. Purchased goods and services (t-CO <sub>2</sub> e)	Calculated by multiplying raw materials and parts of leading products by basic unit	84,795	83,019	75,040	56,242	49,365
2. Capital goods (t-CO <sub>2</sub> e)	Calculated by multiplying facility investment value by basic unit	197,863	199,918	184,026	274,407	216,255★
3. Fuel and energy related activities (not included in Scope 1, Scope 2) (t-CO <sub>2</sub> e)	Calculated by multiplying electric power and fuel purchased by basic unit	9,871	10,819	10,760	16,214	16,947★
4. Upstream transportation and distribution (t-CO <sub>2</sub> e)	Calculated by multiplying transport ton/kg of leading products by basic unit (including delivery logistics)	50,779	52,486	46,415	34,868	41,177★
5. Waste generated in operations (t-CO <sub>2</sub> e)	Calculated by multiplying worksite waste output by basic unit	8,012	5,063	5,398	4,233	4,019★
6. Business travel (t-CO <sub>2</sub> e)	Calculated by multiplying business travel expenses by basic unit	20,035	19,588	16,601	4,708	5,168★
7. Employee commuting (t-CO <sub>2</sub> e)	Standard commute model defined by region and calculated by multiplying the number of employees in region by basic unit	14,200	13,811	13,867	12,480	12,449★
8. Leased assets (upstream) (t-CO <sub>2</sub> e)	Calculated as Scope 1 and 2 GHG emissions	-	-	-	-	-
9. Downstream transportation and distribution (t-CO <sub>2</sub> e)	Classified as transport from dealers and sales companies to the customer but excluded due to small impact scale	-	-	-	-	-
10. Processing of sold products (t-CO <sub>2</sub> e)	Excluded due to small impact scale and difficulty in tabulation in this category	-	-	-	-	-
11. Use of sold products (t-CO <sub>2</sub> e)	Calculated by multiplying electric power consumption, etc., for lifetime of sold product by basic unit	65,979	93,398	80,738	71,073	75,627
12. End-of-life treatment of sold products (t-CO <sub>2</sub> e)	Calculated by multiplying product disposal weight by basic unit for waste material	2,909	2,057	2,889	2,265	2,213★
13. Leased assets (downstream) (t-CO <sub>2</sub> e)	Calculation including use of sold products, although some products are leased	-	-	-	-	-
14. Franchises (t-CO <sub>2</sub> e)	Not calculated due to absence from Olympus group's business range	-	-	-	-	-
15. Investments (t-CO <sub>2</sub> e)	Not calculated because there is no investment businesses in Olympus group	-	-	-	-	-

★ Indexes certified by external assurance.

### NOx emissions

	FY2018	FY2019	FY2020	FY2021	FY2022
NOx emissions (t)	67	60	61	56	53

\*Scope: The Olympus Group (excluding small companies)

### Sox emissions

	FY2018	FY2019	FY2020	FY2021	FY2022
Sox emissions (t)	0.2	0.3	0.3	0.3	0.3

\*Scope: The Olympus Group (excluding small companies)

### Water consumption

	FY2018	FY2019	FY2020	FY2021	FY2022
Groundwater (1,000 m <sup>3</sup> )	656	675	660	673	646★
Piped water (1,000 m <sup>3</sup> )	623	518	522	382	315★
Total (1,000 m <sup>3</sup> )	1,279	1,193	1,182	1,055	961★
Basic unit of consolidated sales (1,000 m <sup>3</sup> /100 million yen)	0.16	0.15	0.15	0.14	0.11

\*Scope: The Olympus Group (excluding small companies)

### Wastewater

	FY2018	FY2019	FY2020	FY2021	FY2022
Public water areas (1,000 m <sup>3</sup> )	499	519	493	547	524
Sewage systems (1,000 m <sup>3</sup> )	780	674	689	508	437
Total (1,000 m <sup>3</sup> )	1,279	1,193	1,182	1,055	961

\*Scope: The Olympus Group (excluding small companies)

### Emissions/Landfill

	FY2018	FY2019	FY2020	FY2021	FY2022
Emissions (t)	7,161	6,958	7,158	5,825	5,362★
Amount recycled (t)	5,847	5,604	5,555	4,823	4,575★
Other waste (t)	1,314	1,354	1,603	1,002	787★
Landfill (t)	150	100	107	63	99★
Basic unit of consolidated sales (t/100 million yen)	0.91	0.88	0.90	0.78	0.62

★ Indexes certified by external assurance.

\*Scope: Olympus Group (excluding small companies)

### Hazardous waste discharged

	FY2018	FY2019	FY2020	FY2021	FY2022
Hazardous waste discharged (t)	273	317	311	287	265★

★ Indexes certified by external assurance.

\*Scope: Olympus Group (excluding small companies)

#### Emissions and Movements of PRTR Class 1 Designat

	FY2018	FY2019	FY2020	FY2021	FY2022
Chemical substances (PRTR substances) (t)	17.7	18.8	19.3	15.4	14.6

\*Scope: Manufacturing and development sites in Japan

#### Volatile Organic Compounds (VOC) Emissions

	FY2018	FY2019	FY2020	FY2021	FY2022
Volatile Organic Compounds (VOC) Emissions (t)	62.3	81.9	83.9	57.8	56.7

\*Scope: Manufacturing and development sites in Japan

#### Olympus Group Site Data

Company/Facility	Location	CO2 emissions (t-CO2e)	water consumption (1,000 m3)	Emissions (t)	Amount recycled (t)		
Japan	Ishikawa Facility *1	FY2022	7,825	68	246		
		FY2021	7,821	74	255		
		FY2020	8,620	106	398		
		FY2019	8,876	99	385		
		FY2018	9,100	99	488		
	Utsugi Facility *1	Hachioji-shi, Tokyo	FY2022	2,599	20	417	
			FY2021	2,644	22	335	
			FY2020	2,878	28	287	
			FY2019	3,110	28	264	
	Takakura Facility *2	Hachioji-shi, Tokyo	FY2022	382	3	11	
			FY2021	345	3	6	
			FY2020	365	5	14	
			FY2019	424	5	15	
	Nagano Facility Tatsuno *2	Tatsuno-machi, Kamiina-gun, Nagano	FY2022	15,372	353	747	
			FY2021	14,657	367	630	
			FY2020	16,673	365	735	
			FY2019	17,198	325	679	
	Nagano Facility Ina	Ina-shi, Nagano	FY2022	1,836	16	79	
			FY2021	1,840	16	82	
			FY2020	1,993	16	91	
			FY2019	2,028	18	89	
	Olympus Medical Systems	Hinode Plant	Hinode-cho, Nishitama-gun, Tokyo	FY2022	1,152	6	46
				FY2021	1,120	5	49
				FY2020	1,282	6	47
FY2019				1,339	6	63	
Aizu Olympus	Aizu-Wakamatsu-shi, Fukushima	FY2022	13,056	220	444		
		FY2021	12,851	228	452		
		FY2020	13,779	192	487		
		FY2019	13,891	254	466		
Aomori Olympus	Kuroishi-shi, Aomori	FY2022	3,999	33	279		
		FY2021	4,013	29	245		
		FY2020	4,421	37	265		
		FY2019	4,321	38	265		
Shirakawa Olympus	Nishigo-mura, Nishishirakawa-gun, Fukushima	FY2022	3,663	41	375		
		FY2021	3,821	41	409		
		FY2020	3,905	41	414		
		FY2019	3,736	38	394		
Olympus Terumo Biomaterials	Mishima Plant	Nagaizumi-cho, Sunto-gun, Shizuoka	FY2022	1,273	7	13	
			FY2021	1,321	7	13	
			FY2020	1,382	8	10	
			FY2019	1,435	7	10	
Olympus Logitex *3	Sagamihara-shi, Kanagawa	FY2022	614	-	393		
		FY2021	682	-	393		
		FY2020	620	-	393		
		FY2019	636	-	360		
Americas	Olympus Corporation of the Americas	Pennsylvania, U.S.A.	FY2022	13,725	5	314	
			FY2021	10,126	1	314	
			FY2020	12,607	16	490	
			FY2019	13,348	17	594	
			FY2018	13,080	20	505	
	Olympus Scientific Solutions Americas Corp.	Massachusetts, U.S.A.	FY2022	1,135	19	247	
			FY2021	959	15	199	
			FY2020	1,037	22	242	
			FY2019	1,344	35	191	
			FY2018	1,427	44	145	
	Olympus Surgical Technologies America®4	Massachusetts, U.S.A.	FY2022	2,019	35	507	
			FY2021	3,286	35	683	
			FY2020	4,677	33	892	
			FY2019	6,388	28	795	
			FY2018	7,840	26	833	
			Olympus Winter & Ibe GmbH	Hamburg, Germany	FY2022	2,838	23
FY2021	2,440	15			319		
FY2020	1,142	15			345		
FY2019	587	15			318		

			FY2018	603	13	313	313
Europe/Middle East	Olympus Medical Products Czech spol s.r.o.	Olomouc, Czech Republic	FY2022	735	2	18	0
			FY2021	763	1	15	0
			FY2020	648	1	18	0
			FY2019	735	1	15	0
			FY2018	703	1	15	0
	KeyMed (Medical & Industrial Equipment) Ltd.	Essex, U.K.	FY2022	2,828	18	218	159
			FY2021	912	25	324	273
			FY2020	904	24	384	303
			FY2019	859	27	374	328
			FY2018	954	27	381	342
	Algram Group Ltd.	Devon, U.K.	FY2022	62	2	53	28
			FY2021	42	2	106	74
FY2020			42	2	107	75	
FY2019			42	2	107	75	
FY2018			54	3	122	52	
Asia/Oceania	Olympus (GuangZhou) Industrial Co., Ltd	Guangdong, China (Guangzhou)	FY2022	336	2	78	74
			FY2021	331	3	79	75
			FY2020	336	3	113	107
			FY2019	318	3	107	102
			FY2018	266	3	93	88
	Olympus Trading (Shanghai) Limited	Shanghai, China	FY2022	475	1	16	5
			FY2021	290	1	20	7
			FY2020	244	1	10	5
			FY2019	214	1	12	8
			FY2018	363	1	15	15
	Olympus Vietnam Co., Ltd.	Dong Nai, Vietnam	FY2022	7,202	56	448	307
			FY2021	16,087	140	738	385
			FY2020	23,707	223	1,174	454
			FY2019	15,983	207	1,115	551
			FY2018	8,344	170	1,045	570
	Olympus Australia Pty Ltd	Victoria, Australia	FY2022	299	1	54	22
FY2021			294	1	45	18	
FY2020			328	2	61	32	
FY2019			330	2	70	35	
FY2018			339	2	74	41	

\*1 Including Olympus Medical Systems

\*2 Part of the Takakura Facility and Nagano Facility\_Tatsuno was transferred to Evident on April 1, 2022.

\*3 Olympus Logitex was merged into Olympus Corporation on April 1, 2022.

\*4 For FY2018, Olympus America Inc.

#### Environmental Conservation Costs

Environmental conservation cost classification (million yen)	FY2018		FY2019		FY2020		FY2021		FY2022	
	Investment amount	Cost amount								
Costs Inside Business Area	184	263	104	236	292	376	244	368	80	356
Prevention of Public Nuisance Cost	24	119	31	113	22	184	22	219	32	214
Global Environmental Conservation Cost	144	8	73	3	240	40	213	37	47	12
Resource Circulation Cost	16	136	0	120	30	152	9	112	1	130
In Upstream Costs	0	64	0	109	0	149	0	230	0	102
In Downstream Costs	0	3	0	5	0	1	0	1	0	5
Environmental Management Activity Cost	0	342	0	355	0	345	4	276	10	225
R&D costs	0	695	0	468	0	62	0	35	0	116
Social activity costs	0	6	0	6	0	1	0	0	0	0
Environmental damage costs	0	0	0	0	0	0	0	0	0	0
Total	184	1,373	104	1,179	292	934	248	910	90	804

Target period: April 1, 2019 - March 31, 2022

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

Notes: 1) Tabulation based on "Environmental Accounting Guideline 2005."

2) Cost and depreciation that cannot be separated clearly in environmental conservation are not divided proportionately, and the full amount has been excluded from the calculations.

#### Environmental Conservation Effects

Quantitative Effects of Environment Preservation		FY2018	FY2019	FY2020	FY2021	FY2022
Effects Inside Business Area	CO2 emissions (t-CO2e)	55,092	57,021	55,971	51,186	51,801
	Waste discharged (t)	2,633	2,827	3,142	2,870	3,052
	Water consumption (1,000 m3)	783	819	804	790	766
	Chemical Substances Transferred/Discharged (t)	18	19	19	15	15

Economic Benefits of Environmental Protection		Change from previous year				
		FY2018	FY2019	FY2020	FY2021	FY2022
Revenue Benefits (million yen)	Proceeds from sale of valuable resources through recycling	6	-6	-1	0	21
	Energy cost	63	224	18	-248	252
Cost Savings (million yen)	Water consumption cost	4	6	5	-8	0
	Waste disposal consignment cost	9	11	0	-3	26

Target period: April 1, 2019 - March 31, 2022

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

Notes: 1) Tabulation based on "Environmental Accounting Guideline 2005."

2) Cost and depreciation that cannot be separated clearly in environmental conservation are not divided proportionately, and the full amount has been excluded from the calculations.

## Basic Approach and Policy

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Olympus supports the United Nations Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, the 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 respect for human rights in the Olympus Global Code of Conduct. In addition, we have formulated the Olympus Group Human Rights Policy that stipulates the 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 promoting business activities with Olympus to comply with the protection of human rights.

[> Human Rights Policy](#)

## Initiatives

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### Initiatives with Suppliers

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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. 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

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In FY2021 Olympus 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, we started a human rights impact assessment with support from BSR for the entire Olympus Group, including our regional headquarters (for the Americas, EMEA, China and Asia-Pacific), in which senior management in each region, including the managers of business divisions and functions participated. This ended in the first quarter of FY2022. Through these activities, human rights issues related to the corporate activities of the Olympus Group were clarified, debriefing sessions were held for related parties including the managers of related divisions, and it has been possible to improve awareness in relation to business and human rights. Further, in FY2022, we implemented online education composed mainly of basic information on human rights and the UN Guiding Principles for members of the Olympus Group in Japan in order to encourage each and every employee to act with awareness of human rights to prevent infringements. This introduced the fact that interest in forced labor, foreign labor and child labor in supply chains has increased internationally as a trend in recent years. We are providing education with similar content in each region of the Olympus Group outside of Japan throughout FY2023. Also in FY2023, we have started on the construction of systems to establish human rights due diligence among employees of the Olympus Group.

### Preventing Harassing Behavior and Promoting Diversity and Inclusion

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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 LGBTQ, 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 LGBTQ 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 and inclusion (D&I), we organize activities centered on supporting the empowerment of women, and promoting understanding and support for sexual minorities.

➤ [Diversity and equal opportunity: Society: Sustainability: Olympus \(olympus.co.jp\)](#)

In particular, to widen understanding and support for sexual minorities, we established a dedicated consultation office in Japan, held seminars to promote awareness (about 90 participants last fiscal year), hosted an LGBTQ Week (e-learning) and promoted voluntary ALLY activities. As a result of our efforts, we received the Silver rating on the PRIDE Index 2021, a Japanese index of corporate performance in LGBTQ inclusion.

## Response to the UK Modern Slavery Act

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Olympus KeyMed, the Olympus Group company in the UK, has issued a 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
- ▼ Quality Management System
- ▼ Appropriate Communication
- ▼ Valuing Bioethics in Evaluating Product Efficacy and Safety

## Basic Approach and Policy

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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

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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

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### Creating a Safety-and Quality-Oriented Corporate Culture

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Olympus Group recognizes that it is essential for Olympus employees to act with a mindset to always prioritize customers and patient's safety and security by implementing activities to foster an organizational culture that 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 employees to have them realize that their daily work is connected to the customers and patient's safety.

### Quality Management System

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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 division 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

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#### (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. The Standards are published on our website.

#### (Case 2)

Olympus offers advanced information on endoscopes, and diagnostic test using endoscopes and techniques through a membership website "Medical Town" 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.

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

## Valuing Bioethics in Evaluating Product Efficacy and Safety

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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).

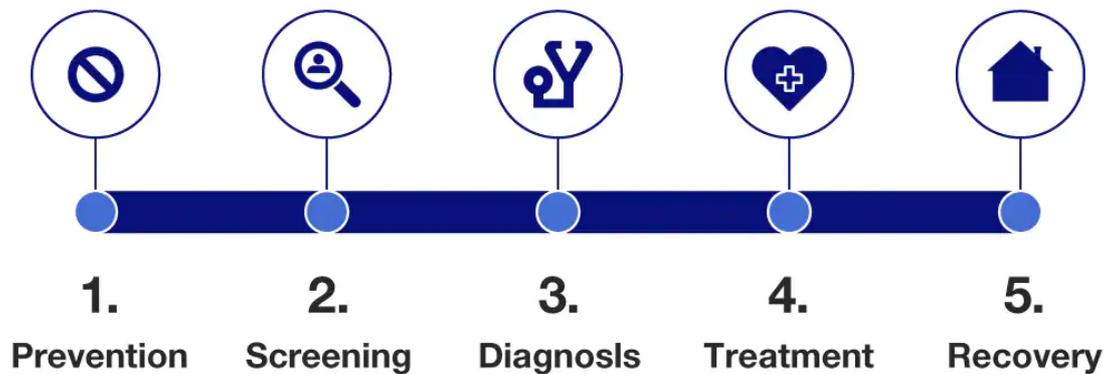
We are committed to the ethical and humane handling of the animals used in our research, paying extra attention to their physical and psychological wellbeing. Self-inspections are also conducted, verifying our compliance with the research corporate rules for animal research. Our practice is accredited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

# For the Benefit of Patients

## Basic Concept

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At Olympus Group, our Vision is making people's lives healthier, safer, and more fulfilling. We do this through our focus on the patient's journey, from prevention through recovery. As we focus on the patient care pathway, we seek ways to create solutions and optimize procedures to enhance the care pathway through comprehensive understanding and management of diseases to drive value. This will support our strategy to improve patient outcomes by elevating the standard of care.



## Initiatives

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### Initiatives to Improve Patient Care Pathways (Case Study of Colorectal Cancer in Japan)

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In the area of cancer treatment where early detection and early treatment are important, we are working to raise awareness of the importance of screening as part of our “prevention” efforts in the care pathway, and we are running a website that provides a variety of information on screening and treatment under the supervision of a doctor (① in the Figure below) and conducting activities to raise awareness of the importance of screening (② in the Figure below). As part of our commitment to “early detection,” “definitive diagnosis,” and “treatment,” we provide medical institutions with endoscopic systems, technologies to support endoscopic diagnosis, and a variety of surgical instruments that enable minimally invasive procedures that reduce the burden on patients. (③ in the Figure below)

We also provide maintenance information dissemination to facilitate necessary examinations (④ in the Figure below), and aim to improve patient quality of life by comprehensively addressing patient care pathways.

			Prevention	Screening	Diagnosis	Treatment	Recovery
1	<b>Operation of "Onaka-kenko.com"</b>  A physician-supervised information site on gastrointestinal diseases, cancer screening, and endoscopic screening and treatment.	Health check	<input type="radio"/>				
		Explanation of various gastrointestinal diseases Cancer screening awareness Explanation of endoscopy	<input type="radio"/>	<input type="radio"/>			
2	<b>Youth Education Support</b> Cancer awareness event for junior high and high school students	<input type="radio"/>					
	<b>Donations</b> Advance Donation Activities	<input type="radio"/>	<input type="radio"/>				
	<b>Sponsorship of non-profit organizations</b> Colorectal cancer screening awareness	<input type="radio"/>	<input type="radio"/>				
3	<b>Product and technology development and equipment distribution</b>  Endoscope System Scope (Magnifying endoscopes, etc.) Observation technology (NBI, TXI, EDOF, RDI, etc.) Support Software for Endoscopic Diagnosis Using AI Various types of instruments that enable minimally invasive surgery Various sales programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
		<input type="radio"/>	<input type="radio"/>				
		<input type="radio"/>			<input type="radio"/>		
		<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
	<b>Training for Healthcare Professionals</b> Educational platform offering a comprehensive program of products and procedures OLYMPUS CONTINUUM	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>			
	<b>Collaboration with academic societies and medical institutions</b>			<input type="radio"/>	<input type="radio"/>		
4	<b>Membership site for healthcare professionals Medical town</b>  Provide product information Maintenance information Equipment maintenance training Maintenance by field engineer Support for various types of inquiries Repair support (loaner equipment, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>		
			Prevention	Screening	Diagnosis	Treatment	Recovery

# Elevating the standard of care

## Basic Concept

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The Olympus Group aims to improve patient outcomes by elevating the standard of care in targeted diseases. We have a dedicated organization that serves our patients, healthcare professionals, and community by bringing medical, scientific, and professional capabilities to help ensure we deliver a portfolio clinically relevant, economically valuable, and safe products and solutions around the globe.

This organization serves three important roles:

1. Strengthen Olympus Group's functional capabilities to develop medical device innovations promoting patient-centered solutions that are safer and more effective.
2. Develop and implement educational programs and training for healthcare professionals to rapidly gain technical expertise, achieve excellent clinical results, while ensuring the patient's safety.
3. Leverage real-world evidence to improve clinical outcomes for patients that, in turn, produce economic value for payers, health care systems, and society.

## Initiatives

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### Focus on Global Training for Healthcare Professionals

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The department dedicated to promoting this initiative has invited experts to provide training for healthcare professionals to promote the safe and proper use of Olympus medical products. In 2021, we launched the training form OLYMPUS CONTINUUM as an educational platform offering a comprehensive program of medical products and procedures. OLYMPUS CONTINUUM is designed to provide training tailored to the skills of healthcare professionals, taking advantage of the online nature of the program, in addition to traditional group onsite training, from pre-training to post-training follow-up. We have opened a portal site in five languages and are expanding our web-based training tools, including a learning management system (LMS)<sup>\*1</sup> and an on-demand library<sup>\*2</sup>.

In FY2022, we provided a total of 1,285 training sessions (+34% YoY) in each business area (global) despite COVID-19.

\*1 System for realizing a series of online processes from registration to attendance of hands-on training and lectures (implementation status varies by region).

\*2 System for posting a wide variety of learning content, mainly videos and procedure booklets for healthcare professionals

### ◆ Olympus Continuum training results

Number of times held (year on year)
1,285 times (134%)

> Olympus Continuum ■

## Grant Initiatives

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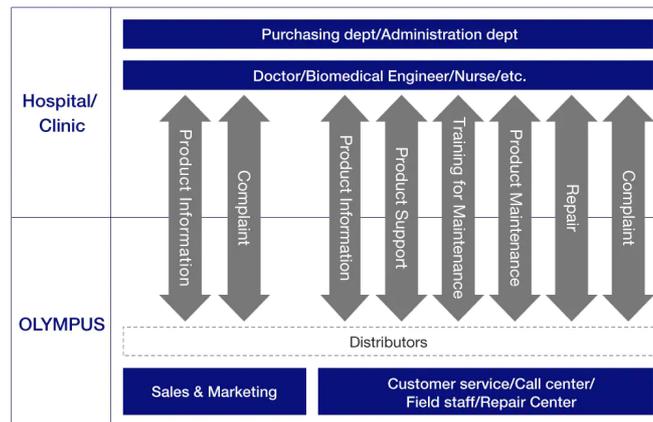
Through our Grants Program, the Olympus Group supports independent third-party activities that relate to diseases, conditions, or treatments for which Olympus products are used. The fundamental goal is improved patient care. Olympus Grants primarily support education for healthcare professionals, including advanced fellowships and hands-on trainings across the world. Patient-facing support includes disease awareness programs, health care capacity building, and care initiatives for patients in need. A limited number of research Grants support independent studies related to Olympus product areas. Over

335 unique organizations received Olympus Grants in FY2022 to conduct programming in more than 50 countries. In addition to in-kind awards, financial Grants made by the Olympus Group in FY2022 totaled approximately US\$6.4 million.

# Responding to Customers

## Basic Concept

The Olympus Group is engaged in a variety of initiatives to provide better products and services to healthcare professionals, our customers, in order to contribute to "Making people's lives healthier and safer". We have established a global system to accurately handle a series of customer service activities, from product sales to in-use support and repairs, and are engaged in daily operations.



\*For difficult-to-handle devices such as ultrasound endoscopes, designated specialists are available (US)

## Initiatives

### Building a relationship of trust with customers

The Olympus Group believes that a relationship of trust with healthcare professionals is necessary to provide better products and services and contribute to making people's lives healthier and safer, and monitors customers' satisfaction with its activities at various points of contact with customers, including sales and after-sales services, in Europe, the Americas, and Japan. Based on the monitoring results, issues are clarified and prioritized, the impact on business is quantified, and feedback is provided to each department in charge to improve the quality of activities. By continuing these efforts, we hope to deepen the relationship of trust with our customers.

In 2022, we began monitoring in the Australia region using the same survey method, and plan to gradually expand the range of areas covered by the system.

### Main measures implemented for improvement

Europe:

- ◆ Improvement of complaint management
- ◆ Visualization of order management status
- ◆ Development of internal infrastructure for communication with customers

Americas:

- ◆ Revision of policy on lending substitutes to customers during repairs
- ◆ Improvement of service engineer communication skills
- ◆ Development of portal site to check the status of repairs

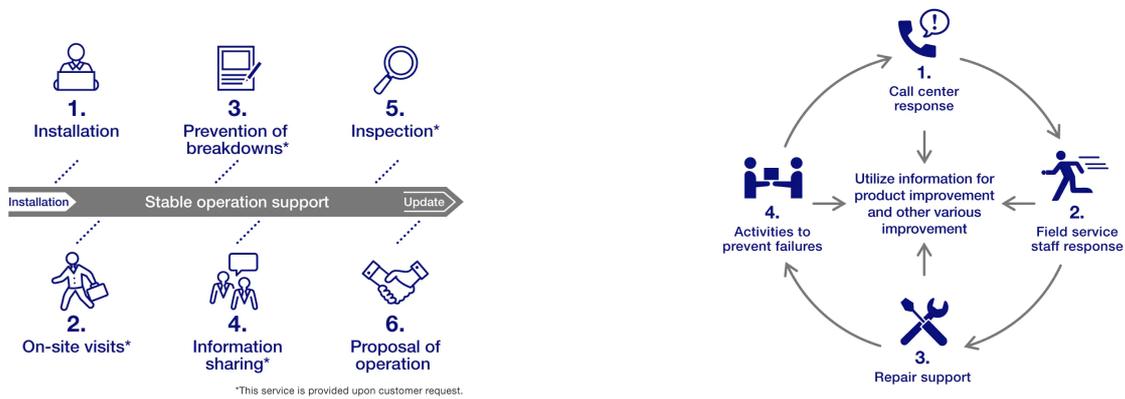
- ◆ Establishment of a working group dedicated to improving customer satisfaction

## Compliance in sales activities

Based on the Olympus Group Code of Conduct, the Olympus Group conducts thorough compliance education to ensure the safety of its products and services, eradicate discrimination and harassment, comply with ethical business practices, and protect personal information and other information assets.

## Post-sales activities

The Olympus Group's core products, the endoscopes, are inserted into the body and are precision instruments with complex and special structures for reliable medical procedures by healthcare professionals. We systematically provide a variety of support even after the product has been sold, as it requires inspection before use, proper reprocessing (cleaning, disinfection, and/or sterilization) after use, and regular maintenance.



1. Installation, operation check, and instruction on handling of equipment
2. Provision of optimal support through regular visits\*
3. Proposals to prevent failures\*
4. Provision of information on pre-use checks and maintenance of products\*
5. Equipment inspection by service staff\*
6. Proposal of operation plans tailored to the equipment's usage status

\* This service is provided upon customer request.

1. Call center response  
The call centers respond to inquiries in detail with systems suited to each region. We also respond to inquiries through our website. Call centers in Japan, China, and the U.S. are staffed with teams dedicated to handling and troubleshooting equipment, and handle troubleshooting while using the equipment actually in use.
2. Field service staff response  
Field service staff will hurry to the site to inspect the equipment and take action for early restoration in the event of trouble.
3. Repair support  
We have established repair systems in each region of the world. In addition, centralized repair centers have been established in key regions to ensure prompt and stable repair response to severe failures. To minimize disruption to the healthcare delivery system, we will also arrange for alternative equipment\* when repairs are handled. In the U.S., we have developed a portal site to check the status of repairs. A similar portal site is currently being piloted in Europe and will be expanded to other regions in the future.  
\* Depending on the product, we may not be able to get a replacement right away.
4. Activities to prevent failures  
Conducted training\* on how to use equipment to avoid damaging it and in accordance with customer requests.  
\* For customers with service contracts, failure prevention education is provided based on the failure occurrence status and details of the failure to prevent recurrence.

## Repair site

Each Olympus Group repair center is equipped to respond promptly to repair requests from customers. In addition, the Olympus Group has a mutual backup system in case of emergencies such as disasters.

## Global Service Network for Medical Business



## Basic Approach and Policy

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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

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### Sharing Business Strategies and Supply Chain Policy

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Olympus is sharing the corporate 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 the business condition with us, etc., among approximately 1,000 suppliers for each business in Japan.

In FY2022, we canceled onsite meetings with suppliers due to the circumstances around COVID-19, but we sent out materials regarding our policies to share them.

### Supplier Survey and Improvement Activities

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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 123 questions, of which 24 are related to sustainability, related to management information, sustainability initiatives, and business continuity plans (BCPs).

In FY2022 the survey was conducted on 774 companies, including overseas suppliers. Responses were received from about 86% 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.

### Key Evaluation Items in Supplier Survey for Initiatives with Suppliers

Evaluation	Criteria Details
Management information	Corporate information, Financial condition
Sustainability	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 <sub>2</sub> 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

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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 the Supply Chain Policy Meeting, 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

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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 98%. 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. In FY2022, we held online workshops for our manufacturing divisions, with 999 participants. In addition, 2,949 employees participated in the e-learning program for R&D divisions to deepen their understanding of the Subcontract Act. We will continue to provide education throughout the company to ensure group-wide compliance with the Subcontract Act.

# Employment

- ▼ Basic Approach and Policy
- ▼ Promotion Structure
- ▼ Initiatives

## Basic Approach and Policy

The Olympus Group published the Olympus Global Code of Conduct to define the ethical standards for the behaviors of all group members. 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.

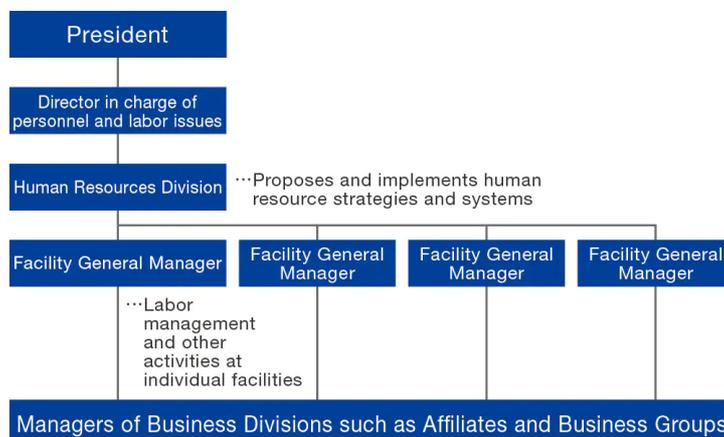
In April 2019 we introduced a corporate transformation plan Transform Olympus, a global-scale human resources policies that serves as the basis for our global employees to follow our Corporate Philosophy (Our Purpose and Our Core Values), and to encourage each employee to take on ambitious challenges 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 HR systems based on "job-focused employment" to all employees, starting from Olympus. Rather than the traditional Japanese HR systems based on "membership-type employment" , in which factors such as age and years of service affect compensation, compensation can be more direct depending on the size of responsibility of the individual's roles. We also plan to introduce a global common performance management system that will allow us to evaluate individual performance fairly across the world and reward their performance. We believe that these reforms in the human resources system will provide a shortcut for employees to draw their own career passes while pursuing their expertise.

> [Human Rights Policy](#)

## Promotion Structure

In the Olympus Group, the President is ultimately responsible for our strategy for human resources including personal management and labor relation, while the Corporate Officer in charge of human resources implements our group-wide human resource strategy through the HR function at the headquarters. We are implementing measures to ensure that we follow labor and employment laws and 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

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### Recruitment in FY2022

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Olympus hired 241 employees (only full-time employees) in FY2022, up by 167% over the previous year. Of these, mid-career employees accounted for 85% 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 4.7% to 31.9%.

### Employment of People with Disabilities

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Olympus actively promotes the employment of people with disabilities (physical, mental, and intellectual). After hiring employees, they are active in a wide range of fields, including general clerical positions, as well as research and development positions such as manufacturing engineering positions and IT development positions. In April 2009, we established a special subsidiary\* called Olympus Support Mate, which mainly employs people with intellectual disabilities and strives to continuously employ them by creating an employment environment that includes the establishment of work processes suited to the characteristics of the people with disabilities and the placement of supporting staff for their active roles. In addition, Olympus Support Mate's Cleaning Business Group has been established in Aomori Olympus, Aizu Olympus, Nagano Olympus, and Shirakawa Olympus to contribute to the creation of job positions where people with disabilities can work in local communities. The potential of people with disabilities is then linked to the company's strengths. As of April 2022, the employment rate of eight special corporate groups was 2.6%, maintaining a level above the statutory rate of 2.3%. Olympus Terumo BioMaterials employs para-athletes who aspire to the Paralympic Games and supports their athletic activities. At the same time, Olympus actively supports social contribution activities such as hands-on classes aimed at realizing a society in harmony.

> [Olympus Terumo Biomaterials "Initiatives for Employment of Persons with Disabilities"](#) ■

\* 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 is 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

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Olympus has 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 FY2022, 76 people newly qualified for the system, and 100% of the employees requesting continued employment were hired accordingly.

## Basic Approach

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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 and employment 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 on Fundamental Principles and Rights at Work and the Group pledges to implement these principles in its companywide management and daily business activities.

[> Human Rights Policy](#)

## Initiatives

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### Global Employee Survey for the Improvement of Employee Engagement

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We conduct employee surveys (core value surveys) to listen to the opinions of employees and to achieve a better corporate culture and work environment. The results are shared with management, including regional management, and measures are implemented at various organizational units. From August to September 2021, we conducted our first core values survey in 3 years. It was conducted in 43 countries and regions and 18 languages, with a response rate of 86%. The percentage of employees who responded they understood the core values was 78%, and the percentage of employees who responded that they were positive about engagement was 67%, an improvement from the previous survey. Of the 42 items, 39 showed improvement from the previous survey, indicating that we are making steady progress in our efforts to improve our corporate culture.

In addition, we have defined the corporate culture that the Olympus Group aims to achieve as a “healthy organizational culture.” To achieve this culture, we are addressing issues common to the entire company and issues specific to each region, while at the same time providing and promoting the use of “healthy organizational culture practice tools” that can be implemented at each workplace. In particular, we are taking action for collaboration, delegation of authority, corporate culture encouraging challenges, and improvement of work-life balance.

### Labor-Management Consultations (Japan)

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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 FY2022, labor-management talks confirmed that we would continue discussions on management measures and organizational culture development in general. We also postponed pay-scale increase for those at non-managerial positions.

As of April 1, 2022, 4,631 permanent employees (other than those at managerial positions) were members of the labor union, which covers 69% of all employees.

## Basic Approach

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### Basic Approach to Human Resource Development

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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 make the most of 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

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### Promotional Structure in Human Resources Development

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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

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The Olympus Group has started succession planning for critical positions under the title "Leaders Developing Leaders," established a global leadership competency model (GLCM) for promising leadership candidates in 2019, to be introduced to the senior management level and then expanded to all management from 2021, and activities aimed at the exercise of leadership and rendered assistance with skills development. From 2021, a 360-degree feedback system based on the GLCM (a system to measure the degree to which a target person demonstrates competency by multiple evaluators in different positions, including colleagues and subordinates as well as supervisors) will be introduced and rolled out to all managers around the world.

Additionally, the globally unified skills training program that was started in 2019 is progressing as planned with a total of 6,000 participants as of the end of March 2022, and further development and establishment of the program is underway.

At present, Olympus and Olympus Medical Science Sales provide educational programs and 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

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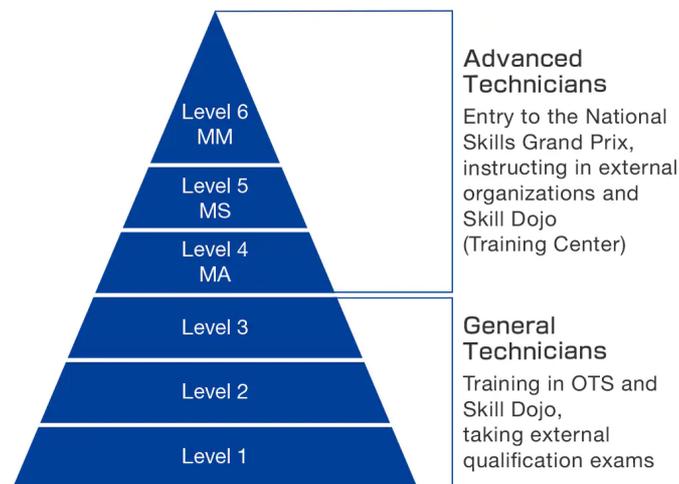
The Olympus Group regards its manufacturing technicians as an important source of added value.

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, 2022, the cumulative number of advanced technicians reached 147.

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
- ▼ Systems and Mechanisms
- ▼ Promotion Structure and Initiatives
- ▼ Targets and Achievements Data

## Basic Approach

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The Olympus Group is committed to realizing "health, security, and spiritual enrichment for people around the world," and diversity and inclusion (D&I) is the foundation of all our activities. We respect diversity in all its forms and strive to create a healthy organizational culture in which diverse human resources accept each other and allow each individual to perform at his or her best.

## Diversity & Inclusion (D&I) Concept in Japan

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Along with respecting diversity in terms of gender, age, nationality, disability, sexual orientation, gender identity, values, and work style, we will work to create an open organizational culture in which everyone accepts supports each individual to understand and overcome their unique challenges.

Human resources who have mastered various fields will demonstrate their abilities in their areas of expertise, and unite with each other to utilize each other's opinions and create new value. To this end, we are committed to understanding the diverse needs of the world and providing an environment in which each and every Olympus employee can thrive in these challenging times of change.

Through D&I, people should gain new values and ways of thinking, enrich their minds, and work with a sense of happiness. Through this, we will continue to move forward toward a healthy organization.

## Medium-Term Initiatives Policy

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Create an inclusive culture based on diversity



Strengthen internal and external communication and information disclosure



Deepen initiatives to promote women's empowerment

## D&I Direction

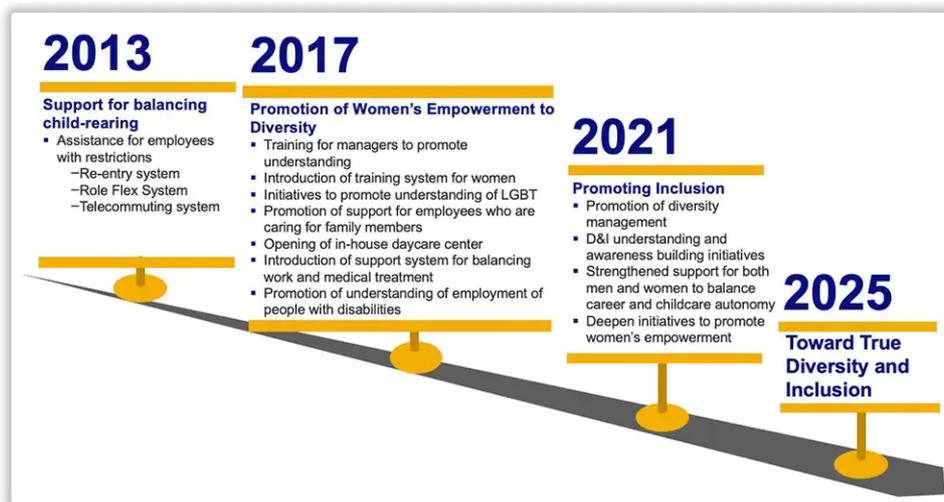
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# Diversity & Inclusion

Ex: Job Career Values, Competence, Work Style, Experience, Lifestyle



## Changes to D&I Initiatives in Japan



## Action Plan

- General employer action plan based on the Act on Promotion of Women's Participation and Advancement in the Workplace
- General employer action plan based on the Act on Advancement of Measures to Support Raising Next-Generation Children

## Systems and Mechanisms

### Effects of Workstyle Reform

To realize the purpose of our existence, Olympus promotes diverse work styles with the aim of creating a healthy organizational culture in which each and every employee can perform at his or her best.

In April 2021, we revised the system, particularly in terms of teleworking, by significantly reviewing the eligible employees, maximum number of days, and places of work, in order to enable flexible work styles.

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. Through these efforts, we aim to improve productivity, achieve work-life balance for employees, and foster an autonomous workplace culture.

We have also introduced a flextime work system Core Time<sup>\*1</sup>, which allows employees to decide freely when to start and finish work during core times<sup>\*2</sup>, to create a workplace culture that values their initiative, to improve their working efficiency and increase their mental and physical motivation. We are promoting initiatives that ensure a balance between the needs of the company and the day-to-day experience of our employees.

\*1 In June 2020, we revised our core time to 11:15-13:30.

## Promotion Structure and Initiatives

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Olympus is working on D&I (Diversity & Inclusion) within the Organizational Development Division to strongly promote the cultivation of an organizational culture in which diversity is respected and a diverse workforce can thrive.

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 strengthened our promotion system and established a dedicated diversity organization to further enhance our promotion system.. We are committed to continuing working on this issue.

- Diversity and Inclusion in the Americas
- Diversity & Inclusion (Olympus Corporation of the Americas) 

## Promoting the Advancement of Women

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The Olympus Group actively recruits and promotes high quality professional and talented people and provides them with opportunities to work in our company so that all employees can demonstrate their abilities without discrimination based on gender in recruitment, promotion, or salary increases.

- [Employment: Social: Sustainability: Olympus \(olympus.co.jp\)](#)

As of April 2022, Olympus has 85 female employees in managerial positions with a ratio of exceeding 6%. The ratio of female assistant managers and section heads who are candidates for managerial positions is 14.0%, and the overall ratio of female employees is 20.1%, both of which are higher than in the previous fiscal year. To combine both private life and career development, we have introduced various systems, including shorter working hours for periods that exceed legal requirements. We have also established the Olympus Kids Garden, an in-house childcare center, at our Shirakawa and Hachioji business sites.

Our training system is implemented on an ongoing basis and is designed to develop next-generation leaders, support their careers, and foster a corporate culture. We also provide training for female leaders to strengthen the skills of candidates for management positions, a mentoring system that encourages female leaders to think about their careers through dialogue with mentors, support for balancing their work with their career path by providing a place for employees on childcare leave to network, training for employees returning to work after childcare leave to support early start-up of operations after returning, and training for managers to learn about the management of diverse human resources.



Female leader's training (online)

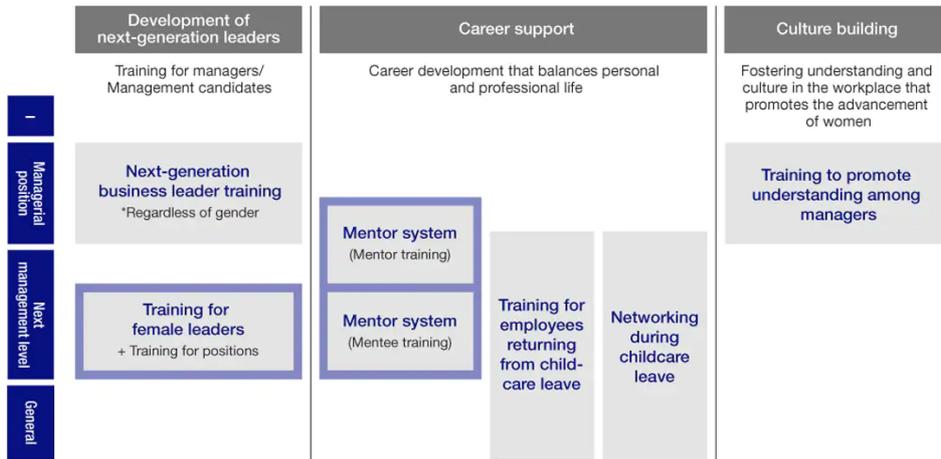


Training for managers to promote understanding



Olympus Kids Garden at the Hachioji Plant

## Women's Activity Promotion Training System



## External Evaluations

### Platinum 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.

Olympus and its Japan subsidiaries have developed action plans to implement and continue to work on the Act on Advancement of Measures to Support Raising Next-Generation Children. As a result, Olympus in 2022, Olympus obtained "Platinum Kurumin Certification," which recognizes companies that are committed to high standards while promoting ongoing initiatives. Furthermore, Olympus Terumo Biomaterials was certified a "Platinum Kurumin Certified Company" in 2021, and Olympus Marketing and Aizu Olympus were certified "Kurumin Certified Companies" in 2020 and 2022, respectively.



### 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.



## PRIDE Index 2021

Olympus has established a dedicated consultation office in Japan to promote understanding and support for sexual minorities.

In FY2021 we also promoted other initiatives such as seminars to promote understanding (about 90 people attended), LGBTQ Week (e-learning and events were held), and ALLY activities were conducted by volunteers.

As a result of these activities, we received a "Silver" certification in the "PRIDE Index 2021," an evaluation index for LGBTQ initiatives in Japan.

## Examples of Overseas Initiatives

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

## Targets and Achievements Data

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### [Female]

- ◆ Female officers: 8.8%
- ◆ Females in managerial positions: 6.02% \* (Target 10%FY2028)
- ◆ Female section supervisors: 14.0%
- ◆ Female employees: 20.1%
- ◆ Female new graduates recruited: 25.9%
- ◆ Female mid-career hirings: 25.3%
- ◆ Male years of continuous employment: 14.10 yrs
- ◆ Female years of continuous employment: 10.90 yrs
- ◆ Females with children: 41.4%

### [Foreign nationals] as of April 2022

- ◆ Officers with foreign nationality: 32.4%

### [Other]

- ◆ Persons with disabilities: 2.8% (as of April 2022)
- ◆ Childcare (FY2021 actual)
  1. Took childcare leave (males): 41.3% \*Includes system allowing employees to take up to three days of special leave (with pay) when their wives give birth
  2. Took childcare leave (females): 100%
  3. Childcare leave period (males): 41.1 days
  4. Childcare leave period (females): 367.4 days
  5. Returned after childcare leave: 100%
- ◆ Workstyle (FY2021 actual)
  1. Annual leave: 12.5 days
  2. Average legal overtime hours per month: 7.0 hrs
  3. Telecommuting use: 65.0% of eligible employees used service at least one day per month

## Occupational Safety and Health

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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

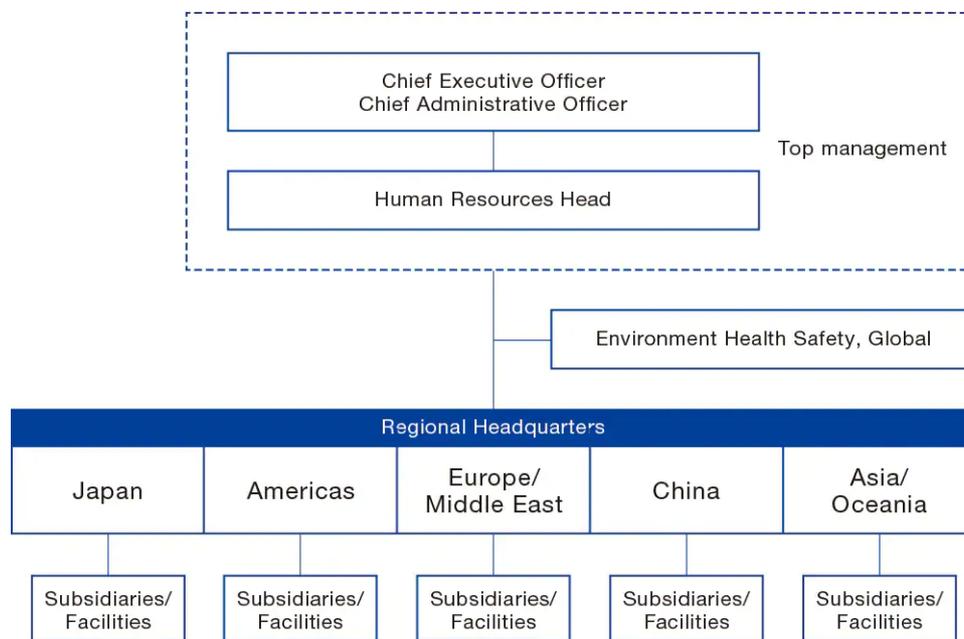
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### Global Safety and Health Organization

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The Olympus Group is promoting a global safety and health organization, as shown below. Based on the Environmental Health and Safety Policy, we set out an annual EHS (Environmental, Health and Safety) action plan and disseminate it throughout our global sites. With the aim to comply with laws and regulation and to reduce risks of occupational safety and health, we are promoting various initiatives in each global site, as establishing health and safety management system, risk assessment, risk reduction activities, employee education and training, internal audits, workplace patrol, risk assessments by outside experts, and so forth.

In the FY2022, we had promoted safety and health activities with the goals of achieving zero serious accidents and reducing the lost time injuries ratio. We promoted measures to address priority risks at each site, including measures against single-edged razors in the Japan region, and strengthened employee education and training in all regions. As a result of these activities, we achieved zero serious accidents and lower lost time injury ratio, the same level as two years ago.



## 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. In FY2022, sites that have already acquired certification maintained it, and Olympus Iberia S.A.U. and Olympus Scientific Solutions Americas Corp. completed the transition from OHSAS18001 to ISO45001.

Sites	Certification	Year of Certification
Aizu Olympus	JISHA OSHMS Standards <sup>*1</sup>	2011
Shirakawa Olympus	ISO 45001	2020
Aomori Olympus	JISHA OSHMS Standards <sup>*1</sup>	2009
Olympus Scientific Solutions Americas Corp.	ISO 45001	2021
KeyMed (Medical & Industrial Equipment) Ltd.	ISO 45001	2020
Olympus Iberia S.A.U.	ISO 45001	2021
Olympus Trading (Shanghai) Limited	Certified as Safe Production Standardized Company	2015

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

## Occupational Injuries Data

The scope of the data on occupational injuries is as follows.

Japan: Olympus Corporation and its 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 Occupational Injuries<sup>\*2</sup>

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	64	50	56	37	23★
Americas	-	73	55	26	52★
Europe	-	84	20	63	49★
Asia/Oceania	-	19	10	19	17★
Total	-	226	141	145	141★

★ Indexes certified by external assurance.

\*2 Total of lost time injuries and non-lost time injuries

## Number of Lost Time Injuries

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	10	6	4	2	2★
Americas	-	37	20	4	12★
Europe	-	11-	6	16	14★
Asia/Oceania	-	14	8	6	4★
Total	-	68	38	28	32★

★ Indexes certified by external assurance.

## Lost Time Injuries (of one day or more) Frequency Rate<sup>\*3</sup> (LTIFR)

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	0.34	0.20	0.13	0.08	0.08★
Americas	-	3.27	1.93	0.39	1.13★
Europe	-	1.97	1.07	2.04	1.86★
Asia/Oceania	-	1.34	0.77	0.62	0.72★
Overall	-	1.17	0.66	0.52	0.67★
All industries (Japan) <sup>*4</sup>	1.66	1.83	1.80	1.95	2.09
Manufacturing industry (Japan) <sup>*4</sup>	1.02	1.20	1.20	1.21	1.31

★ Indexes certified by external assurance.

\*3 Lost time injury frequency rate = number of lost time accidents ÷ (number of employees for that fiscal term × work hours) × 1,000,000

\*4 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

## Occupational Illness Frequency Rate<sup>\*5</sup> (OIFR)

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	0.07	0.07	0	0	0★

★ Indexes certified by external assurance.

\*5 Occupational illness frequency rate = number of cases of occupational illness that result in lost time\*6 ÷ (number of employees for that fiscal term × work hours) × 1,000,000

\*6 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 Fatalities

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	0	1	0	0	0★
Americas	-	0	0	0	0★
Europe	-	0	0	0	0★
Asia/Oceania	-	0	0	0	0★
Total	-	1	0	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 site.

Category	Subjects	Contents
Basic training	New employees	Basic training on safety and health at time of hiring of new employees (safety and health-related laws and regulations, internal management systems, rules, etc.) <ul style="list-style-type: none"> <li>◆ Japan: 35 participants in April 2021</li> <li>◆ China: Implemented within 1 week after entering the company</li> </ul>
	Subject employees	Basic training on safety and health (safety and health-related laws and regulations, risk reduction measures, etc.) <ul style="list-style-type: none"> <li>◆ Americas: Implemented from October to December 2021 (4,705 participants)</li> <li>◆ Asia: Implemented in March 2021 (870 participants)</li> <li>◆ Japan: Implemented in May 2021 (10,840 participants)</li> </ul>
		Display Screen Equipment Training and Assessment <ul style="list-style-type: none"> <li>◆ Europe: Implemented in July 2021 (about 1,000 participants)</li> </ul>
Specialized training	Subject employees	Hazard experience training through "Anzen Dojo" (Training Center) (Simulated experience of hazards that may occur in the workplace) <ul style="list-style-type: none"> <li>◆ Japan: Implemented at manufacturing sites</li> </ul>
		Training for hazardous materials handlers <ul style="list-style-type: none"> <li>◆ China: Implemented in August 2021</li> </ul>
		Training on customs regulations when importing hazardous materials <ul style="list-style-type: none"> <li>◆ China: Implemented in December 2021</li> </ul>
	Safety and health promoters	Training to improve the competence of safety and health patrollers (risk base audit procedures through virtual site tours) <ul style="list-style-type: none"> <li>◆ Japan: Implemented in March 2022 (68 participants)</li> </ul>

Category	Subjects	Contents
		Risk Assessment Training <ul style="list-style-type: none"> <li>◆ Europe: Implemented at manufacturing sites</li> </ul>
	Internal auditors	Internal Auditor Training <ul style="list-style-type: none"> <li>◆ Europe: Implemented at manufacturing sites</li> </ul>

## 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. Specifically, 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.

#### ◆ Hazard Simulation Training

Occupational incidents 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 to experience simulated hazards such as slipping on slippery floors or electric shock using low frequency waves.



#### ◆ Skill improvement training for workplace patrollers

We provided online patrol skill improvement training by an external trainer for health officer and safety and health managers aimed at improving the quality of workplace patrols to reduce safety and health risks.

68 participants from sites in Japan attended this training and learnt patrol methods based on risk base audit procedures through a virtual site tour.

#### ◆ Elimination of hand-held work with single-edge razors in manufacturing processes (Aizu Olympus, Aomori Olympus)

Safety and Health Management Division and Manufacturing Division collaborated to implement efforts aimed at changing from holding single-edge razors to box knives, etc., and abolishing work holding single-edge razors by means of the preparation of jigs in order to make the use of knives in manufacturing processes safer.

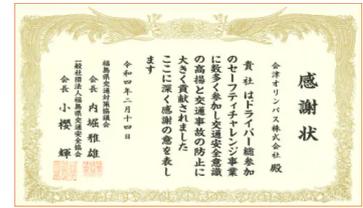
As a result, it was possible to abolish 100% of work holding single-edge razors at Aizu Olympus and it has subsequently maintained zero occupational incidents due to single-edge razors.

#### ◆ Traffic safety efforts

We implement various efforts at Olympus to prevent traffic accidents at regional sites where employees mainly commute by car and with company cars used in sales and services divisions. At our Nagano Facility, managers accompany new employees when they start commuting by car and provide guidance such as the hazardous points on the commuting route and checks of driving skills. In addition, at Nagano Facility, Shirakawa Facility, Aizu Olympus and Aomori

Olympus, managers check the switch to studless winter tires in winter to make it sure to switch them. Further, Olympus sites participate in the safety rallies hosted by each prefecture's Traffic Safety Association each year, which connects to the improvement of awareness of traffic safety.

In Sales and services divisions, telematics are installed on their company cars to improve drivers' observance of traffic rules and driving manners.



## Activities in Americas

### ◆ Environmental safety and health training (Olympus Corporation of the Americas)

Olympus Corporation of the Americas implements basic environmental safety and health training for all employees in October, every year. In FY2022, in addition to training on regulatory topics such as the safety of chemical substances and environmental management systems, the company strengthened the program to include content on ergonomics and the safe handling of heavy objects. In addition, from FY2022, it expanded the range of trainees from employees in the United States of America alone to employees in all regions of the Americas by implementing training online, and 4,705 employees participated in the program.

## Activities in Europe

### ◆ Maintenance of ISO 45001 certification and operation of the management system (KeyMed (Medical & Industrial Equipment) Ltd.)

KeyMed (Medical & Industrial Equipment) Ltd. is maintaining the ISO 45001 certification acquired for all sites in January 2021 and operating its management system. In FY2022, the company is implementing training for risk assessors including hazard and risk assessments, and conducting activities to reduce accidents in the course of business. In combination, it is also providing training to improve the skills of internal auditors.

### ◆ Transition to ISO 45001 certification (Olympus Iberia S.A.U.)

Olympus Iberia S.A.U., formerly promoted occupational health and safety under OHSAS 18001 certification. The company completed the transition from OHSAS to ISO 45001 in March 2021. It will continue to maintain this certification from now on by receiving external audits on the state of compliance with each article of the management system standards.

### ◆ COVID-19 vaccination center (Olympus Europa SE & Co. KG / Olympus Winter & Ibe GmbH.)

Olympus Europa SE & Co. KG, and Olympus Winter & Ibe GmbH established a COVID-19 vaccination center from June 2021 to ensure the safety of employees and customers and maintain business in Hamburg. To this point, about 3,000 employees, their families and partners have received vaccinations and boosters.

## Activities in China

### ◆ Renewal of certification as a manufacturing safety standardization company (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's certification as a manufacturing safety standardization company was renewed in FY2022 in association with the establishment of a new base.

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.

#### ◆ 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.

#### ◆ Promotion of Safe Driving

##### (Olympus (Guangzhou) Industrial Co., Ltd.)

Olympus (GuangZhou) Industrial Co., Ltd. forms teams of employees who implement efforts for the observance by each other of traffic safety rules, and carries out activities to prevent traffic accidents.

### Activities in Asia/Oceania

#### ◆ Labor Safety Training and Near-Miss Activities

##### (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 training. In addition, OVNC is conducting near-miss activities gathering and analyzing information on near-misses that occur internally and making improvements to try and reduce risks in the workplace.

OVNC is committed to training and improving knowledge on occupational safety and health 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."

#### ◆ Emergency Drills and Chemical Substance Leak Response Drills

##### (Olympus Vietnam Co., Ltd.)

Olympus Vietnam Co., Ltd. (OVNC) conducts on-site drills for firefighters regularly each year in addition to inspections of firefighting equipment aimed at improving the skills of its internal firefighters. In addition, OVNC has also formed a chemical substance leak response team, holding on-site drills each year and making improvements to the response process.



## Basic Approach, Policy and External Certification

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### The Olympus Health Declaration

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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 Japan, also including 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.

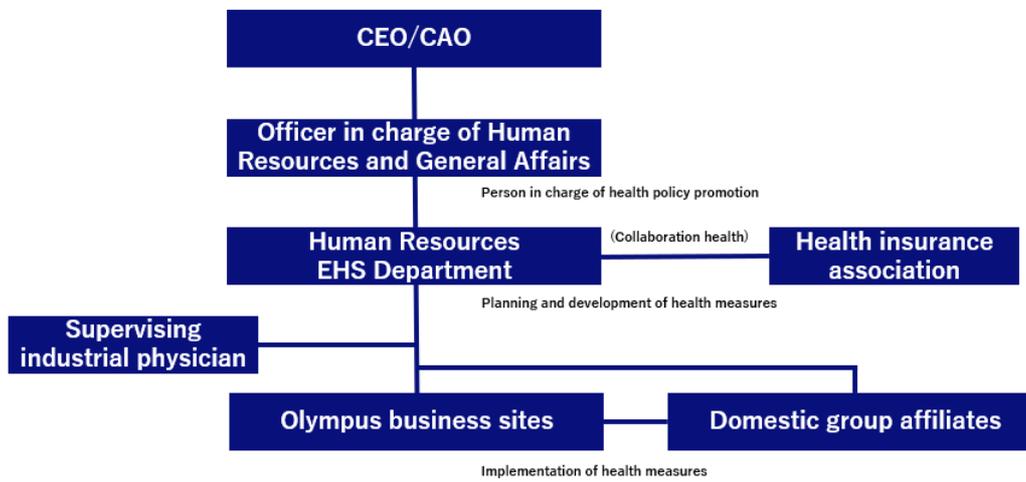
1. Olympus regards employee health as an important management issue and is committed to a corporate culture that places top priority on employee safety and health.
2. Olympus will continue to create a workplace environment where employees are able to work with vitality and good physical and mental health.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

## Health Promotion System and Initiatives

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### Health Promotion System

At Olympus and its Japan subsidiaries, the Human Resources EHS Division leads industrial health and health-related activities, and under the following structure, each company and workplace with the Health Insurance Association to enable collaboration and coordinated action between the company and the Health Insurance Association.



Particularly as an industrial health and welfare organization, we assign dedicated industrial physicians, and nurses, depending on the size of the business site, to share the actual state of employee health, respond to the issues, and develop activities to resolve the issues.. Also, the system is not only internal. In cooperation with external institutions, we have established a health consultation service and prepared a system that can be used by employees, including their families.

Under this system, we will create a health management strategy map, and plan, deploy, and review the results of each health measure, while continuing to promote initiatives to improve the health of our employees

Health management strategy map



## External Certification

### 2022 Certified Health and Productivity Management Outstanding Organization ~ White 500 ~

As a result of promoting activities in employee health management, implemented strategically from a management point of view, Olympus has been certified for six consecutive years since 2017 as an excellent company by the White 500\* Certified Health and Productivity Management Outstanding Organization Recognition Program. In 2022, Olympus Marketing and Aizu Olympus Corporation were listed in the Certified Health and Productivity Management Outstanding Organization Recognition Program.

Olympus health management is actively promoted through a combination of industrial health activities carried out by the company, including health guidance based on health examination results and a range of mental health services, and activities led by our health insurance association, such as awareness-raising about the prevention of lifestyle-related diseases and the promotion of cancer screening tests, including endoscope tests.

We will continue to work in cooperation with the Health Insurance Association to build work environments in which employees and their families can work and live healthily and vigorously. We will also work actively to promote health among employees of Japan subsidiaries and contribute to society through the promotion of the health of customers through our business activities.



\* White 500, which is 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 in cooperation with health insurance associations, etc.

## Sports Yell Company 2022

Olympus has been certified as a Sports Yell Company for two consecutive years by the Japan Sports Agency for being a company that works positively on the promotion and support of sports activities to promote the health of employees. In particular, its initiatives considerate of employee health such as working on eliminating the lack of exercise due to the COVID-19 pandemic were evaluated highly. Further, Olympus Marketing and Olympus Terumo Biomaterials were also simultaneously certified in 2022.

\* The Japan Sports Agency certifies companies implementing positive initiatives towards the playing of sports for employee health promotion as "Sports Yell Companies."

## Activity Policies and Achievements

### Cancer Screening

Olympus is enhancing its cancer screening program using procedures such as endoscopic screening for the early detection of cancer. Such promotion includes financial assistance of cancer screening by the Health Insurance Association for employees and their families, maintaining high screening rates for endoscopic examinations (69% for gastrointestinal endoscopy and 61% for colonoscopy), and not setting age limitations for gynecological examinations for employees and families for the early detection of cancer. To further improve screening rates, we provide education annually through E-Learning to help people obtain knowledge about cancer and receive screenings. In addition, we are working to improve screening uptake rates and the accuracy of cancer screening by recommending that those who need to undergo further screening receive a medical examination.

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.

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

### Cancer Screening Test Support System

Examination Item	Target	Health Insurance Cost Subsidy	Years Consultation Encouraged*
<b>Stomach cancer (endoscope)</b>	35 years and older	100% coverage	Once every two years
<b>Stomach cancer (pepsinogen examination)</b>	35 years and older	100% coverage	Year that Gastrointestinal endoscopy is not undertaken
<b>Colorectal cancer (endoscope)</b>	35 years and older	100% coverage	Once every three years (40 years and older)
<b>Colorectal cancer (fecal occult blood test)</b>	35 years and older	100% coverage	Year that Colonoscopy is not undertaken
<b>Breast cancer/Cervical cancer</b>	Women of all ages	100% coverage	Once every two years
<b>Prostate cancer (PSA marker)</b>	Men 50 years and older	100% coverage	Once every two years
<b>Abdominal ultrasonography</b>	40 years and older	100% coverage	Once every two years
<b>Lung cancer (lung helical CT)</b>	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).

### Cancer Screening (screening rates\*)

Examination Item	FY20	FY21	FY22	FY23 goals
<b>Stomach cancer (%)</b>	85.4	82.1	83.2	90

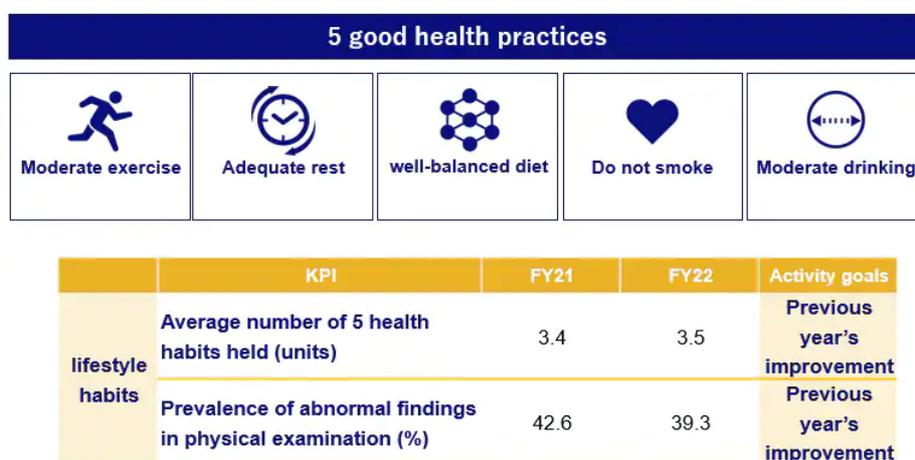
Examination Item	FY20	FY21	FY22	FY23 goals
Colorectal cancer (%)	81.6	79.3	80.7	90
Breast cancer (%)	71.7	72.3	74.5	74
Uterine cancer (%)	67.1	66.0	69.3	71

\* 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.

## Implementation of Health Promotion Activities for the Prevention of Lifestyle Diseases

Implementation of Health Promotion Activities for the Prevention of Lifestyle Diseases Olympus believes that maintaining and improving the physical and mental health of employees is necessary to enhance their performance. Developing healthy lifestyle habits can prevent lifestyle-related diseases and lead to mental and physical health, and we will develop various measures with the goal of increasing the number of people who possess the five good health habits.

### 5 Health Habits



Olympus promotes activities under the Specific Health Guidance program 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. (Implementation rate of specific health guidance in FY2020: 51.5) In the past, we have provided personalized exercise guidance to employees, but we now share online videos to promote exercise. (Total of 1,347 participants in FY2021) We are also implementing communication reinforcement measures positively aimed at support for employee health. We started sending out regular newsletters last fiscal year and have provided information a total of eleven times so far.

In addition, we introduced the WellsPort Navi portal site led by the health insurance association aimed at raising employee awareness of health management and supporting their activities, to facilitate the health management activities of each and every employee. We are also rolling out a health campaign positively using this portal site. Last fiscal year, the impacts on health due to changes in lifestyle patterns caused by the COVID-19 pandemic were particularly concerning so we increased the frequency of campaigning and provided employees with more opportunities for activities.

Main campaign activities and participation (FY2022)

Month	Activity	Number of participants	Participation rate
April	Spring walking campaign	2,751 people	19.7%
June	Toothbrushing campaign	2,430 people	17.3%
July	Summer walking campaign	2,491 people	17.8%
October	Autumn walking campaign	2,596 people	18.9%

Month	Activity	Number of participants	Participation rate
November	Toothbrushing campaigning	2,087 people	15.2%
December / January	Year-end, New Year weight management campaign	1,901 people	13.9%
January	Winter walking campaign	2,505 people	18.3%

## Activities to Quit Smoking

As an activity to prevent passive smoking, a ban on smoking inside all buildings and structures at Olympus and its Japan subsidiaries was put in place by the end of March 2020, and smoking was also banned on all sites by the end of March 2021. We also run the Quit-Smoking Marathon program, with health care personnel supporting employee smokers who want 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 16.4% as of the end of March 2022.

Smoking Rate (average at Olympus and Japan subsidiaries)*	
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%
End of March 2022	16.4%

## Preventing Mental Health Problems

Olympus and its Japan subsidiaries combine the four care programs below to support everything from preventive measures to the handling of employees with health problems and the resumption of work.

<b>Self-care</b>	Mental health training such as e-learning programs, mental toughness seminars, etc., for employees. Interviews for all new employees and midcareer employees
<b>Line care</b>	Activities to support employees in the workplace, such as mental health seminars for workplace managers.
<b>Care by industrial health care personnel at business sites</b>	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.
<b>Care provided by resources outside the business site</b>	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. Appropriate interviews and personalized follow-up are provided in accordance with the results for early response if necessary. We will continue to review its effective application as part of our mental health program.

## 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 motivation, various support programs have been introduced, including paid leave, flexible working hours and a 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.

## Action on Infectious Diseases

The following activities are being conducted to prevent infectious diseases.

- ◆ Hepatitis B antigen/antibody tests and vaccinations for 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 from April 2, 1962 to April 1, 1979)
- ◆ Vaccination at workplaces (25,961 employees, including contractors and temporary employees, were vaccinated for the first, second, and third times at all Olympus workplaces in Japan in fiscal 2021 and 2022.)

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

## 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.

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

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

## Women's Health Support Initiatives

In conjunction with Women's Health Week in March, we invited a gynecologist to present an online seminar on women's specific health issues. A total of 355 employees, both male and female, participated in the event, which was viewed 1,698 times on demand.

94% of the participants were satisfied with the seminar content, and we will continue to hold it regularly to support women's health.

## Support for Partner Companies

The following activities are being implemented to support our partner companies.

- ◆ Joint implementation of workplace vaccinations
- ◆ Held a health management seminar at a general meeting for distributors (conducted by the supervising industrial physician)

## Main data on Health Management

For health management, basic activities (periodic health checkups, stress checks, etc.) are also properly implemented.

Actual values for each fiscal year are as follows.

Data item	Details	Target for activities	FY2019	FY2020	FY2021	FY2022
Rate of taking medical examinations	Rate of taking regular medical examinations	Increase over previous year	98.7%	98.9%	98.5%	98.7%

Data item	Details	Target for activities	FY2019	FY2020	FY2021	FY2022
Rate of follow-up interviews	Percentage of employees eligible for post-measures interviews for regular medical examinations checkups	Improve over previous year	17.1%	17.7%	20.1%	15.8%
Rate of implementation of post-medical examination measures	Rate of implementation of consultation for employees who require measures after taking a regular medical examination	Increase over previous year	97.4%	95.9%	97.8%	99.1%
Rate of taking of stress checks	Rate of taking of stress checks	Increase over previous year	94.5%	94.2%	94.2%	90.9%
Rate of employees with high stress	Rate of employees with high stress among those taking stress checks	Reduce over previous year	13.5%	13.3%	13.4%	15%

## Activities in North America

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### (Olympus Corporation of the Americas U.S.A)

#### ◆ Healthy Incentive Program

The company provides this program to employees and their partners, enabling them to receive cash or a health insurance premium deduction if at least three of six biometric screening parameters are normal values. The six biometric screening parameters are height, weight, BMI, blood pressure, blood cholesterol and blood glucose.

#### ◆ Wellness Wednesday

Wellness Wednesday, which started in 2021, is a free virtual class that focuses on all aspects of wellbeing (physical, emotional, environmental, economy and society) on Wednesday each week. Because recordings of this class are available to all employees, they can participate in the live session or through a recorded session at a good time for them.

## Activities in Europe

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### (Olympus Europa SE & Co. KG Germany)

#### ◆ Workshop

"Managing stress in uncertain times" was a 90-minute workshop in which more than 3,000 people participated. During this workshop, methods for reducing stress due to the COVID-19 pandemic were provided in English and German.

#### ◆ Free vaccinations

The company is providing influenza vaccinations regularly.

### (Olympus Iberia S.A.U. Spain)

#### ◆ Individual psychology sessions

The company implemented its first individual psychology sessions for all employees following the global pandemic. The company is planning to continue providing these psychological sessions because they were very well received.

## Activities in China

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### (Olympus (China) Co., Ltd China)

#### ◆ Activities for improvement of the rate of taking endoscopy tests

The company increased the rate of taking endoscopy tests from 14% in 2020 to 42% in 2021 by holding lectures by a gastroenterologist and implementing interviews with employees who took an endoscopy test and Q&A.

## Activities in Asia / Oceania

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### (Olympus New Zealand Ltd New Zealand)

#### ◆ Certification of Mental Health First Aiders

First Aiders who play a role supporting mental health have been established and 21 employees have been certified from various divisions and positions. If mental health support is required, employees can receive support from a First Aider confidentially at any time.

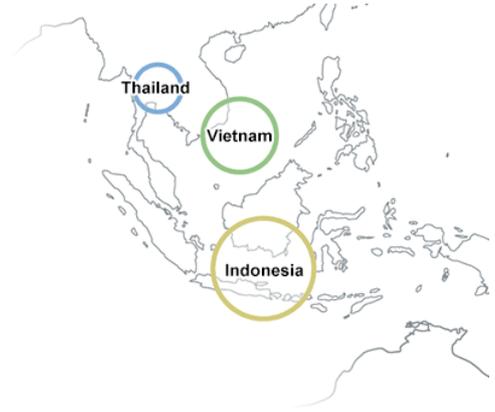
## Supporting physician development in emerging countries

Olympus endoscopes are used for diagnosis and treatment all over the world, contributing to the health and safety of people everywhere.

In particular, the rapid economic growth of emerging Asian countries in recent years has led to an increase in lifestyle-related diseases such as cancer, for which countermeasures are urgently needed.

To contribute to improvements in local health standards by disseminating Japan's superior medical technology and services, Olympus is working with Japan's international cooperation organizations and academic societies to support the development of physicians to promote early diagnosis and minimally invasive surgery using endoscopes.

These initiatives have spread to Thailand, Indonesia, Vietnam, and other countries, contributing to the realization of healthy and happy lives for local people.



## 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	FY2022
<b>Medical Excellence JAPAN</b>	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000
<b>Advanced Medical Technology Association (AdvaMed)</b>	US\$566,595	US\$591,440	US\$590,262	US\$595,603
<b>Medical Alley Association</b>	US\$7,500	US\$7,500	US\$8,000	US\$8,400
<b>Medtech Europe</b>	134,354 €	119,533 €	122,000 €	122,271 €
<b>The Asia Pacific Medical Technology Association (APACMed)</b>	US\$40,000	US\$50,000	US\$50,000	US\$50,000
<b>Japan Electronics and Information Technology Industries Association</b> <small>*Total delivery from company-wide</small>	¥9,396,000	¥8,004,960	¥9,694,300	¥8,160,000
<b>Japan Medical-Optical Equipment Industrial Association</b>	¥3,575,550	¥3,575,550	¥3,650,350	¥3,519,450
<b>Medical Technology Association of Japan</b>	¥1,200,000	¥1,200,000	¥1,700,000	¥1,700,000
<b>Japan Association for the Advancement of Medical Equipment</b>	¥444,000	¥444,000	¥444,000	¥444,000
<b>Japan Association of Medical Devices Industries</b>	¥400,000	¥400,000	¥410,000	¥410,000
<b>The Japan Federation of Medical Devices Associations</b>	¥300,000	¥300,000	¥300,000	¥300,000

# Charitable Donation Initiatives

## > Charitable Donations and Grants Policy

### ◆ Charitable Donations (Monetary)

Year	Number of cases	Total Amount
FY2018	24	13,280,226 yen
FY2019	18	16,028,224 yen
FY2020	18	10,977,619 yen
FY2021	11	47,610,820 yen
FY2022	21	161,687,743 yen

\* The above data is from Olympus only.

### ◆ Charitable Donation Results

March 3, 2022 > Olympus will join the global relief effort to help the people of Ukraine

April 19, 2022 > Olympus Donates to the International Federation of Red Cross and Red Crescent Societies to Support Victims of the Crisis in Ukraine

# 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.

### FY2022 result

The Olympus Group conducted following activities in FY2022, under the newly developing situations by COVID-19, which restricted its capacity and opportunity world widely.

Region	Cancer Awareness	Youth Education
Japan	7	13
Americas	7	1
Europe	1	3
Asia(excluding Japan)	9	2

> Japan

> Americas

> EMEA (Europe, Middle East & Africa)

> China

> Australia & New Zealand

> Korea

\*Figures for each fiscal year are subject to change from past disclosures due to revision of definitions, etc.

\*Data up to FY2021 includes figures for the imaging business transferred on January 1, 2021

\* ★ indicates data that has received a third-party warranty from LRQA Limited (LRQA).

[>Independent Assurance Statement Related to Environmental Data](#)

## Diversity & Inclusion

### Number of employees

	FY2018	FY2019	FY2020	FY2021	FY2022
Global	35,933	35,124	35,174	31,653	31,557
Olympus Corporation	8,244	9,242	8,550	4,775	3,478
Full-time employees	7,572	8,459	7,755	4,232	2,995
Men	6,497	7,248	6,550	3,473	2,359
20s and younger	714	969	965	390	229
30s	1,954	2,066	1,878	800	480
40s	2,048	2,302	1,953	1,025	680
50s or older	1,781	1,911	1,754	1,258	970
Women	1,075	1,211	1,205	759	636
20s and younger	234	302	300	132	86
30s	446	472	443	254	219
40s	325	359	370	272	229
50s or older	70	78	92	101	102
Excluding full-time employees	672	783	795	543	483
Men	373	454	471	252	234
20s and younger	8	9	5	38	35
30s	29	29	27	58	55
40s	42	37	32	73	76
50s or older	294	379	407	83	68
Women	299	329	324	291	249
20s and younger	18	22	20	31	26
30s	90	99	89	58	49
40s	110	129	123	107	94
50s or older	81	79	92	95	80
Overall Japan Subsidiaries *1	5,819	6,156	6,333	8,792	9,379
Full-time employees	4,048	4,257	4,417	6,808	6,854
Men	2,724	2,840	2,902	4,866	4,910
20s and younger	769	833	835	1,169	1,128
30s	855	889	891	1,455	1,502
40s	670	663	679	1,264	1,325
50s or older	430	455	497	978	955
Women	1,324	1,417	1,515	1,942	1,944
20s and younger	583	612	632	729	734
30s	400	426	455	632	620
40s	257	275	317	435	435
50s or older	84	104	111	146	155
Excluding full-time employees	1,771	1,899	1,916	1,984	2,525
Men	529	579	612	1,176	1,394
20s and younger	188	205	206	229	284
30s	173	176	181	339	500
40s	64	86	97	289	324
50s or older	104	112	128	319	286
Women	1,242	1,320	1,304	808	1,131
20s and younger	239	247	232	146	181
30s	440	453	441	280	410
40s	387	419	416	266	383
50s or older	176	201	215	116	157

\*1 In FY2022, the following 12 companies: Olympus Medical Systems, Olympus Marketing, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, TmediX, Olympus Digital System Design, Olympus Terumo Biomaterials, Olympus Logitex, Olympus-Supportmate, AVS. Please refer to each year's report for the number of companies and company names for other years)

### Number of foreign employees

	FY2018	FY2019	FY2020	FY2021	FY2022
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Olympus Corporation	39	52	55	35	40
Men	26	30	32	17	24
Women	13	22	23	18	16
Overall Japan Subsidiaries	27	20	16	17	35
Men	11	14	6	10	22
Women	16	6	10	7	13

#### Percentage of employees with disabilities

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	2	2.3	2.33	2.63	2.58

\*2 Eight special-purpose subsidiaries (Olympus, Olympus Medical Systems, Olympus Medical Science Sales, Nagano Olympus, Aomori Olympus, Shirakawa Olympus, Aizu Olympus, Olympus- Supportmate)

#### Number of employees with disabilities (persons)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	171	118	95	106	274
Overall Japan Subsidiaries	154	-	167	187	-

#### Number of reemployed retired workers

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	275	100	381	289	157
Overall Japan Subsidiaries	122	87	124	165	-

\*3 Number of reemployed retirees.

#### Number of employees taking childcare leaves (persons)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	80	156	146	124	109
Men	7	13	21	29	28
Women	73	143	125	95	81
Overall Japan Subsidiaries	122	163	162	237	325
Men	3	2	9	35	62
Women	119	161	132	202	263

#### Work-at-home system users\*4 \*5 (persons)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	118	162	828	4,775	3,478
Men	8	17	432	3,725	2,593
Women	110	145	396	1,050	885
Overall Japan Subsidiaries	5	102	272	6,007	6,974
Men	1	52	182	4,537	5,077
Women	4	50	90	1,470	1,897

\*4 Individual basis (not total number of people)

\*5 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.

#### Average overtime hours (hours/fiscal )

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	183	185.3	141.4	78.9	94.8
Overall Japan Subsidiaries	111	215.2	121	71.9	68.0

#### Average number of paid holidays actually taken (days/)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	13	12.9	11.9	11.4	12.4
Overall Japan Subsidiaries	12	11.2	11.4	10.4	11

### Managers

#### Number of managers (persons)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation <sup>*6*7</sup>	-	1,998	1,707	1,089	898

Men	–	1,929	1,653	1,033	836
Women	–	49	54	56	62
Overall Japan Subsidiaries <sup>*8</sup>	–	278	260	595	696
Men	–	276	258	581	676
Women	–	2	2	14	20

### Rate of women in management roles

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan <sup>*6*7*8</sup>	–	2.2	2.8	4.2	5.1

\*6 Figures for fiscal year 2022 include managers of Olympus Corporation as of the end of March 2022. Prior to fiscal year 2021, figures are based on the definition of each fiscal year.

\*7 Figures include employees who have been seconded to Olympus Corporation while employees from Olympus Corporation seconded to other companies have been excluded.

\*8 Figures for fiscal year 2022 include managers as of the end of March 2022. Prior to fiscal year 2021, figures are based on the definition of each fiscal year.

## Recruitment

### Number of newly employed (persons)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	789	576	397	53	145
Overall Japan Subsidiaries	662	603	499	460	281

### Rate of newly employed<sup>\*12</sup>

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	10	7	4.6	1.1	4.2
Men 30s and younger	16	10	6.8	1.6	10.5
40s or older	6	3	1.5	0.4	1.5
Women 30s and younger	18	13	11.3	2.5	6.6
40s or older	3	9	14.3	2.1	1.8
Overall Japan Subsidiaries	16	9.8	7.9	5.2	3.4
Men 30s and younger	20	11.9	12.5	7.3	5.2
40s or older	2	6.6	1.9	0.4	0.6
Women 30s and younger	25	11.3	20.1	9.4	5.3
40s or older	21	6.9	10.3	5.1	1.4

\*12 Includes both new graduates and midcareer employment

## Job retention rate and Number of staff leaving

### Job retention rate (Only full-time employees)<sup>\*13</sup> (%)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	93	95	91	87.0	82.5
Men	93	97	93	88.5	89.3
Women	91	88	87	82.4	69.2
Overall Japan Subsidiaries	–	84.5	78.6	89.3	88.8
Men	–	87.3	85	90.9	91.0
Women	–	81.3	71	87.5	86.5

\*13 The percentage of those who remain in the company as of March 31, 2022, out of those employed in FY2020 (including new graduates and mid-career employees)

### Job retention rate for new graduates<sup>※</sup>

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	–	95.6	96	95.6	91.6
Overall Japan Subsidiaries	–	–	93.2	90.8	93.0

\*14 The percentage of those who remain in the company at March 31, 2022 out of those employed as new graduates in April 2019.

### Number of staff leaving (persons)

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	216	413	274	628	1,389
Of which number of voluntary leavers	104	123	140	275	230
Men 30s and younger	41	148	64	41	48
40s or older	143	89	53	203	135
Women 30s and younger	26	118	17	6	15
40s or older	6	58	6	25	32

Overall Japan Subsidiaries	278	290	176	294	417
Of which number of voluntary leavers	211	–	127	223	260
Men 30s and younger	86	93	60	84	111
40s or older	51	41	15	75	54
Women 30s and younger	72	101	46	44	71
40s or older	45	55	6	20	24

### Average number of years of services

	FY2018	FY2019	FY2020	FY2021	FY2022
Olympus Corporation	14.14	14.08	14.17	14.41	14.32

## Occupational Safety and Health

### Number of Industrial Accidents

	FY2018	FY2019	FY2020	FY2021	FY2022
Global	–	–	141	121★	111★
Japan	64	50	56	35★	21★
Americas	–	–	55	26★	40★
Europe	–	–	20	47★	37★
Asia/Oceania	–	–	10	13★	13★

★ Indexes certified by external assurance.

### Number of Lost Time Injuries

	FY2018	FY2019	FY2020	FY2021	FY2022
Global	–	–	38	28★	31★
Japan	10	6	4	2★	2★
Americas	–	–	20	4★	12★
Europe	–	–	6	16★	13★
Asia/Oceania	–	–	8	6★	4★

★ Indexes certified by external assurance.

### Lost Time Injuries (of one day or more) Frequency

	FY2018	FY2019	FY2020	FY2021	FY2022
Global	–	–	–	0.52★	0.66★
Japan	0.34	0.2	0.13	0.08★	0.09★
Americas	–	–	1.93	0.39★	1.13★
Europe	–	–	1.07	2.04★	1.73★
Asia/Oceania	–	–	0.77	0.62★	0.72★
All industries (Japan) <sup>*16</sup>	1.66	1.83	1.80	1.95★	2.09
Manufacturing industry (Japan) <sup>*16</sup>	1.02	1.20	1.20	1.21★	1.31

★ Indexes certified by external assurance.

\*15 Lost time injury frequency rate = number of lost time accidents ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

\*16 Survey on Industrial Accidents, Ministry of Health, Labour and Welfare

### Occupational Illness Frequency Rate<sup>\*17</sup> [OIFR]

	FY2018	FY2019	FY2020	FY2021	FY2022
Japan	0.07	0.07	0	0	0

\*17 Occupational illness frequency rate = number of cases of occupational illness that result in lost time<sup>\*18</sup> ÷ (average number of employees for that fiscal term × work hours) × 1,000,000

\*18 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))

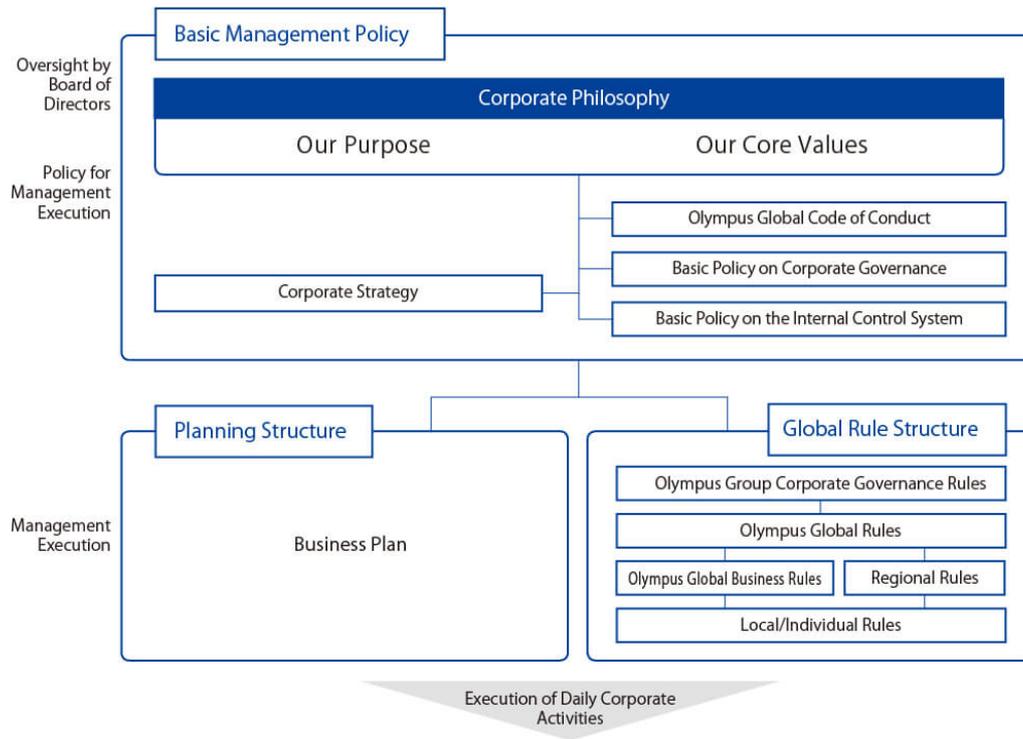
### Number of Fatal Industrial Accidents

	FY2018	FY2019	FY2020	FY2021	FY2022
Global	0	1	0	0★	0★
Japan	–	–	0	0★	0★
Americas	–	–	0	0★	0★
Europe	–	–	0	0★	0★
Asia/Oceania	–	–	0	0★	0★

★ Indexes certified by external assurance.

# 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 \(PDF: 98.9KB\)](#)
- > [Basic Policy on the Internal Control System](#)

## > Basic Policy for Corporate Governance (PDF: 98.9KB)

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, 2022) (PDF: 1.3MB)

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.

## Basic Approach and Policy

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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

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### Customers

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The Olympus Group is engaged in a variety of initiatives to provide better products and services to healthcare professionals, our customers, in order to contribute to "Making people's lives healthier and safer". We have established a global system to accurately handle a series of customer service activities, from product sales to in-use support and repairs, and are engaged in daily operations.

> [Responding to Customers](#)

### Shareholders and Investors

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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](#)

### Suppliers

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Olympus is sharing the corporate 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 the business condition with us, etc., among approximately 1,000 suppliers for each business in Japan.

In addition, we implemented a reporting system that can be used by suppliers.

> [Procurement](#)

> [Compliance](#)

### Employees

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The Olympus Group conducts employee surveys (core value surveys) to listen to the opinions of employees and to achieve a better corporate culture and work environment. The results are shared with management, including regional management, and measures are implemented at various organizational units.

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.

[> Labor Relations](#)

## Communities

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Olympus works with a wide range of stakeholders in accordance with our Corporate Citizenship Policy, including communities near our business sites around the world, local governments, schools, and NPOs, to contribute to solving social issues in local communities. We also participate in environmental conservation activities in cooperation with local governments and NPOs, and participate in and cooperate with local events.

[> Corporate Citizenship Activities](#)

## National and Local Governments

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Olympus is 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 to support for encouragement to take individual medical examination. Also, Olympus and its Japan subsidiaries host classes as a part of the school curriculum on the history and technology of endoscopes in cooperation with educational administrations, primary schools, junior high schools, and high schools.

## Basic Approach and Policy

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### Because What We Do Matters Olympus Global Code of Conduct

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What we do at Olympus Group 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 in 2019, and is available online in 18 languages.

[> Olympus Global Code of Conduct](#)

### Acting with Integrity Matters

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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

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### Compliance Management System

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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 global collaboration 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 as head of the committee, Regional Compliance Officers (RCOs), and the head of Global Planning and Operations, 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 confirmed and directed 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, 2022)



## Initiatives

### Compliance with Laws and Regulations

In FY2022, 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	<ul style="list-style-type: none"> <li>Laws and regulations relating to anti-bribery such as Unfair Competition Prevention Act, etc.</li> <li>National Public Service Ethics Act/rules of ethics</li> <li>Agreements relating to fair competition</li> <li>Transparency guidelines for the medical device industry in relation to medical institutions, etc. (formulated by the Japan Federation of Medical Devices Associations)</li> <li>Act on Prohibition of Private Monopolization and Maintenance of Fair Trade (Antimonopoly Act)</li> <li>Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (Subcontract Act)</li> <li>Laws and regulations relating to labor such as Labor Standards Act/Industrial Safety and Health Act, etc.</li> <li>Laws and regulations relating to insider trading</li> <li>Personal information protection laws/My Number ID Act</li> <li>Laws and guidelines relating to measures against antisocial forces</li> </ul>
Laws, regulations and guidelines in other countries	<ul style="list-style-type: none"> <li>Foreign Corrupt Practices Act (FCPA, United States)</li> <li>U.K. Bribery Act 2010 (United Kingdom)</li> <li>Anti-Kickback Statute (United States)</li> <li>OECD agreements concerning the prevention of the bribery of foreign public officials in international commercial transactions</li> <li>United Nations agreements concerning the prevention of corruption</li> <li>Other laws and regulations relating to the prevention of unfair competition</li> <li>Physician Payment Sunshine Provision (United States)</li> <li>Laws and regulations relating to anti-monopoly</li> <li>Laws and regulations relating to measures against antisocial forces</li> </ul>

## 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 2022 Olympus received 347 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 FY2022, 55.8% 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 division undertakes compliance education 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: 13,527
Education in Important Laws and Regulations	Selected employees	E-learning and group training	Education on compliance helpline Provide more detailed education programs to departments and supervisors that are deeply involved with key laws and regulations related to management	Frequency of program: 7 Total number of participants: 81,204
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

Category	Target	Method	Description	Results
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)

## Basic Approach and Policy

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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

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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 including Board approval.

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 such as profit allocation to low tax jurisdictions or tax haven and restructuring scheme without economic reason for tax avoidance. 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. Also, Olympus applies intragroup transaction pricing, or Transfer Pricing, which complies with the Arm's Length Principle. 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.

## Systems and Mechanisms

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### Prevention of Bribery

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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.

- > [Olympus Global Code of Conduct \(PDF: 2.2MB\)](#)
- > [Olympus Group guidelines covering the prevention of bribery](#)

### Exclusion of Antisocial Forces

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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

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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 FY2022, 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 Olympus headquarters corporate divisions who have ample opportunity to come into contact with insider information. There have not been any insider trading matters in FY2022, same as past years.

### Security Export Control and Appropriate Import Declaration

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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 this system, we renewed the internal training system in FY2022. While conducting basic training programs to cover nearly all executives and employees in Japan, we also continued to provide specialized training programs covering import-export transaction based on employees' degree of involvement in such work.

On the other side, paying the appropriate tax for imported goods is also an important area of responsibility as a business. 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 FY2022 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/FY2022)

Target	Aim/Description of Training	Participants
Departments involved in AEO (authorized exporter declaration)	Obligations of AEO providers and sharing of accident cases.	150
Departments responsible for import-export transaction as a main task	Obligations of AEO providers and sharing of accident cases.	92
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: 1,852 Import: 329
Nearly all directors and employees working in Japan (including subsidiaries)	Basic awareness of import-export controls (e-learning program).	10,355

# 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

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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

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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

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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

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In order to prevent any divulgation 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.

## Basic Concept

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The Olympus Group considers information security risks to be important risks that not only directly affect our business but could also have a serious impact on our customer medical institutions, and even on medical care itself. Also, appropriate information security risk management and incident response are becoming increasingly important in terms of maintaining and enhancing the Company's sustainable growth and the competitive advantage of our products and services. With regard to addressing information security risks, we believe it is important that the measures are being driven on a whole companywide basis, not limiting them to information security dedicated departments. Not only the importance of internal collaboration, it is also crucial to actively communicate and collaborate with our customer medical institutions, business partners, industry associations, and government agencies.

Under the corporate strategy announced in 2019, we are implementing our corporate transformation plan "Transform Olympus" with the aim of transforming ourselves into a corporate culture and corporate structure capable of sustainable growth. As part of this plan, we are promoting the globalization of each function, standardization of processes, and centralization of risk management. In the area of information security and privacy compliance, we have established a new strategy in the fiscal year ended March 31, 2022, in order to visualize risks from the perspective of corporate risk management with uniform standards across the global group and to ensure that risk mitigation activities in each related function are comprehensive and harmonized. This strategy includes the creation of a new governance model and a multi-year strategic roadmap corresponding to the companywide transformation. Through the implementation of our new governance model and strategy, we are particularly focused on achieving the following:

- ◆ Increase resilience to cyber-attacks not only in our general IT systems, but also in our products and services, their development and manufacturing environments.
- ◆ Continuously ensure product security throughout the entire product lifecycle, including the supply chain, to ensure a consistent supply of products and services.
- ◆ Protect, manage, and securely utilize data of various types and confidentiality levels while further enhancing privacy protection based on the latest trends and regulations in each country and region.

## Information Security Governance

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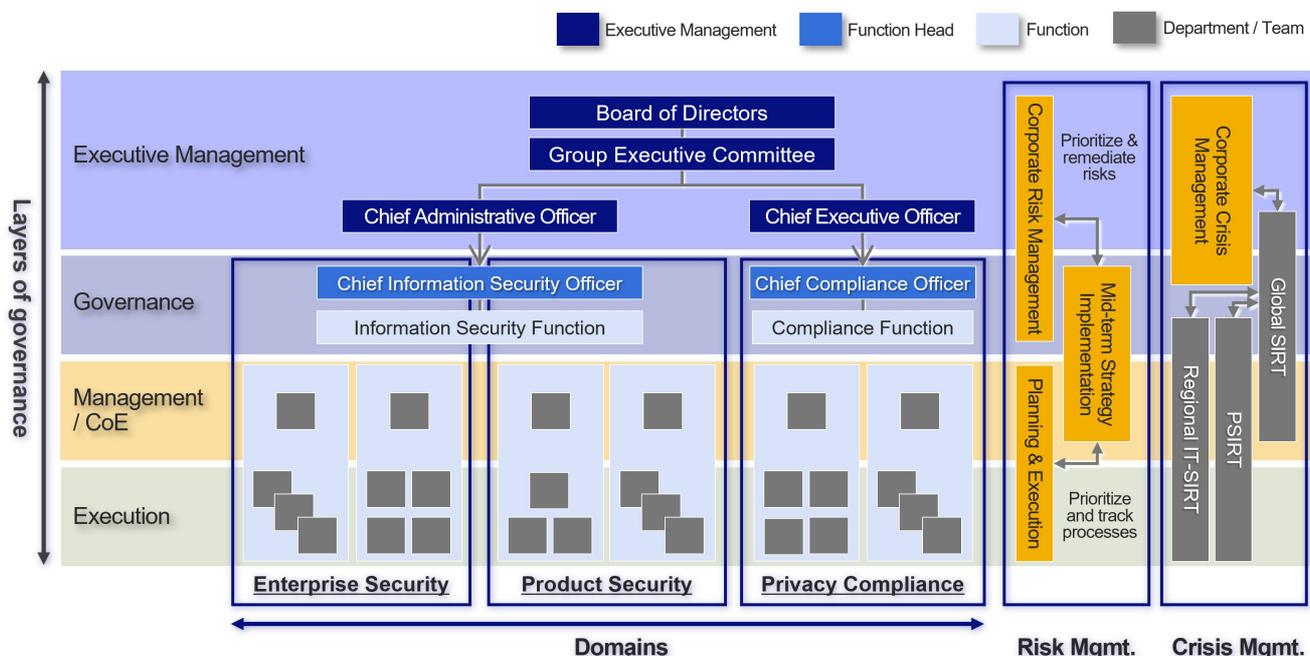
For the effectiveness of security measures, companywide approach is crucial and thus clear management involvement and leadership is necessary. For this purpose, our Chief Administrative Officer (CAO)<sup>\*1</sup> owes accountability for information security, and the Chief Information Security Officer (CISO) and a dedicated organization directly under the CAO are responsible for the group-wide risk management of information security and the formulation and implementation of strategies based on that risk management. The CAO and the CISO report to the Board of Directors on the status of information security for the entire Olympus Group on a regular basis<sup>\*2</sup> and as needed in response to changes in the environment, and the Board of Directors supervises overall execution regarding information security.

In terms of the execution structure, depending on varied requirements in security capability and capacity by function, the following three-layer model is being applied to the security organizational development with a view of both effectiveness and efficiency: the Governance Layer, which oversees the formulation and execution of Group-wide information security strategies; the Management/CoE Layer, which oversees the formulation and execution of plans within each function and department based on the formulated strategies; and the Execution Layer, which is responsible for execution within each function and department.

We have clarified the responsibilities and collaboration methods for information security based on the following two domains. Enterprise Security - information security including general IT systems and data governance and Product Security - information security of our products and services. As for promoting understanding of and ensuring compliance with important laws, regulations, and internal rules related to the protection of personal information (Privacy Compliance,) we are promoting the enhancement of the structure under the supervision of the Chief Compliance Officer (CCO). (For more information on Compliance, please refer to [this page](#).)

For risk management, the CISO and the dedicated organization conduct a Group-wide risk assessment, considering various external factors such as trends of cyber-attacks outside the Company and best practices in the industry, etc. Based on the risk assessment, the CISO and the dedicated organization formulate a medium-term strategy, taking into account our business strategy, customer requirements, and legal and regulatory trends. Each function and department then implement risk mitigation measures based on the established strategy, thereby ensuring that risk mitigation is based on uniform standards and balanced throughout the Group.

In the event of a cyber-attack, it is important to have a crisis management system that can respond promptly, coordinate with the entire Group and related organizations, and management decisions on group-wide basis are appropriately made. Therefore, in addition to IT-SIRT in each region and PSIRT that are responsible for rapid incident containment and recovery, we are working to build a Global SIRT structure that supports collaboration among the regions and functions/departments, coordination with related organizations, and decision-making by the executive management team.



## Number of Information Security Incidents and Breaches\*3

The table below shows the number of incidents and breaches globally over the past three years. In the fiscal year ended March 31, 2022, IT systems in some regions in EMEA (Europe, the Middle East, and Africa) and the Americas (the United States, Canada, and Latin America) were subject to unauthorized access. Incident response was implemented in the affected areas, and various security enhancements were made based on the results of the analysis of those incidents. While no evidence of loss, misuse, or leakage of the Company's data was confirmed as a result of the unauthorized access in the EMEA region, some data may have been compromised in the Americas region. We have notified those who may have been affected.

Item	FY2020	FY2021	FY2022
Number of information security breaches or other cybersecurity incidents	0	0	4
Number of information security breaches related to leaks of customers' personal information	0	0	4
Number of customers affected by the company's data breach	0	0	-
Amount of penalties / fees paid in connection with information security breaches or other cybersecurity incidents	0	0	0

## Related Corporate News

- > Investigating potential cybersecurity incident affecting limited areas of our EMEA IT system (September 11, 2021)
- > Update: Olympus Investigation Into Cybersecurity Incident Ongoing (September 14, 2021)
- > Investigating potential cybersecurity incident affecting our IT system in the Americas (October 12, 2021)
- > Update: Investigation into cybersecurity incident ongoing (October 19, 2021)
- > Update about cybersecurity incident in the U.S. – systems restored (November 16, 2021)

## Related Information

- > Olympus Group Information Security Policy
- > The Olympus Group Personal Information Protection Policy (Translation)
- > Management Policies: Business Risks
- > (Reference) Participation in a simulation drill for a cyber attack (Medical Cyber Security Council, May 19, 2021) - Japanese only ■

\*1 The current CAO has a diverse background that includes experience in the information security and cybersecurity field, such as overseeing project management of IT system installations and supervising IT security risk assessments.

\*2 Regular reports are made to the Group Executive Committee on a quarterly basis and to the Board of Directors on an annual basis.

\*3 The figures in the table are based on the disclosure standards of [GRI 418-1 \(2016\)](#). In case it is difficult to disclose a definite figure due to ongoing investigation or monitoring of the possible impact of an incident, the figure is shown as "-".

# Risk Management System

## Basic Approach and Policy

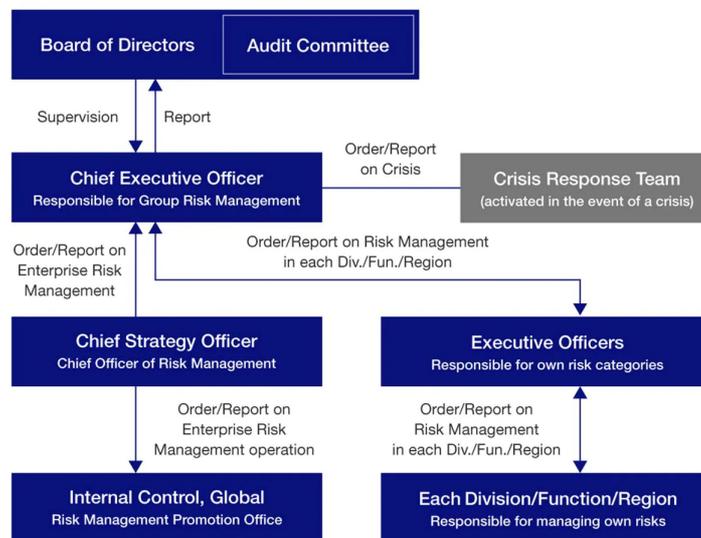
The Olympus Group implements risk management initiatives to realize its basic management policies, which include its Corporate Philosophy and management strategy. Specifically, based on the "Policy of Risk Management and Crisis Response" and related rules, the Olympus Group undertakes risk management from the perspective of both "offense" through active and appropriate 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.

> [Policy of Risk Management and Crisis Response](#)

## Promotion Structure

### Risk Management Structure



The risk management structure is a global risk management structure that defines categories of risks that could affect our business strategy and the achievement of our business objectives, and clarifies the Executive Officer in charge of each risk category (to ensure risk assurance). Each officer is responsible for carrying out all activities necessary to keep the risks under their control within acceptable limits (e.g., development of organizational structure, development of processes, and formulation and implementation of priority measures).

## Structure and Initiatives

### Risk Management

The risk management process is based on the PDCA cycle of risk assessment (risk identification, analysis, evaluation, and establishment of risk countermeasures), implementation of risk countermeasures, monitoring and reporting, and improvement. Risk assessment is linked to the annual planning process, and risks are evaluated using evaluation criteria common to the entire company to visualize and centrally manage company-wide risks. In addition, the status of the Group's response to major risks is regularly reported to the Group Executive Committee, the Board of Directors, and the Audit Committee for continuous monitoring.

## Risk Management to achieve the “Basic Management Policy”



## 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.

As for the global spread of COVID-19, 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.

We have continued to implement training, demonstrations and seminars online for customers, and we strive to provide solutions responding to the new environment. In Japan, since February 2020, Central Task Force led by the director in charge of Japan headquarters, set a ceiling on the percentage of employees who come into the office, and established guidelines that incorporate the "new lifestyle" to create an environment in which employees can work with peace of mind. In addition, Olympus Group employees have been vaccinated against the novel coronavirus in their workplaces since July 2021. We also aim to contribute to the early containment of COVID-19 in Japan by proceeding with the third round of vaccinations at workplaces starting in April 2022.

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 even more 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.

\*For details, please refer to the Annual Securities Report and Integrated Report for each period.

[>Annual Securities Report \(only in Japanese\)](#)

[>Integrated Report](#)

## Corporate Governance

### Composition of Directors

	FY2018	FY2019	FY2020	FY2021	FY2022
Composition of Directors (Person)	15	15	15	12	11
Outside	8	8	10	9	8
Internal	7	7	5	3	3
Female	0	0	0	0	1
Foreign National	0	0	3	3	3

\*Transitioned to a company with a Nominating Committee, etc., effective from June 2019. The composition of Directors for FY2018 and FY2019 includes auditors.

### Director Remuneration: Total compensation by type (¥ million)

	FY2018	FY2019	FY2020	FY2021	FY2022
Director Internal	486	433	468	717	919
Director Outside	110	110	131	149	138

\*Transitioned to a company with a Nominating Committee, etc., effective from June 2019. Director remuneration for FY2018 and FY2019

# 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

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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

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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

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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

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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

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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.

[> Explanation of Environmental Health and Safety Policy \(PDF: 120.7KB\)](#) 

# Control Rules for Environment-related Substances Used in Product

Based on “the Control Rules for Environment-Related Substances Used in Product”, which was published in reference to the environment-related substances’ laws and regulations enforced globally, Olympus Group 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.

## Control Rules for Environment-related Substances Used in Product Ver.16 ( April 2022 )

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> [Japanese \(PDF: 1.4MB\)](#) 

> [English \(PDF: 964.8KB\)](#) 

> [Chinese \(PDF: 1.6MB\)](#) 

# 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。

This page is only in Japanese.

- ＞ 地球温暖化対策計画書2021 
- ＞ 地球温暖化対策計画書2020 
- ＞ 地球温暖化対策計画書2019 
- ＞ 地球温暖化対策計画書2018 
- ＞ 地球温暖化対策計画書2017 

# 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
	: Scientific Solutions 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

Corporate name		Date of certification acquisition	
Japan	Olympus Corporation	Headquarters (Shinjuku) *1	August 2020
		Tokyo Facility (Sasazuka) *2	August 2020
		Sagamihara Distribution Center	November 2003 *3
		Ishikawa Facility	March 2000
		Utsugi Facility	March 2000
		Nagano Facility (Tatsuno)	February 1998
		Nagano Facility (Ina)	May 2014
		Shirakawa Facility	October 1998
	Olympus Medical Systems Corporation	Ishikawa Facility	March 2000
		Utsugi Facility	March 2000
		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		

	Evident Corporation	Hachioji Facility	February 2018 <sup>*4</sup>
		Nagano Facility	February 1998 <sup>*4</sup>
	Evident Nagano Corporation		February 1998 <sup>*4</sup>
	Olympus Terumo Biomaterials Corp.	Mishima Plant	August 2020
	R&D Center		
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 of Headquarters (Shinjuku) and its medical business sales management functions.

\*2 The scope of registration includes the administrative functions at Sasazuka Facility in Tokyo.

\*3 Acquired certification as Olympus Logitex before March 2022

\*4 Acquired certification as part of Olympus Corporation and Nagano Olympus Corporation before March 2022

## ISO14001 Certification

Corporate name		Date of certification acquisition
Americas	Olympus Surgical Technologies America National Service Center West	December 2005
	Olympus Corporation of the America <ul style="list-style-type: none"> <li>◆ Center Valley Pennsylvania Regional Headquarters</li> <li>◆ Breinigsville Pennsylvania Distribution Center</li> </ul>	September 2019
	Olympus Surgical Technologies America <ul style="list-style-type: none"> <li>◆ Bartlett Tennessee Manufacturing Facility</li> <li>◆ Brooklyn Park Minnesota Manufacturing Facility</li> <li>◆ Redmond Washington Manufacturing Facility</li> </ul>	September 2019
Europe	Olympus Winter & Ibe GmbH <ul style="list-style-type: none"> <li>◆ Hamburg Manufacturing Facility</li> <li>◆ Teltow (Berlin) Manufacturing Facility</li> </ul>	May 2001
	KeyMed (Medical & Industrial Equipment) Ltd. <ul style="list-style-type: none"> <li>◆ Southend-on-Sea Manufacturing Facility</li> <li>◆ Bolton Manufacturing Facility</li> </ul>	March 2002
	Algram Group Ltd	January 2007
	Olympus Iberia S.A.U.	September 2018
Oceania	Olympus Australia Pty Ltd	August 2017
	Olympus New Zealand Limited	August 2017

\* For inquiries regarding the certificate, please contact each company.

As of July, 2022

# 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)

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### Green Procurement Standard Ver.6.0

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> [Japanese \(PDF: 176.2KB\)](#)

> [English \(PDF: 143.2KB\)](#)

> [Simplified Chinese \(PDF: 216.6KB\)](#)

> [Control of Chemical Substances Used in Products](#)

# 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

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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

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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

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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

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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

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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

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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

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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

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### 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.

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# 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

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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

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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

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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

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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

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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

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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

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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

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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 \(Chinese version\) \(PDF: 276.6KB\)](#) 

# 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

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April 1, 2019 to March 31, 2024.

## 2. Current status

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- ◆ 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

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**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

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**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

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April 1, 2021 to March 31, 2024 (three years).

## 2. Plan details

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### (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)

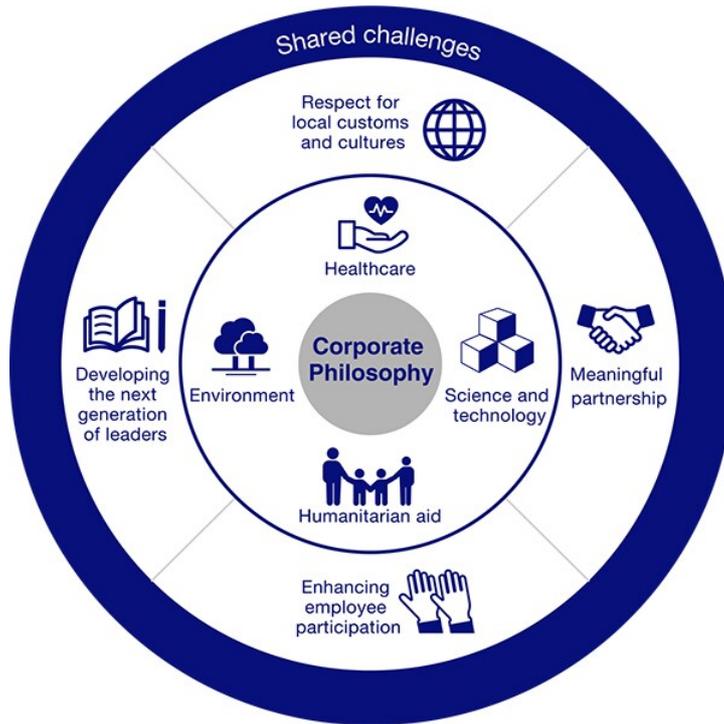
- ◆ **Contracts with corporate childcare centers**

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)

# 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**

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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**

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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**

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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**

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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

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Our charitable donations and grants efforts are focused on following areas: "Medicine and Health", "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", "Global Environment" and "Science and Technology".

## 2. Compliance with Legal Regulations and Social Norms

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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

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We clearly separate charitable donations and grants from any Olympus commercial activities, and establish guidelines and operational structures to ensure transparency.

## 4. Information Disclosure

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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.

## **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) We respect shareholders' rights and secure their substantial equality.
- (2) We take 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 Olympus 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, we 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, we 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, Olympus 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 Olympus 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." we endeavor to cooperate as appropriate with various stakeholders including employees, clients, business connections, creditors and local communities.

We 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 Olympus group.

We promote diversity and inclusion for the entire organization and aim for specialized and sustainable growth by providing opportunities to empower diverse personnel, placing the right person in the right position, irrespective of gender, disability, nationality, or race.

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.", we will disclose corporate information, such as management policy, financial condition, status of business activities and sustainability in a fair, timely, appropriate and active manner for the purpose of obtaining all stakeholders' correct understanding and trust.

### **4. Basic Concepts on Sustainability Related Initiatives**

We identify important ESG areas and important issues (materiality) that should be the focus in our Corporate Strategy and actively implement measures to contribute to the realization of a sustainable society through responsible corporate activities based on our Corporate Philosophy.

### **5. 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**

We consider the diversity of the composition of the Board of Directors in terms of internationality, gender, career and age, as well as experience, knowledge and ability, etc.

#### **(4) Scale of the Board of Directors**

Based on Olympus 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 supervisory function of the Board of Directors , 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 periodically discusses a succession plan for the CEO.

As for determining the successor, the Nominating Committee discusses whether the candidates have qualifications that are suitable for the CEO, 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 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**

We hold an "Executive Session," which is held after the conclusion of every Board of Directors meeting and an "Opinion Exchange Meeting for Outside Directors," which is held four times a year (once per quarter). These are meetings in which only outside directors can participate. At each meeting, the outside directors aim to share their recognition while extracting management issues and providing feedback on the details to the executive officers.

#### **(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 we aim to improve the effectiveness of the Board of Directors by extracting the issues and aiming for improvements, as necessary. Most importantly, we aim to improve our sustainable growth and medium- to long-term corporate value. An overview of the evaluation result is released.

#### **(14) Information Acquisition and Support System**

- 1) We endeavor to actively provide the directors with information helpful for effectively fulfilling their roles and duties.
- 2) The outside directors of Olympus 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) We are working to stimulate discussions at the Board of Directors, providing outside directors with explanation of agendas in advance and setting opportunities for debate about corporate strategy, as necessary.
- 4) So that the Nominating Committee, Compensation Committee, Audit Committee and any other committees can execute their duties appropriately, we shall set up an office for each committee. The offices shall be staffed with suitable personnel, etc.

#### **(15) Training for Directors**

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

### **6. Interaction with Shareholders**

For the purpose of our continuous development and improvement of mid- to long-term corporate value, the Board of Directors has 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 continuous development and improvement of mid- to long-term corporate value, we, centering on the CEO and the CFO, actively conduct 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, we actively implement IR activities toward solid interactions with shareholders. Specifically, in addition to conducting individual interviews at any time as requested by shareholders, we 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.

**7. 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

Revised November 5, 2021

# 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 | ภาษาไทย (PDF: 2.2MB) 
- > Vietnamese | Tiếng việt nam (PDF: 2.2MB) 

## Whistleblowing System

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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](mailto: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](mailto: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 | العربية (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: 5.1MB) 
- > 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) | Español (Europeo) (PDF: 7.3MB) 
- > Spanish (Mexican) | Español (Mexicano) (PDF: 7.3MB) 
- > Thai | ภาษาไทย (PDF: 3.9MB) 
- > Vietnamese | Tiếng việt nam (PDF: 7.4MB) 

# Olympus Group Tax Policy

## Introduction

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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

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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

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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

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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

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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**

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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**

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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**

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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](mailto: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

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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

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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

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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:

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##### (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:

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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:

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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:**

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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:**

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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:**

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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:**

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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

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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

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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

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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

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In order to prevent any divulgation 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 involving human subjects, 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

The Olympus Group pledges not only to comply with laws and regulations, but also to uphold high ethical standards, and to ensure that all management and employees consider “what is right” and act responsibly. We will ensure the spirit of compliance at all times and will not tolerate any conduct that violates laws, regulations, social norms, or internal rules. In our relationships with medical institutions, we follow these ethical standards and conduct activities based on local guidelines to ensure that society at large understands that we conduct our corporate activities based on fair and appropriate judgment.

## Japan

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- > [Transparency Guidelines](#)
- > [Information on funding to medical institutions and healthcare professionals, etc., can be found here](#) ■
- > [Inquiries regarding transparency guidelines may be made here](#)

## Americas

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- > [Information on funding to medical institutions and healthcare professionals, etc., can be found here](#) ■

# 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

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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

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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

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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

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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

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We will increase information security awareness among all affiliates and provide them with necessary education and training on information security.

## 6. Emergency Responses

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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.

## Basic Policy on the Internal Control System

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Our basic policy on the internal control system is as follows:

> Revised date : March 25, 2022 (PDF: 78.2KB) 

# Olympus Group Risk Management and Crisis Response Policy

Olympus Group will, in order to realize the “Basic Management Policy”, conduct global risk management activities to identify and assess the risks that might affect the achievement of its group management objectives, and take prompt and appropriate actions to minimize any crisis and damage and to recover its business, in the event that a risk materializes.

## 1. Basic Purpose

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The basic purposes of this policy are as follows.

- (a) To secure the safety of customers, regional residents, officers, employees and their families
- (b) To keep the managerial resources intact and ensure the continuity of business
- (c) To improve the quality of business management and increase the corporate value
- (d) To ensure the stable and continued supply of medical products and services

## 2. Action Guidelines

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- (1) 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.
- (2) We incorporate risk management into our day-to-day global business activities.
- (3) We integrate risk management consciousness throughout our organizations and members, and continuously increase our risk response ability, through global risk management activities.
- (4) We take prompt, responsible actions prioritizing human life and safety in case of emergency.
- (5) We make every effort to recover business promptly based on the basic philosophy “Continuity of Medical Front Line”, in the event that business disruption occurs in an emergency.

## 3. Establishment of a Risk Management System

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We will establish a risk management system and a crisis response system on a global basis 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

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We will establish the in-house rules and manuals to clarify the measures to be implemented, in order to ensure the Company is conducting appropriate risk mitigation activities and making appropriate responses in case of emergencies.

## 5. Establishment of Process/Operation

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In order to achieve the Basic Purpose as described in this policy, we will take any measures to improve the effectiveness of risk management and crisis response by checking their development status and examining countermeasures through necessary education, training and monitoring, so that each organization and all personnel in the Group will be able to act appropriately in line with the Action Guidelines.

# Handling of Personal Information

Issue date 1 April 2022

Olympus\* recognizes the importance of protecting personal information in the network society and believes that it is Olympus's social responsibility to protect personal information thoroughly. Olympus will handle personal information properly in accordance with the below "Olympus group personal information protection policy".

\*"Olympus" in the context of "handling of personal information" carries the meaning of [Olympus and its group companies](#).

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**Olympus Group personal Information protection policy**



## Public Announcement Pursuant to the Act on the Protection of Personal Information

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Olympus hereby publishes the following information pursuant to the Act on the Protection of Personal Information.

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**Personal information handling business operator**



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**Utilization purpose of Personal Information**



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**Provision of personal information to third parties**



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**Joint utilization of personal information**



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**Security control measures for personal information**



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**Disclosure etc. of personal information**



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**Complaints regarding the handling of Personal Information**



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**Anonymously processed information**



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**Other**





# LRQA Independent Assurance Statement

Relating to Olympus Corporation's Environmental and Social Data within its Sustainability Page for the fiscal year 2022

This Assurance Statement has been prepared for Olympus Corporation in accordance with our contract.

## Terms of Engagement

LRQA Limited ("LRQA") was commissioned by Olympus Corporation ("the Company") to provide independent assurance on its environmental and social data within its Sustainability Page ("the report") for the fiscal year 2022, that is, from 1 April 2021 to 31 March 2022, 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 (Revised) and ISO 14064-3:2019 for greenhouse gas ("GHG") emissions.

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 for the selected datasets:
- Evaluating the accuracy and reliability of data for only the selected indicators listed below: <sup>1</sup>

### Environmental data<sup>2</sup>

- Energy consumption <sup>3</sup> (MWh equivalent)
- Scope 1 GHG emissions (tCO<sub>2</sub>e)
- Scope 2 GHG emissions (Location-based and Market-based) (tCO<sub>2</sub>)
- Scope 3 GHG emissions (Category 2-7, 12) (tCO<sub>2</sub>e)
- Water consumption volume (Piped water and Ground water) (m<sup>3</sup>) <sup>3</sup>
- Waste generated (tonnes) <sup>3</sup>

### Social

- LTIFR <sup>3</sup>
- OIFR <sup>3</sup>
- Number of Occupational Incidents <sup>3</sup>
- Fatalities <sup>3</sup>

Our assurance engagement excluded the other data and information of the Company's suppliers, contractors and any third-parties mentioned in the report.

LRQA's responsibility is only to the Company. LRQA 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.

## LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that the Company has not, in all material respects:

- Met the requirements of the criteria listed above
- Disclosed accurate and reliable environmental and social data

The opinion expressed is formed on the basis of a limited level of assurance<sup>4</sup> and at the materiality of the professional judgement of the verifier.

<sup>1</sup> LRQA undertook a limited assurance engagement of the environmental and social data marked with ★ within the Sustainability page for the fiscal year 2022.

<sup>2</sup> GHG quantification is subject to inherent uncertainty.

<sup>3</sup> The scope is covered the breakdown of each selected indicators.

<sup>4</sup> 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 lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.



### LRQA's Approach

LRQA's assurance engagements are carried out in accordance with ISAE 3000 (Revised) and ISO 14064-3:2019. The following tasks 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 misstatements in the report. We did this by reviewing the effectiveness of data handling procedures, instructions and systems, including those for internal verification.
- Interviewing with those key people responsible for compiling the data and drafting the report.
- Sampling datasets and traced activity data back to aggregated levels;
- Verifying the historical environmental / social data and records for the fiscal year 2022; and
- Visiting Olympus Corporation Utsugi Facility and Head Office to confirm the data collection processes and record management practices.
- By implementing the Company's "No Visitor" Policy due to the global infection spread of COVID-19, conducting the remote verification to Olympus Corporation Nagano Facility Ina for confirming the effectiveness of its data management systems via emails and Microsoft Teams.

### Observations

In order to improve the accuracy of environmental and social data, it is expected that more effective data management will be established at each site (especially overseas).

### LRQA's Standards, Competence and Independence

LRQA 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 – Part1: 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.

LRQA 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 LRQA for Company and as such does not compromise our independence or impartiality.

Signed

Dated: 28 June 2022

A handwritten signature in black ink, appearing to read 'N. Kinoshita', is written over a faint, illegible printed name.

Norihiko Kinoshita

LRQA Lead Verifier

On behalf of LRQA Limited

10th Floor, Queen's Tower A, 2-3-1 Minatomirai, Nishi-ku, Yokohama, JAPAN

LRQA reference: YKA4005278

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The English version of this Assurance Statement is the only valid version. LRQA assumes no responsibility for versions translated into other languages.

This Assurance Statement is only valid when published with the report to which it refers. It may only be reproduced in its entirety.

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# GRI Content Index

The following shows the relationship between the information reported on the "Sustainability Page" (updated in July 2022, reporting period: April 1, 2021 - March 31, 2022) and other information on our web page and the GRI Sustainability Reporting Standards.

Indicator		Item
<b>102 GENERAL DISCLOSURES</b>		
<b>GRI 102: General Disclosures 2016</b>		
<b>1 Organizational profile</b>		
102-1	Name of the organization	<ul style="list-style-type: none"> <li>› Consolidated Company Outline</li> </ul>
102-2	Activities, brands, products, and services	<ul style="list-style-type: none"> <li>› Our Business Fields</li> </ul>
102-3	Location of headquarters	<ul style="list-style-type: none"> <li>› Consolidated Company Outline</li> </ul>
102-4	Location of operations	<ul style="list-style-type: none"> <li>› Worldwide Office Locations</li> </ul>
102-5	Ownership and legal form	<ul style="list-style-type: none"> <li>› Consolidated Company Outline (Company Name)</li> </ul>
102-6	Markets served	<ul style="list-style-type: none"> <li>› Consolidated Company Outline &gt; Revenue by Region</li> </ul>
102-7	Scale of the organization	<ul style="list-style-type: none"> <li>› Consolidated Company Outline (Consolidated Headcount)</li> <li>› Worldwide Office Locations</li> <li>› Financial Results (Fiscal Year Ended Mar. 31, 2022)</li> <li>› ESG Data</li> </ul>
102-8	Information on employees and other workers	<ul style="list-style-type: none"> <li>› ESG Data</li> </ul>
102-9	Supply chain	<ul style="list-style-type: none"> <li>› Procurement</li> </ul>
102-10	Significant changes to the organization and its supply chain	-
102-11	Precautionary Principle or approach	<ul style="list-style-type: none"> <li>› Environmental Policy and Strategy</li> <li>› Risk Management System</li> </ul>
102-12	External initiatives	<ul style="list-style-type: none"> <li>› Environmental Policy and Strategy &gt; Response to Climate Change</li> <li>› Communication with Stakeholders &gt; Basic Approach and Policy</li> <li>› Human Rights &gt; Basic Approach and Policy</li> <li>› Participating in External Initiatives</li> </ul>
102-13	Membership of associations	<ul style="list-style-type: none"> <li>› Procurement &gt; System, Mechanisms and Initiatives &gt; Response to Conflict Minerals</li> <li>› Reduce Environmental Impact &gt; Energy/Atmospheric Release</li> </ul>
<b>2 Strategy</b>		
102-14	Statement from senior decision- maker	<ul style="list-style-type: none"> <li>› Message from ESG Officer</li> </ul>
102-15	Key impacts, risks, and opportunities	<ul style="list-style-type: none"> <li>› Olympus Group ESG</li> <li>› Environmental Policy and Strategy</li> <li>› Risk Management System</li> </ul>
<b>3 Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	<ul style="list-style-type: none"> <li>› Olympus Group Corporate Philosophy</li> <li>› Olympus Global Code of Conduct</li> </ul>
102-17	Mechanisms for advice and concerns about ethics	<ul style="list-style-type: none"> <li>› Compliance &gt; Promotion Structure</li> </ul>

4 Governance		
102-18	Governance structure	<ul style="list-style-type: none"> <li>&gt; Corporate Governance Structure</li> <li>&gt; Corporate Governance Report (PDF: 1.3MB) </li> </ul>
102-19	Delegating authority	<ul style="list-style-type: none"> <li>&gt; Olympus Group ESG</li> <li>&gt; Environmental Policy and Strategy &gt; Environmental Management Structure</li> <li>&gt; Corporate Governance Structure</li> </ul>
102-20	Executive-level responsibility for economic, environmental, and social topics	<ul style="list-style-type: none"> <li>&gt; Olympus Group ESG</li> <li>&gt; Directors and Executive Officers</li> </ul>
102-21	Consulting stakeholders on economic, environmental, and social topics	<ul style="list-style-type: none"> <li>&gt; Olympus Group ESG</li> </ul>
102-22	Composition of the highest governance body and its committees	<ul style="list-style-type: none"> <li>&gt; Corporate Governance Structure</li> <li>&gt; Corporate Governance Report (PDF: 1.3MB) </li> </ul>
102-23	Chair of the highest governance body	<ul style="list-style-type: none"> <li>&gt; Corporate Governance &gt; Corporate Governance Structure</li> </ul>
102-24	Nominating and selecting the highest governance body	<ul style="list-style-type: none"> <li>&gt; Board of Directors</li> <li>&gt; Basic Policy on Corporate Governance (PDF: 98.9KB) </li> </ul>
102-25	Conflicts of interest	<ul style="list-style-type: none"> <li>&gt; Corporate Governance Report (PDF: 1.3MB) </li> <li>&gt; Notice Regarding the Convocation of the General Meeting of Shareholders For the Fiscal Year Ended March 31, 2022 (PDF: 367.3KB) </li> <li>&gt; Basic Policy on Corporate Governance (PDF: 98.9KB) </li> </ul>
102-26	Role of highest governance body in setting purpose, values, and strategy	<ul style="list-style-type: none"> <li>&gt; CORPORATE GOVERNANCE REPORT (PDF: 1.4MB) </li> <li>&gt; Olympus Group ESG</li> </ul>
102-27	Collective knowledge of highest governance body	-
102-28	Evaluating the highest governance body's performance	-
102-29	Identifying and managing economic, environmental, and social impacts	<ul style="list-style-type: none"> <li>&gt; Olympus Group ESG &gt; Promotion Structure</li> <li>&gt; Environmental Policy and Strategy &gt; Systems, Mechanisms and Initiatives</li> <li>&gt; Environmental Policy and Strategy &gt; Environmental Management</li> <li>&gt; Risk Management System</li> <li>&gt; Corporate Governance Report (PDF: 1.3MB) </li> </ul>
102-30	Effectiveness of risk management processes	<ul style="list-style-type: none"> <li>&gt; Risk Management Structure</li> <li>&gt; Corporate Governance Report (PDF: 1.3MB) </li> <li>&gt; Board of Directors &gt; Evaluation of effectiveness of the Board of Directors</li> </ul>
102-31	Review of economic, environmental, and social topics	<ul style="list-style-type: none"> <li>&gt; Olympus Group ESG &gt; Basic Approach and Policy</li> <li>&gt; Basic Approach and Policy &gt; Systems, Mechanisms and Initiatives &gt; Response to Climate Change</li> </ul>
102-32	Highest governance body's role in sustainability reporting	<ul style="list-style-type: none"> <li>&gt; Olympus Group ESG &gt; Basic Approach and Policy</li> </ul>
102-33	Communicating critical concerns	<ul style="list-style-type: none"> <li>&gt; Risk Management System</li> <li>&gt; Corporate Governance Structure</li> </ul>
102-34	Nature and total number of critical concerns	<ul style="list-style-type: none"> <li>&gt; Risk Management System</li> </ul>
102-35	Remuneration policies	<ul style="list-style-type: none"> <li>&gt; Corporate Governance Report (PDF: 1.3MB) </li> <li>&gt; Olympus Group ESG &gt; Promotion Structure</li> <li>&gt; Environment &gt; Environmental Policy and Strategy</li> </ul>

102-36	Process for determining remuneration	> <a href="#">Corporate Governance Report (PDF: 1.3MB)</a>
102-37	Stakeholders' involvement in remuneration	-
102-38	Annual total compensation ratio	-
102-39	Percentage increase in annual total compensation ratio	-
<b>5 Stakeholder engagement</b>		
102-40	List of stakeholder groups	> <a href="#">Communication with Stakeholders</a>
102-41	Collective bargaining agreements	> <a href="#">Labor Relations &gt; Initiatives &gt; Labor-Management Consultations (Japan)</a>
102-42	Identifying and selecting stakeholders	-
102-43	Approach to stakeholder engagement	> <a href="#">Communication with Stakeholders</a>
102-44	Key topics and concerns raised	> <a href="#">Communication with Stakeholders</a>
<b>6 Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	> <a href="#">Financial Results (Fiscal Year Ended Mar. 31, 2022)</a> > <a href="#">Editorial Policy</a> > <a href="#">Worldwide Office Locations</a>
102-46	Defining report content and topic Boundaries	> <a href="#">Olympus Group ESG</a> > <a href="#">Editorial Policy</a>
102-47	List of material topics	> <a href="#">Olympus Group ESG</a>
102-48	Restatements of information	N/A
102-49	Changes in reporting	N/A
102-50	Reporting period	> <a href="#">Editorial Policy</a>
102-51	Date of most recent report	> <a href="#">Editorial Policy</a>
102-52	Reporting cycle	> <a href="#">Editorial Policy</a>
102-53	Contact point for questions regarding the report	> <a href="#">Editorial Policy</a>
102-54	Claims of reporting in accordance with the GRI Standards	> <a href="#">Editorial Policy</a>
102-55	GRI content index	> <a href="#">GRI Content Index</a>
102-56	External assurance	> <a href="#">Independent Assurance Statement (PDF: 158.7KB)</a> > <a href="#">External Evaluation</a>
<b>GRI 103: Management Approach 2016</b>		
103-1	Explanation of the material topic and its Boundary	> <a href="#">Olympus Group ESG</a>
103-2	The management approach and its components	> <a href="#">Olympus Group ESG</a> > <a href="#">Environmental Health and Safety Policy</a> > <a href="#">Environment &gt; Environmental Policy and Strategy</a> > <a href="#">Environment &gt; Environmental Policy and Strategy &gt; Mechanisms and Initiatives &gt; Major Environmental Activity Results in Fiscal 2021</a> > <a href="#">Environment &gt; Environmental Policy and Strategy &gt; Environmental Management</a> > <a href="#">Environment &gt; Reduce Environmental Impact</a> > <a href="#">Compliance &gt; Basic Approach and Policy</a> > <a href="#">Tax &gt; Olympus Group Tax Policy</a> > <a href="#">Disclosure Policy</a>

		<ul style="list-style-type: none"> <li>› Transparency Guidelines &gt; Olympus Group "Transparency Guideline for the Relation between Corporate Activities and Medical Institutions and Other Organizations"</li> <li>› Olympus Group Information Security Policy</li> <li>› The Olympus Group Personal Information Protection Policy (Translation)</li> <li>› Risk Management System &gt; Basic Approach and Policy, Promotion Structure</li> <li>› Olympus Group Quality Policy</li> <li>› Product Responsibility &gt; Basic Approach and Policy</li> <li>› Olympus Group Procurement Policy</li> <li>› Procurement &gt; Basic Approach and Policy</li> <li>› Human Rights Policy</li> <li>› Human Rights &gt; Basic Approach and Policy</li> <li>› Employment &gt; Promotion Structure &gt; Organization of Human Resource Strategy Promotion (Olympus and its Japan subsidiaries)</li> <li>› Training and Education &gt; Promotion Structure and Systems</li> <li>› Occupational Safety and Health &gt; Promotion Structure and Initiatives, Global Safety and Health Organization</li> <li>› Occupational Safety and Health, Health Management &gt; Basic Approach and Policy</li> <li>› Charitable Donations and Grants Policy</li> <li>› Corporate Citizenship Policy</li> </ul>
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>› Olympus Group ESG</li> <li>› Environmental Policy and Strategy &gt; Mechanisms and Initiatives &gt; Major Environmental Activity Results in Fiscal 2021</li> <li>› Environmental Policy and Strategy &gt; Environmental Management &gt; Status of Acquiring ISO14001 Certification in Olympus Group</li> <li>› Reduce Environmental Impact &gt; Basic Approach &gt; Internal (Scope 1, 2) Results, Water Use/Wastewater Results</li> <li>› Independent Assurance Statement (PDF: 158.7KB) </li> <li>› Occupational Safety and Health &gt; Promotion Structure and Initiatives</li> <li>› Product Responsibility &gt; Basic Approach and Policy &gt; Quality Management System</li> <li>› External Evaluation</li> </ul>
<b>200 Economic</b>		
<b>Economic Performance</b>		
<b>GRI 201: Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	› Financial Results (Fiscal Year Ended Mar. 31, 2022)
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	Securities Report (P196/137) (only in Japanese) (PDF: 2.5MB) 
201-4	Financial assistance received from government	Securities Report (P135/170-171) (only in Japanese) (PDF: 2.5MB) 
<b>Market Presence</b>		
<b>GRI 202: Market Presence 2016</b>		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>New Graduate Recruitment &gt; Recruitment Information (only in Japanese) </p> <p>Request to Suppliers</p> <p>Olympus Global Code of Conduct</p>
202-2	Proportion of senior management hired from the local community	-
<b>Indirect Economic Impacts</b>		

<b>GRI 203: Indirect Economic Impacts 2016</b>		
203-1	Infrastructure investments and services supported	-
203-2	Significant indirect economic impacts	-
<b>Procurement Practices</b>		
<b>GRI 204: Procurement Practices 2016</b>		
204-1	Proportion of spending on local suppliers	-
<b>Anti-corruption</b>		
<b>GRI 205: Anti-corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti-corruption policies and procedures	> <a href="#">Anti-Corruption</a>
205-3	Confirmed incidents of corruption and actions taken	> <a href="#">Compliance &gt; Initiatives &gt; Compliance with Laws and Regulations</a>
<b>Anti-competitive Behavior</b>		
<b>GRI 206: Anti-competitive Behavior 2016</b>		
206-1	Legal actions for anti- competitive behavior, anti- trust, and monopoly practices	> <a href="#">Compliance &gt; Initiatives &gt; Compliance with Laws and Regulations</a>
<b>Tax</b>		
<b>GRI 207: Tax 2019</b>		
207-1	Approach to tax	> <a href="#">Tax</a>
207-2	Tax governance, control, and risk management	> <a href="#">Tax &gt; Olympus Group Tax Policy</a>
207-3	Stakeholder engagement and management of concerns related to tax	> <a href="#">Tax &gt; Olympus Group Tax Policy</a>
207-4	Country-by-country reporting	-
<b>300 Environmental</b>		
<b>Materials</b>		
<b>GRI 301: Materials 2016</b>		
301-1	Materials used by weight or volume	> <a href="#">Reduce Environmental Impact</a> > <a href="#">ESG Data</a>
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
<b>Energy</b>		
<b>GRI 302: Energy 2016</b>		
302-1	Energy consumption within the organization	> <a href="#">Reduce Environmental Impact &gt; Material Balance &gt;</a> > <a href="#">ESG Data</a>
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	-
302-4	Reduction of energy consumption	> <a href="#">Reduce Environmental Impact &gt; Material Balance &gt;</a> > <a href="#">ESG Data</a>
302-5	Reductions in energy requirements of products and services	-
<b>Water</b>		
<b>GRI 303: Water 2018</b>		
303-1	Interactions with water as a shared resource	> <a href="#">Environmental Policy and Strategy &gt; Response to Water Risk</a> > <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Water/Emission</a>

303-2	Management of water discharge- related impacts	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Water/Emission</a></li> </ul>
303-3	Water withdrawal	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Water/Emission</a></li> <li>› <a href="#">Environmental Policy and Strategy &gt; Response to Water Risk</a></li> </ul>
303-4	Water discharge	<ul style="list-style-type: none"> <li>› <a href="#">ESG Data</a></li> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Water/Emission</a></li> </ul>
303-5	Water consumption	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Water/Emission</a></li> </ul>
<b>Biodiversity</b>		
<b>GRI 304: Biodiversity 2016</b>		
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	-
<b>Emissions</b>		
<b>GRI 305: Emissions 2016</b>		
305-1	Direct (Scope1) GHG emissions	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt;</a></li> <li>› <a href="#">ESG Data</a></li> </ul>
305-2	Energy indirect (Scope2) GHG emissions	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt;</a></li> <li>› <a href="#">ESG Data</a></li> </ul>
305-3	Other indirect (Scope3) GHG emissions	<ul style="list-style-type: none"> <li>› <a href="#">ESG Data</a></li> </ul>
305-4	GHG emissions intensity	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Energy/Atmospheric Release</a></li> <li>› <a href="#">ESG Data</a></li> </ul>
305-5	Reduction of GHG emissions	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Energy/Atmospheric Release</a></li> </ul>
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt;</a></li> <li>› <a href="#">ESG Data</a></li> </ul>
<b>Effluents and Waste</b>		
<b>GRI 306: Effluents and Waste 2016</b>		
306-1	Water discharge by quality and destination	-
306-2	Waste by type and disposal method	<ul style="list-style-type: none"> <li>› <a href="#">Reduce Environmental Impact &gt; Basic Approach &gt; Water Use/Wastewater Results</a></li> </ul>
306-3	Significant spills	<ul style="list-style-type: none"> <li>› <a href="#">ESG Data</a></li> </ul>
306-4	Transport of hazardous waste	-
306-5	Water bodies affected by water discharges and/or runoff	-
<b>Environmental Compliance</b>		
<b>GRI 307: Environmental Compliance 2016</b>		
307-1	Non-compliance with environmental laws and regulations	<ul style="list-style-type: none"> <li>› <a href="#">Environmental Policy and Strategy &gt; Environmental Management &gt;</a></li> <li>› <a href="#">Major Environmental Activity Results in Fiscal 2022</a></li> </ul>
<b>Supplier Environmental Assessment</b>		

<b>GRI 308: Supplier Environmental Assessment 2016</b>		
308-1	New suppliers that were screened using environmental criteria	<a href="#">Procurement &gt; Basic Approach and Policy</a>
308-2	Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>&gt; <a href="#">Procurement &gt; System, Mechanisms and Initiatives</a></li> <li>&gt; <a href="#">Environmental Policy and Strategy &gt; Mechanisms and Initiatives &gt; Long-term targets and measures &gt; Green Procurement</a></li> </ul>
<b>400 Social</b>		
<b>Employment</b>		
<b>GRI 401: Employment 2016</b>		
401-1	New employee hires and employee turnover	<ul style="list-style-type: none"> <li>&gt; <a href="#">Employment &gt; Recruitment in FY2022</a></li> <li>&gt; <a href="#">ESG Data</a></li> </ul>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	> <a href="#">Occupational Safety and Health, Health Management</a>
401-3	Parental leave	<ul style="list-style-type: none"> <li>&gt; <a href="#">Diversity and Equal Opportunity &gt; Targets and Achievements Data</a></li> <li>&gt; <a href="#">ESG Data</a></li> </ul>
<b>Labor/Management Relations</b>		
<b>GRI 402: Labor/Management Relations 2016</b>		
402-1	Minimum notice periods regarding operational changes	-
<b>Occupational Health and Safety</b>		
<b>GRI 403: Occupational Health and Safety 2018</b>		
403-1	Occupational health and safety management system	> <a href="#">Occupational Safety and Health &gt; Promotion Structure and Initiatives &gt; Regional Activities</a>
403-2	Hazard identification, risk assessment, and incident investigation	> <a href="#">Occupational Safety and Health &gt; Promotion Structure and Initiatives &gt; Industrial Accident Data</a>
403-3	Occupational health services	> <a href="#">Occupational Safety and Health, Health Management</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	-
403-5	Worker training on occupational health and safety	> <a href="#">Occupational Safety and Health, Health Management &gt; Employee Training, Regional Activities</a>
403-6	Promotion of worker health	> <a href="#">Occupational Safety and Health, Health Management</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	> <a href="#">Occupational Safety and Health, Health Management</a>
403-8	Workers covered by an occupational health and safety management system	> <a href="#">Occupational Safety and Health &gt; Promotion Structure and Initiatives &gt; Global Safety and Health Organization</a>
403-9	Work-related injuries	<ul style="list-style-type: none"> <li>&gt; <a href="#">Occupational Safety and Health &gt; Promotion Structure and Initiatives &gt; Industrial Accident Data</a></li> <li>&gt; <a href="#">ESG Data</a></li> </ul>
403-10	Work-related ill health	<ul style="list-style-type: none"> <li>&gt; <a href="#">Occupational Safety and Health &gt; Promotion Structure and Initiatives &gt; Industrial Accident Data</a></li> <li>&gt; <a href="#">ESG Data</a></li> </ul>
<b>Training and Education</b>		
<b>GRI 404: Training and Education 2016</b>		
404-1	Average hours of training per year per employee	-
404-2	Programs for upgrading employee skills and transition assistance programs	> <a href="#">Training and Education &gt; Promotion Structure and Systems &gt; Promotional Structure in Human Resources Development</a>
404-3	Percentage of employees receiving regular performance and career development reviews	-

<b>Diversity and Equal Opportunity</b>		
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	<ul style="list-style-type: none"> <li>&gt; <a href="#">Securities Report (P72) (only in Japanese) (PDF: 2.5MB)</a></li> <li>&gt; <a href="#">Diversity and Equal Opportunity &gt; Systems and Mechanisms</a></li> <li>&gt; <a href="#">Employment &gt; Initiatives</a></li> <li>&gt; <a href="#">ESG Data</a></li> </ul>
405-2	Ratio of basic salary and remuneration of women to men	-
<b>Non-discrimination</b>		
<b>GRI 406: Non-discrimination 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	-
<b>Freedom of Association and Collective Bargaining</b>		
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<ul style="list-style-type: none"> <li>&gt; <a href="#">Procurement &gt; System, Mechanisms and Initiatives</a></li> <li>&gt; <a href="#">Human Rights &gt; Initiatives &gt; Initiatives with Suppliers</a></li> </ul>
<b>Child Labor</b>		
<b>GRI 408: Child Labor 2016</b>		
408-1	Operations and suppliers at significant risk for incidents of child labor	<ul style="list-style-type: none"> <li>&gt; <a href="#">Procurement &gt; System, Mechanisms and Initiatives</a></li> <li>&gt; <a href="#">Human Rights &gt; Initiatives &gt; Initiatives with Suppliers</a></li> </ul>
<b>Forced or Compulsory Labor</b>		
<b>GRI 409: Forced or Compulsory Labor 2016</b>		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<ul style="list-style-type: none"> <li>&gt; <a href="#">Procurement &gt; System, Mechanisms and Initiatives</a></li> <li>&gt; <a href="#">Human Rights &gt; Initiatives &gt; Initiatives with Suppliers</a></li> </ul>
<b>Security Practices</b>		
<b>GRI 410: Security Practices 2016</b>		
410-1	Security personnel trained in human rights policies or procedures	-
<b>Rights of Indigenous Peoples</b>		
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		
411-1	Incidents of violations involving rights of indigenous peoples	-
<b>Human Rights Assessment</b>		
<b>GRI 412: Human Rights Assessment 2016</b>		
412-1	Operations that have been subject to human rights reviews or impact assessments	-
412-2	Employee training on human rights policies or procedures	> <a href="#">Human Rights &gt; Initiatives &gt; Human Rights Due Diligence</a>
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	-
<b>Local Communities</b>		
<b>GRI 413: Local Communities 2016</b>		
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	-
<b>Supplier Social Assessment</b>		
<b>GRI 414: Supplier Social Assessment 2016</b>		
414-1	New suppliers that were screened using social criteria	> <a href="#">Global Standards:What Olympus Expects of Third Parties (PDF: 4.8MB)</a>

414-2	Negative social impacts in the supply chain and actions taken	<a href="#">&gt; Procurement &gt; System, Mechanisms and Initiatives &gt; Sharing Business Strategies and Supply Chain Policy</a>
<b>Public Policy</b>		
<b>GRI 415: Public Policy 2016</b>		
415-1	Political contributions	-
<b>Customer Health and Safety</b>		
<b>GRI 416: Customer Health and Safety 2016</b>		
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	-
<b>Marketing and Labeling</b>		
<b>GRI 417: Marketing and Labeling 2016</b>		
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	-
<b>Customer Privacy</b>		
<b>GRI 418: Customer Privacy 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">&gt; Information Security</a>
<b>Socioeconomic Compliance</b>		
<b>GRI 419: Socioeconomic Compliance 2016</b>		
419-1	Non-compliance with laws and regulations in the social and economic area	<a href="#">&gt; Compliance &gt; Initiatives &gt; Compliance with Laws and Regulations</a>