

**Sustainability
Report 2024**



CONTENTS

Corporate Philosophy	2
Editorial Policy	4
Message from Management	6
Basic Concept and Governance System	7
ESG Strategy	11

Materiality

Focus Area 1

Healthcare Access and Outcome	19
Contributing to Improvements in Healthcare Standards in India by Supporting Outreach Gastrointestinal Endoscopic Screenings	23

Focus Area 4

Healthy Organization	26
Olympus Appointed Wenlei Yang as the Newly Established Chief Diversity, Equity and Inclusion Officer (CDO)	30

Focus Area 5

Carbon Neutral Society and Circular Economy	33
Aizu Olympus Implements Long-Term Practical Measures to Reduce Greenhouse Gas Emissions	37

ESG Policies and Initiatives

Environment

Environmental Policy and Strategy	40
Environmental Health and Safety Policy	50
Reduce Environmental Impact	51
Environmental Communication	63
Green Procurement	64
Control Rules for Environment-related Substances Used in Product	65
Environmental Data	66

Society

For the Benefit of Patients	71
Responding to Customers	73
Elevating the standard of care	76
Clinical Data Transparency Policy	77
Supporting Physician Development in Emerging Countries	79
Participating in the Medical Industry Organizations	81
Product Responsibility	82
Olympus Global Quality Policy	84
Diversity, Equity and Inclusion	85
Promotion of DEI in Japan	89
General Employer Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children and the Act on Promotion of Women's Participation and Advancement in the Workplace	95

Diversity, Equity and Inclusion in the Americas	96
Employment	98
Employee Development	100
Labor Relations	104
New, Open Ways of Working	106
Occupational Safety and Health	109
Health Management and Better-Health Promotion	114
Human Rights	126
Human Rights Policy	128
Procurement	130
Supply Chain Policy of Olympus Group	132
Corporate Citizenship Policy	133
Cancer Awareness Activities	135
Japan	136
Americas	137
EMEA (Europe, Middle East & Africa)	138
China	139
Australia & New Zealand	140
Korea	141
Charitable Donation Initiatives	142
Social Data	143

Governance

Framework of Corporate Philosophy	146
Corporate Governance	147
Communication with Stakeholders	148
Disclosure Policy	150
Compliance	151
Because What We Do Matters: Olympus Global Code of Conduct	154
Anti-Corruption	155
Olympus Group Guidelines Covering the Prevention of Bribery	157
Olympus Global Third Party Code	160
Whistleblowing System	161
Tax	162
Payments to Healthcare Professionals and Healthcare Organizations	165
The Ethics Committee	166
Risk Management System	167
Olympus Group Risk Management and Crisis Response Policy	171
Information, Product, and Cyber Security	172
Information, Product, and Cyber Security Policy	174
Handling of Personal Information	176
Governance Data	183
Participating in External Initiatives	184
External Evaluation	185
Independent Assurance Statement Related to Environmental Data	187
GRI Content Index	193

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 CORE VALUES



What makes us proud at Olympus?

Supporting cutting-edge medical procedures, advancing ever forward to be a company esteemed by all stakeholders for its quality and innovation.

But it's not just what we do, it's how we do it.

Patient Focus

We put patients at the heart of everything. In maintaining our patient focus, we diligently consider the realities faced by patients, customers, and healthcare systems in developing meaningful solutions.

Innovation

Striving to defy convention and stay ahead of the curve, we continuously try new things. For the sake of innovation that improves patient lives, we look for new ways to make things better.

Impact

Embracing ownership of our work and fostering cooperation across functions and regions is essential to keep delivering value to society and make an impact. We take accountability and get things done.

Empathy

Collaborations flourish when we treat all individuals with respect and invite diverse perspectives, demonstrating empathy. We care for one another and work together.

Integrity

And we earn the trust and confidence of others by delivering excellence and high quality and learning from our mistakes. To embody integrity in our every interaction, we do the right thing.

This is how we make people's lives healthier, safer and more fulfilling.

About Sustainability Report 2024

The Sustainability Report 2024 is a PDF version of the information on our Sustainability page as of September 2024.

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

In addition to annual updates in August, 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

This report describes the sustainability initiatives of the Olympus Group. Parts falling under a differing reporting scope are identified separately.

Period Covered by the Report

Latest annual update: FY2024 (April 1, 2023–March 31, 2024)

The report contains some information outside this period.

Reporting Cycle, Date of Most Recent Report

Latest annual update: August 20, 2024 (in Japanese and English)

Previous annual update: August 21, 2023 (in Japanese and English)

Reference Guidelines

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

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

External Assurance

Environmental Data

- ◆ Scope of external assurance

The amounts of GHG emissions in Scope 1, Scope 2 (location based and market-based methods), and Scope 3: Categories 1 to 7, 11, 12; and energy consumption, water usage, and waste discharged.

- ◆ External Assurance Organization

SOCOTEC Certification JAPAN

Occupational Safety and Health Data

- ◆ Scope of external assurance

Number of Lost Time Injuries , Lost Time Injuries (of one day or more) Frequency Rate (LTIFR), Number of Fatalities

- ◆ External Assurance Organization

SOCOTEC Certification JAPAN

Contact

- [Sustainability Contact Form](#) 

Message from Management

Since our founding, we have remained 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 innovation. Since the development of the world's first practical gastroscope in 1950, our commitment to delivering innovative technologies has allowed us to provide the global healthcare community with advanced medical equipment and services. We will further our focus on patient care pathways, from prevention through recovery, to help healthcare professionals deliver diagnostic, therapeutic and minimally invasive procedures to improve clinical outcomes, reduce overall costs and enhance the quality of life for patients and their safety.

Towards the next level of our sustainable growth, we will work in an even more unified manner to take a proactive approach to ESG - Environment, Social, and Governance - and actively strengthen our efforts to address our materiality. By embodying Our Purpose, we will continue to deliver innovations that only Olympus can create and contribute to helping our stakeholders, including our employees, solve challenges.



Director, Representative Executive Officer, and Executive Chairman and ESG Officer

Yasuo Takeuchi

Basic Concept and Governance System

- ▼ Basic Approach to Sustainability ▼ Sustainable Olympus: Putting Our Purpose into Practice
- ▼ Sustainable Society: Contributions to the Sustainable Development Goals (SDGs) ▼ Sustainability Governance System

Basic Approach to Sustainability

Putting Our Purpose into Practice as the Basic Premise of Sustainability

"Making people's lives healthier, safer and more fulfilling" is Our Purpose at Olympus.

Supporting cutting-edge medical procedures. 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. The basic premise of sustainability at Olympus is putting Our Purpose into practice.

[▶ Corporate Philosophy](#)

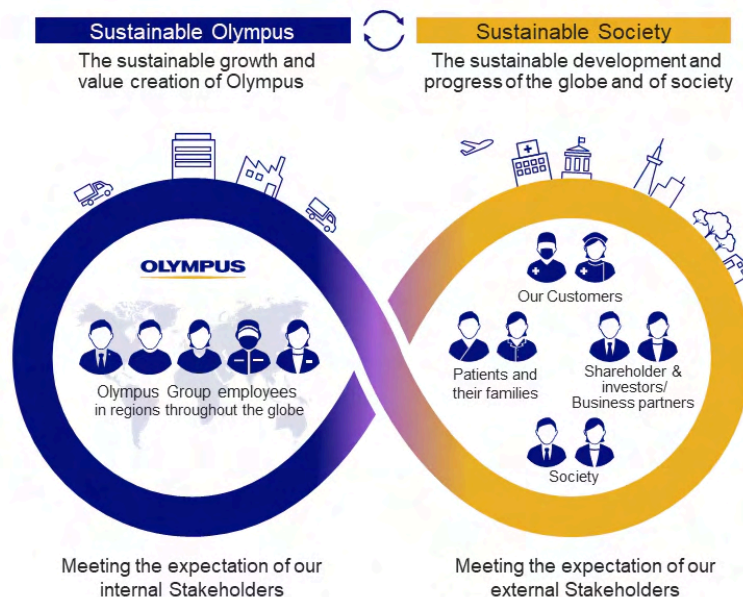
Aiming for both a "Sustainable Olympus" and a "Sustainable Society"

Olympus has developed its business activities based on the legacy and in line with its founding spirit of "Create something truly original, and propose new values to society." We believe that contributing to the sustainable development and progress of the globe and society based on this founding spirit, by putting Our Purpose into practice, will allow Olympus itself to achieve sustainable growth and value creation. We are aiming to achieve sustainable growth by creating a cycle whereby profits generated through our business activities are reinvested to create new value in accordance with our corporate principles and subsequently generate further profits.

At Olympus we believe it is important to engage in dialogues with our stakeholders—including customers, patients and their families, business partners, shareholders and investors, employees, local communities, and international society—and to use these dialogues to appropriately discern their requirements and expectations of Olympus, in order to contribute to the sustainable development and progress of the globe and of society.

The environment surrounding corporations is changing from day to day, while society too is undergoing major changes. One of the major goals in sustainability at Olympus is to work to address various social issues in our capacity as a MedTech company, while catering to the expectations of our stakeholders.

Basic Sustainability Concepts



The above design, which illustrates our conception of stakeholder relations at Olympus, is based on the motif of ∞ (infinity). The design is intended to express our aspirations to contribute in an infinite manner to the sustainable development of Olympus, the globe, and society, through cooperation with our stakeholders.

Funding our journey and invest to create value for all stakeholders



Sustainable Olympus: Putting Our Purpose into Practice

Contribute to improving the quality of life (QOL) of patients through value co-creation alongside physicians and medical institutions

Olympus's medical business commenced with its development of the world's first gastric camera suitable to practical applications. This development was a direct response to the desire among physicians for a means for the early detection and diagnosis of gastric cancer to achieve reductions in the associated mortality rates. From that time, through to the present, Olympus has worked in close step with physicians for this common purpose in developing endoscopes and other medical devices.

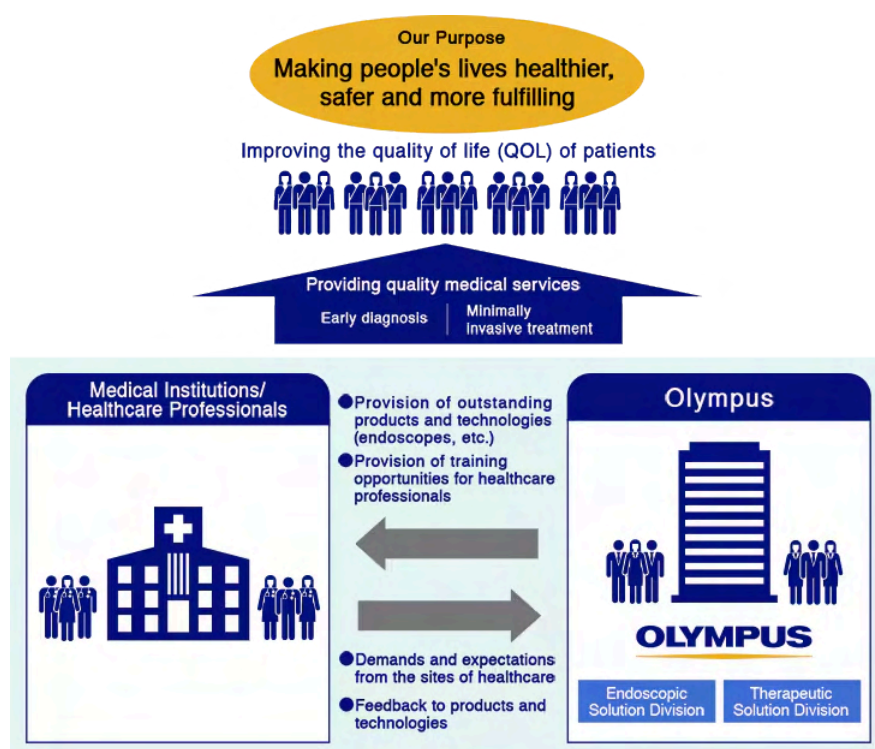
Delivering outstanding products and technologies and training healthcare professionals in their safe and appropriate application facilitates both the "early diagnosis" of diseases as well as "minimally invasive treatments," to reduce the burdens on patients and thereby contribute to improvements in patient quality of life (QOL).

Olympus will continue to rise to the challenge of innovations in the domain of medical devices made possible by collaborations with healthcare professionals, with the aim of improving healthcare outcomes (medical efficacy) and healthcare access (disseminating medical technologies of advanced medical efficacy).

➤ [Founding of Olympus](#)

➤ [Our Business Fields](#)

Olympus's Basic Business Structure



Sustainable Society: Contributions to the Sustainable Development Goals (SDGs)

Decipher and elucidate the relationship between our business activities and the SDGs and establish business goals to which those activities should contribute

Olympus will engage, through its business activities, with the resolution of environmental and societal issues facing the world while contributing to the realization of a sustainable society, which is the objective of the SDGs*. Toward this end, we have deciphered and elucidated the particular relationships between the SDGs and our own business activities, in the process identifying 13 goals closely related to Olympus's operations. Of these 13 goals, the SDG to which our degree of contribution through our business is greatest is goal 3 "Good health and well-being," and we will actively contribute to the resolution of multiple societal issues centered on "health" as a global MedTech company.

* Sustainable Development Goals (SDGs): Common goals for the international community set by the United Nations toward the achievement of a sustainable world by the year 2030.

Olympus and Its Relationships with the SDGs



Main materiality items associated with contributions to goal 3

Olympus will contribute in particular to the achievement of “3. Good health and well-being”



Main materiality items associated with contributions to goal 3

- Contribution to health equity and access
- Contribution to health equity
- HCP training and enablement
- Strategy to improve accessibility to product
- Innovation for better healthcare outcome
- Public awareness building on early detection and treatment
- Healthy Organization

Refer to the below regarding materiality associated with SDGs other than goal 3

➤ [ESG Strategy](#)

Sustainability Governance System

Enhancing the links between management and sustainability

Olympus has promoted sustainability management, including the designation of an ESG Officer, since 2021, and establishment of the KPIs specified in our medium- to long-term business plan.

In addition, in FY2021, we made the decision to link 10% of the executive officers' performance share unit (PSU), a part of our long-term incentive compensation, to the results of an evaluation by an external ESG evaluation organization.

Established ESG Committee and strengthened sustainability strategy promotion system

To enhance Olympus's ESG initiatives, we undertook a reconsideration of our promotion structure for sustainability strategies at the Group level in FY 2023. We then established a new sustainability governance system in April 2023. Under the new governance system, an “ESG Committee” has been put in place, with the ESG Officer having ownership, and the committee comprised of heads of respective businesses and functions. The ESG Committee implements sustainability strategies, discusses important measures related to materiality, and monitors progress against goals. Furthermore, we have established thematic working groups under the ESG Committee, such as those on the environment and human rights, to study and share information on measures that need to be taken across functions.

The ESG Officer reports to the Group Executive Committee and the Board of Directors on the implementation status of the sustainability strategy as well as outcomes and attendant challenges. We thus ensure that a proper and appropriate sustainability strategy is implemented based on the guidance and advice of the Executive Committee and the Board of Directors.

Sustainability Governance System



Company Strategy

Formulation of a new Company Strategy focused on
“what lies ahead” of transformations to date toward our growth as a global MedTech company

Olympus announced the corporate transformation plan “Transform Olympus” alongside the Corporate Strategy in 2019. In the three years which followed this, we achieved significant transformations in all aspects of our business structure, organizational and operational model, employee awareness, corporate culture, and other relevant areas. As a result, our adjusted operating margin has significantly improved from its level of 9.2% in FY2019*, to 20.0% in FY2023.

Based on these transformations, in May 2023, Olympus announced a new company strategy toward achieving further growth as a global MedTech company. Going forward, in the new stage of “Shift to Grow,” we aim to further solidify our growth trajectory by focusing on areas of disease which will be most conducive to Olympus demonstrating its best values, as well as by investing in the cultivation and development of new products and technologies that will contribute to improvements in healthcare standards. In addition, Olympus are focusing on quality assurance (QA) and Regulatory Affairs (RA), providing our high-quality products and services in line with long-term strategies, and striving to achieve sustainable business growth and increase corporate value, with patient safety set out as our foremost priority, and will thereby work actively to enhance the trust invested in us by our stakeholders.

* Includes adjusted operating margin from the Scientific Solutions Business/Imaging Business.



Positioning of ESG in the New Company Strategy

Olympus sets out “patient safety and sustainability,” “innovation for growth,” and “productivity” as our three priorities under the new Company Strategy. We will endeavor to build a strong and sustainable organization by working with regulators and stakeholders to remain a company with integrity and transparency. We will meanwhile actively aim to contribute to the realization of Our Purpose, namely of: “Making people’s lives healthier, safer and more fulfilling,” in order to become a leader in the healthcare industry as well as in ESG.

We have positioned the promotion of ESG as a key item among our priority initiatives, and will enhance the affinity and consistency between our ESG Strategy and Olympus’s company strategy, business strategy, and functional strategy to levels greater than previously seen.

Guiding Principles

Patient safety and sustainability	1 Resolve pending commitments to the FDA, prove confidence with regulators
	2 Lead in organization health and ESG
Innovation for growth	3 Strengthen the Olympus brand, elevate the experience of our customers
	4 Grow our business through purposeful innovation and acquisitions
Productivity	5 Build a high performing organization focused on patient safety and product quality
	6 Ensure simplicity and operational efficiency

Materiality Topics at Olympus

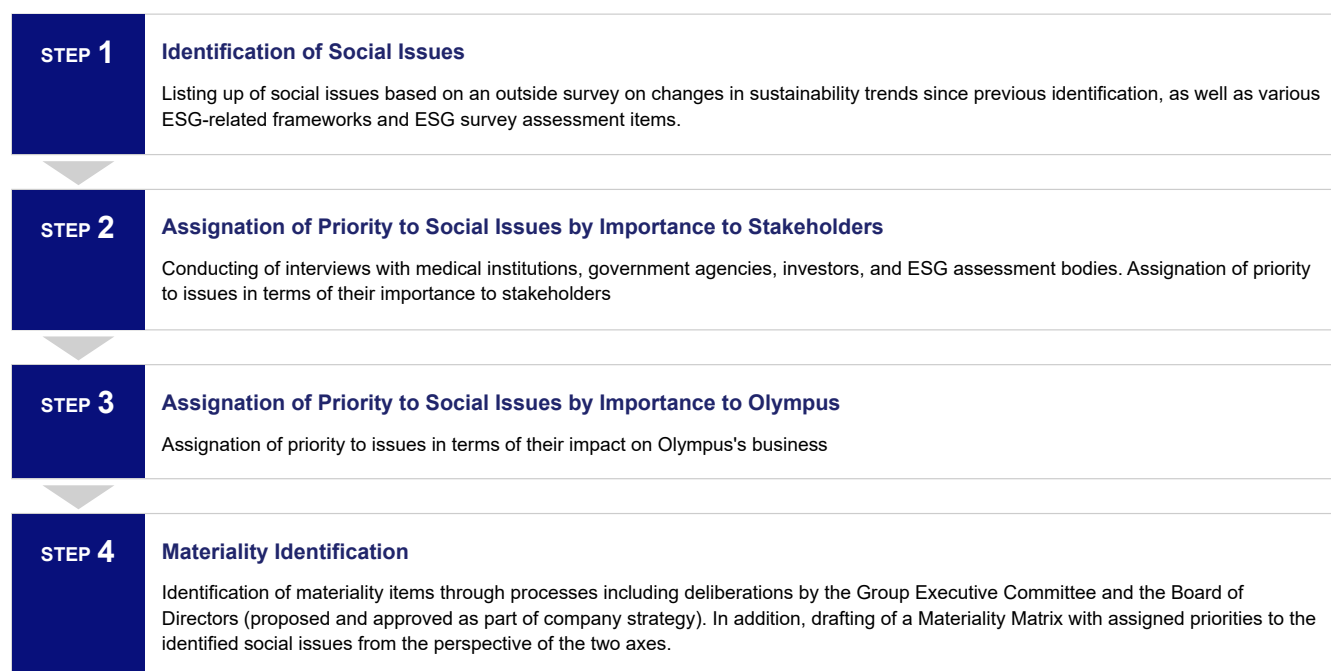
Process for Analysis and Identification of Focus Areas and Materiality Topics

In conjunction with the formulation of the new Company Strategy, we reviewed and adjusted our ESG Strategy in FY2023. In the review of materiality, we identified Six Focus Areas and 25 Materiality Topics falling under these Focus Areas, based on fresh input from our stakeholders, societal expectations and requirements, trends within the MedTech industry, and analyses of risks and opportunities from the perspective of sustainability*.

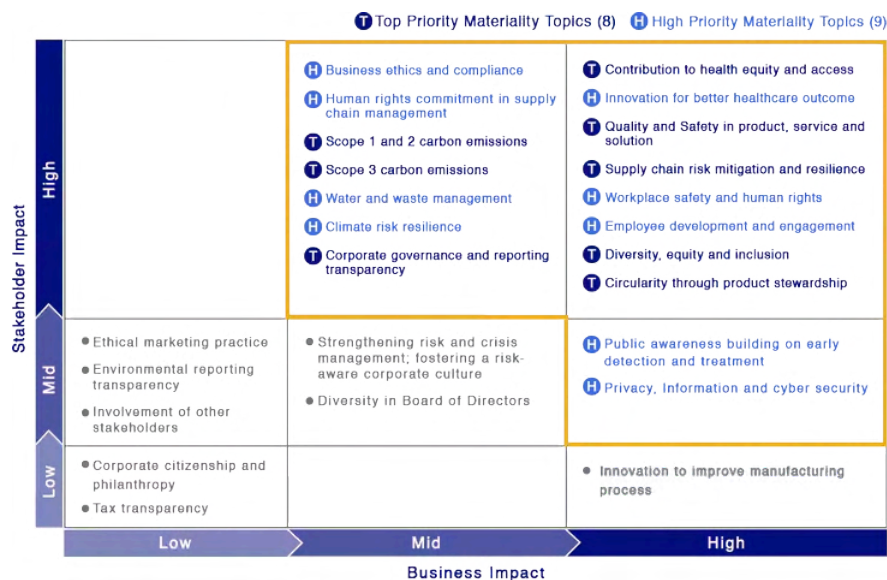
In the process of identifying these 25 Materiality Topics, mapping of these topics onto the two axes of “importance to stakeholders” and “impact on Olympus's business (importance to Olympus)” is carried out, with Olympus then assigning these to three levels of priority: Top Priority, High Priority, and Others.

KPIs have been set for those Materiality Topics that have been positioned as particularly important Top Priority topics, with progress towards their achievement being actively managed. Progress statuses and new initiatives will also be actively discussed at ESG Committee and Board of Directors meetings.

* Since identifying four materiality items in FY2020, we revised these to five materialities in FY2022 with the addition of “Carbon Neutral Society and Circular Economy.” In the revision of FY2023, the existing six important ESG areas and five materiality items were realigned into Six Focus Areas.



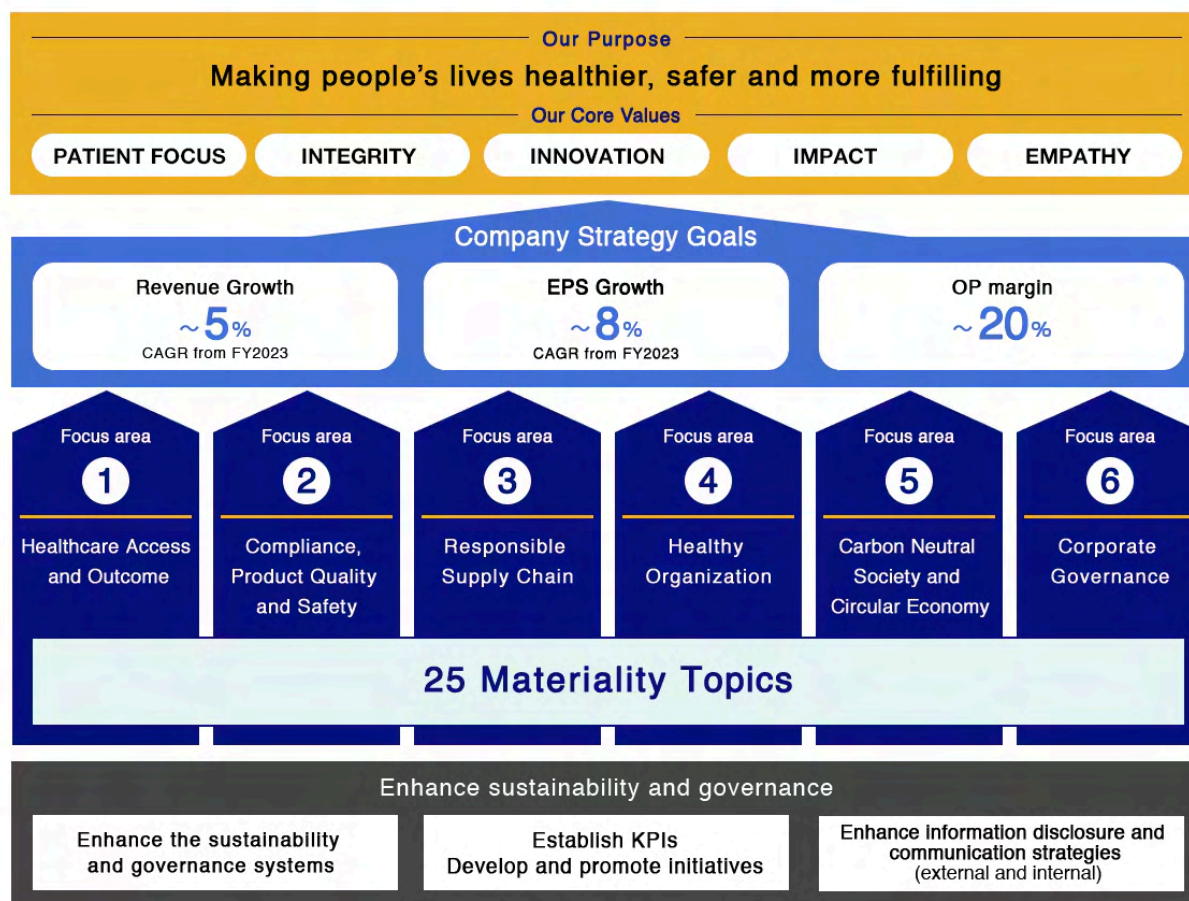
Materiality Matrix



Six Focus Areas and 25 Materiality Topics

The Six Focus Areas and 25 Materiality Topics are integral to Olympus's corporate and business activities, and we will actively contribute to the resolution of a wide range of social issues through our activities related to these areas.

ESG Strategy Structure



List of Respective Materiality Topics by Focus Area

We have established KPIs for each of the items positioned as Top Priorities, and are managing our progress toward achieving these.

Focus Area 1

◆ Concepts of Focus Areas/Vision

Olympus recognizes the healthcare business as a domain conducive to our contributing to society by exercising our prowess in the areas in which we most excel. We will aim to contribute to society by delivering innovative products that facilitate greater healthcare outcomes and training opportunities for healthcare professionals.



◆ Materiality Topics/Medium-term Goals and KPIs/Achievements

Materiality Topics	Medium-term Goals and KPIs	FY2024 Achievements
Top Priority <ul style="list-style-type: none"> ◆ Contribution to health equity and access <ul style="list-style-type: none"> ◆ Contribution to health equity ◆ HCP training and enablement ◆ Strategy to improve accessibility to product 	+20% CRC* related training in target emerging countries and regions	20 programs
	+20% CRC* related online / hybrid training provided with HCPs globally	58 programs
High Priority <ul style="list-style-type: none"> ◆ Innovation for better healthcare outcome ◆ Public awareness building on early detection and treatment 	-	-
Others <ul style="list-style-type: none"> ◆ Corporate citizenship and philanthropy 	-	-

* CRC: Colorectal cancer

◆ Link to Activities Pages

- > [Materiality Story](#)
- > [Impact Action Story](#)

Focus Area 2

Compliance, Product Quality and Safety

◆ Concepts of Focus Areas/Vision

As a company providing medical devices, Olympus's foremost priority should be the safety of patients. We are endeavoring to ensure observance of anti-corruption and other compliance measures and our complete accordance with the laws and regulations of respective countries to ensure the quality and safety of our products.



◆ Materiality Topics/Medium-term Goals and KPIs/Achievements

Materiality Topics	Medium-term Goals and KPIs	FY2024 Achievements
Top Priority <ul style="list-style-type: none"> ♦ Quality and safety in product, service and solution 	Timely ESG disclosures according to SASB Standards*	Appropriate disclosure was done. Details shown in the following chart. ✓ Information Disclosure in Accordance with SASB Standards on Product Quality and Safety
High Priority <ul style="list-style-type: none"> ♦ Business ethics and compliance ♦ Privacy, Information and cyber security 	-	-
Others <ul style="list-style-type: none"> ♦ Risk and crisis management, risk culture ♦ Ethical marketing practice ♦ Innovation to improve mftg process ♦ Tax transparency 	-	-

* SASB Standards: Published by the Sustainability Accounting Standards Board (SASB; US) to encourage the standardization of non-financial information disclosure. Industry-specific disclosure standards have been formulated.

Information Disclosure in Accordance with SASB Standards on Product Quality and Safety ^

Code	Accounting Metric	Olympus Disclosure Information
SASB:HC-MS-250a.1	Number of recalls issued, total units recalled	Appropriately disclosed on the websites of regulatory authorities in respective countries. Example: US FDA: Medical Device Recalls (fda.gov) .
SASB:HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products Database	Appropriately disclosed in accordance with US FDA requirements. MedWatch: The FDA Safety Information and Adverse Event Reporting Program FDA .
SASB:HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	Appropriately disclosed in accordance with US FDA requirements. MAUDE - Manufacturer and User Facility Device Experience (fda.gov) .
SASB:HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Appropriately disclosed on the following website. https://datadashboard.fda.gov/ora/cd/inspections.htm .

Focus Area 3

Responsible Supply Chain



◆ Concepts of Focus Areas/Vision

The stable provision of medical devices is indispensable to ensuring the stable availability of healthcare in society. In addition to fulfilling our responsibility to deliver a stable supply of our products, we will actively work together with our suppliers to address social issues, such as those involving the environment and human rights.



◆ Materiality Topics/Medium-term Goals and KPIs/Achievements

Materiality Topics	Medium-term Goals and KPIs	FY2024 Achievements
Top Priority <ul style="list-style-type: none"> Supply chain risk mitigation and resilience 	Annual assessment/monitoring for multi-tier supply chain risks	<p>Globally expanded supplier visibility, collaborating with a leading risk solution provider to implement real-time monitoring and multi-tier risk identification across its supplier network.</p> <p>This enhancement, including BCP plans and ESG performance indicators, emphasizes our adherence to stringent compliance standards and strengthens supply chain resilience.</p>
High Priority <ul style="list-style-type: none"> Human rights commitment in supply chain management 	-	-

Focus Area 4



◆ Concepts of Focus Areas/Vision

Olympus defines a healthy organizational culture as one in which each and every employee can perform at their best, and is engaged in a variety of initiatives towards its aim of becoming such an organization.



◆ Materiality Topics/Medium-term Goals and KPIs/Achievements

Materiality Topics	Medium-term Goals and KPIs	FY2024 Achievements
Top Priority <ul style="list-style-type: none"> Diversity, equity and inclusion 	30% Management positions held by women by FY2028 globally	25.4%
	100% Eligible male employees in Japan* take parental leave by FY2026	88.0%
High Priority <ul style="list-style-type: none"> Employee development and engagement Workplace safety and human rights 	-	-

* Olympus Corporation

◆ Link to Activities Pages

- [Materiality Story](#)
- [Impact Action Story](#)

Focus Area 5

Carbon Neutral Society and Circular Economy



◆ Concepts of Focus Areas/Vision

Olympus recognizes climate change as a serious issue that endangers the integrity of the global environment, as well as being an issue which affects our business activities. We will continue to promote a variety of ongoing initiatives toward the achievement of carbon neutrality into the future.



◆ Materiality Topics/Medium-term Goals and KPIs/Achievements

Materiality Topics	Medium-term Goals and KPIs	FY2024 Achievements
Top Priority <ul style="list-style-type: none"> ◆ Scope 1 and 2 carbon emissions ◆ Scope 3 carbon emissions ◆ Circularity through product stewardship 	Net-zero: Net-zero GHG emissions across scope 1, 2 and 3 by 2040	<p>GHG emissions (Scope 1, 2 and 3): 830,202t-CO₂e (increase of 18% compared to FY2020)</p> <p>GHG emissions increased compared to the baseline year as a result of increased procurement of materials and components in conjunction with higher sales. In order to reduce supplier emissions, which account for the majority of emissions, we have started requesting that suppliers determine their GHG emissions and set reduction targets in accordance with the SBT. We are also implementing ongoing measures to reduce emissions from logistics including switching to direct shipping and use ships.</p>
	Carbon neutral: Net-zero GHG emissions (Scope 1 and 2) from our site operations by 2031	<p>GHG emissions (Scope 1 and 2): 42,380t-CO₂e (decrease of 51% compared to FY2020)</p> <p>We are substantially reducing emissions compared to the baseline year by conserving energy through measures such as improving manufacturing processes and updating aging facilities as well as expanding the use of electric power derived from renewable energy.</p>
High Priority <ul style="list-style-type: none"> ◆ Water and waste management ◆ Climate risk resilience 	-	-
Others <ul style="list-style-type: none"> ◆ Environmental reporting transparency 	-	-

◆ Link to Activities Pages

- [Materiality Story](#)
- [Impact Action Story](#)

Corporate Governance



◆ Concepts of Focus Areas/Vision

Olympus has, over the course of many years, focused on strengthening our corporate governance to ensure that we remain a company that is trusted by our stakeholders. We recognize that doing so is of vital importance for the sustainability of our company and will continue to strive to enhance corporate governance into the future.



◆ Materiality Topics/Medium-term Goals and KPIs/Achievements

Materiality Topics	Medium-term Goals and KPIs	FY2024 Achievements
Top Priority <ul style="list-style-type: none"> Corporate governance and reporting transparency 	Enterprise Risk Management: applied consistently across the globe	Conducted Enterprise Risk Management based on “Olympus Group Risk Management and Crisis Response Policy” and relevant internal rules. The result was reported to the Group Executive Committee and Board of Directors
Others <ul style="list-style-type: none"> Involvement of other stakeholders Diversity in Board of Directors 	-	-

Contributions to Society through Our Medical Business

This section presents examples of Olympus's contributions to society through its medical business.

> Healthcare Access and Outcome

This section gives an overview of Olympus's activities in the medical business, including technology development to enable early diagnosis and minimally invasive treatments using endoscopy, and support for the training of physicians.

> Elevating the standard of care

This section presents Olympus's initiatives to elevate standards of healthcare, including educational support for healthcare professionals.

> For the Benefit of Patients

This section presents initiatives to improve patient care pathways (prevention to recuperation).

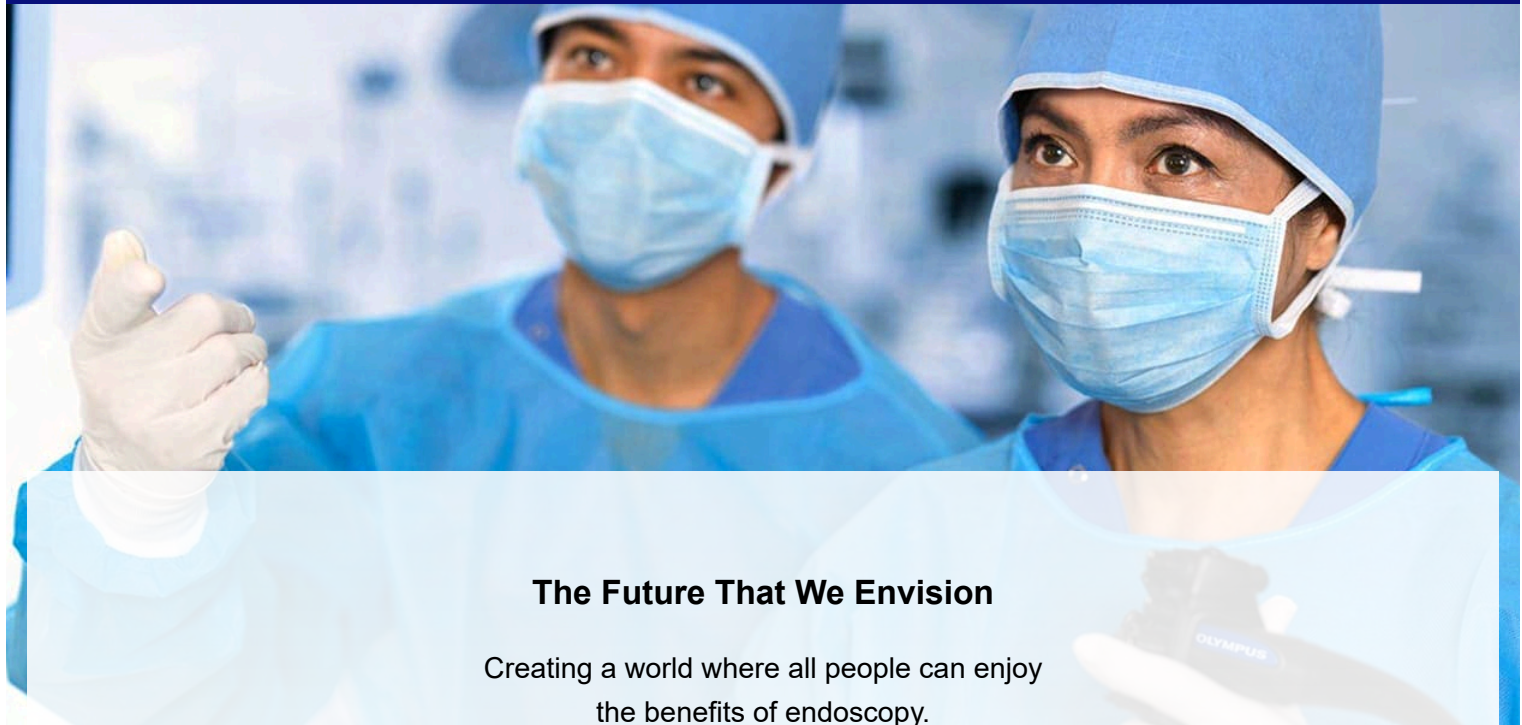
> Facts & Figures

This section presents various data illustrating the features and characteristics of Olympus.

> Global Healthcare Data (PDF: 131.0KB)

This PDF compiles and makes publicly available healthcare data, including case numbers for cancers and other diseases.

Healthcare Access and Outcome



The Future That We Envision

Creating a world where all people can enjoy the benefits of endoscopy.

The number of cancer patients is trending upward worldwide. However, if patients can receive appropriate screening, diagnosis and treatment early, the chances of curing cancer increase.

The Olympus Group places the highest priority on patient safety, and we develop and provide endoscopes and related treatment devices (endoscopic equipment) that contribute to the early detection, diagnosis, and minimally invasive treatment of cancer. In addition, training healthcare professionals on the safe use of endoscopic equipment is essential for medical institutions to use endoscopic equipment for the diagnosis and treatment of patients. Accordingly, we provide training programs for healthcare professionals on endoscopic equipment use and procedures as well as maintenance methods, supporting the development of systems for the safe use of endoscopic equipment.

In addition, we work with medical associations and local governments to actively implement educational activities that convey the importance of early detection in cancer treatment with the objective of creating a world where all people can enjoy the benefits of endoscopy.

Materiality Topics

Top Priority

• Contribution to health equity and access

Contribution to health equity

HCP training and enablement

Strategy to improve accessibility to product

High Priority

• Innovation for better healthcare outcome

• Public awareness building on early detection and treatment

Others

• Corporate citizenship and philanthropy

Why

Why are we taking these actions?



How

How will we achieve this?



What

What specifically will we do?



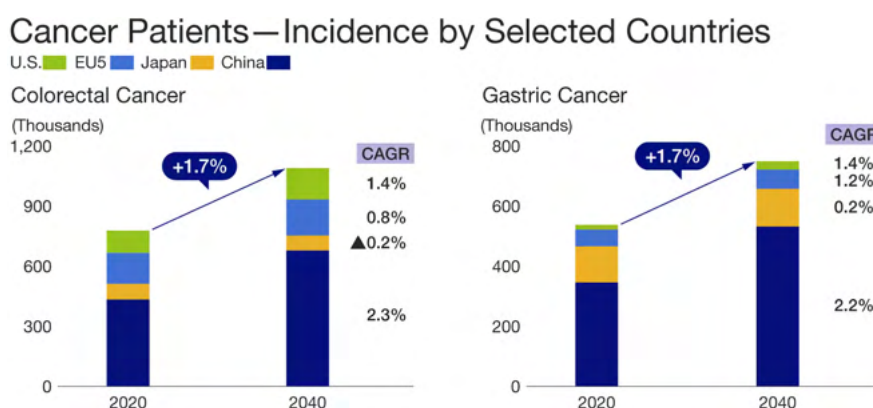
Why Why are we taking these actions?

Contributing to early detection and treatment of cancer

Olympus Perspective 1: Number of Cancer Patients

The number of cancer patients is trending upward worldwide

The number of cancer patients has been increasing globally in recent years. The compound annual growth rate (CAGR) of increase of the number of colorectal and gastric cancer cases is forecast to be 1.7% through 2040.



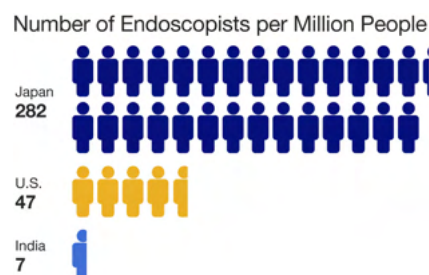
* EU5: UK, France, Italy, Germany, Spain Source: Epi Database, Cerner Enviza. Accessed July 2023
(Reference data) Integrated Report 2023 Page 42-45 https://www.olympus-global.com/ir/data/integratedreport/pdf/integrated_report_2023e_A4.pdf?231114a.pdf

Olympus Perspective 2: Medical Care Provision Environments

Disparities in medical care systems and levels among countries and regions

The number of endoscopists per million people is 282 in Japan, but only 7 in India.¹ Survival rates of cancer patients are lower in India than in developed countries. The five-year survival rate for colorectal cancer patients is about 70%² in Japan, but is only about 30%³ in India.

In this way, there are large disparities in medical care systems and the standard of care among countries and regions.



1 Compiled by Olympus using publicly available data

2 National Cancer Center Japan, Cancer Information Service, Aggregation of Hospital-based Cancer Registry Survival Rates https://ganjoho.jp/public/qa_links/report/hosp_c/hosp_c_reg_surv/index.html (in Japanese, accessed March 16, 2023)

3 World Health Organization. (n.d.). GCO-SURVCAN. Retrieved from International Agency for Research on Cancer: <https://gco.iarc.fr/survival/survcn/dataviz/table?survival=5&populations=0&cancers=90>

Olympus Perspective 3: Public Awareness

Raising awareness of the importance of early detection and treatment

The more cancer progresses, the fewer the available treatment options, and post-treatment survival rates also tend to decline. As a result, early detection and treatment of cancer are considered to be crucial, and various countries and regions are encouraging cancer screening.

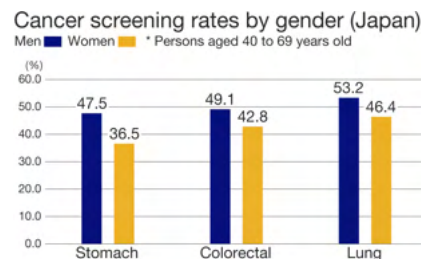
In Japan, the Ministry of Health, Labour and Welfare has set a cancer screening rate target of 60%. According to the Comprehensive Survey of Living Conditions conducted in 2022, however, the cancer screening rates for men aged 40 to 69 years are 47.5% for gastric cancer, 49.1% for colorectal cancer,

and 53.2% for lung cancer, all falling short of the target, and the survey results indicate that the rates are even lower for women.*

In light of this situation, we believe that the early detection and treatment of cancer requires the expansion of medical care provision environments, including the implementation of regular screening and checkups, and that gaining the public's understanding of the importance of early detection and treatment will be crucial.

* 2022 Comprehensive Survey of Living Conditions (Ministry of Health, Labour and Welfare)

<https://www.mhlw.go.jp/toukei/saikin/hw/k-tyosa/k-tyosa22/index.html> (in Japanese)



How How will we achieve this?

Addressing issues through collaboration with healthcare professionals, medical associations, and local governments and communities

Approach 1: Human Resource Development

Providing opportunities for endoscopy training to healthcare professionals

The Olympus Group has established 17 endoscope training centers worldwide so that healthcare professionals in countries and regions around the world can use endoscopes with confidence. These training centers are equipped with facilities that resemble actual operating rooms and endoscopy rooms and comprehensively provide specialized and advanced educational programs and training to enhance clinical knowledge and procedures so that healthcare professionals can demonstrate the highest levels of performance and provide safety and care to patients.

We also support the development of systems that enable healthcare professionals to handle endoscopes safely, including the provision of multiple educational and training programs in collaboration with medical associations.

〈Related Materiality Topics〉 Contribution to health equity and access

Approach 2: Technological Innovation

Working with medical institutions to develop advanced medical devices and technologies that put patient safety first

The endoscope is a main product of the Olympus Group. Development started in 1949 when a doctor at the University of Tokyo made a request for the development of a camera that could photograph and examine the interior of the patient's stomach. Doctors and the development team at Olympus cooperated to overcome many challenges and pursued the ideal of creating a camera that (1) presented no danger to the patient, (2) created minimal discomfort, (3) allowed photographing of any part of a stomach in a short amount of time, and (4) delivered crisp images for easier diagnosis. As they raised the level of perfection, the developed camera became widely accepted.

This approach to manufacturing has been handed down to the present day, and Olympus continues to work with endoscopists and listen to their needs to develop technology for endoscopic equipment.

We are currently developing software that uses AI to detect lesion candidates and support diagnoses by doctors, single-use endoscopes, an Intelligent Endoscopy Ecosystem, and more.

〈Related Materiality Topics〉 Innovation for better healthcare outcome

Approach 3: Public Awareness

Supporting educational activities concerning cancer screening in collaboration with medical associations and local governments

The Olympus Group collaborates with medical associations and local governments in multiple countries and regions to promote educational activities that convey the importance of early detection and treatment of cancer to the public.

In Japan, we support educational activities on cancer screening in cooperation with local governments. In addition, we support educational programs on

cancer screening in collaboration with medical associations and NPOs in countries and regions around the world.

We also use our owned media to explain about cancer and provide information on the importance of screening, testing methods, and other topics.

〈Related Materiality Topics〉 Corporate citizenship and philanthropy

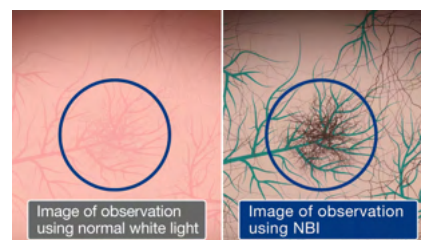
What What specifically will we do?

Initiative Example 1: Development of NBI to contribute to the early detection and treatment of cancer

Narrow Band Imaging (NBI) developed by Olympus is a representative example of technological innovation that is contributing to the early detection and treatment of cancer.

The gastroscope developed by Olympus in 1950 greatly advanced early-stage stomach cancer diagnostics. Through the accumulated research that followed, it was understood that early-stage lesions can be found through slight differences in the color of mucosal surfaces within the digestive tract. We developed technology that reveal lesions by changing the light shined in the digestive tract. When using normal white light during endoscopic screenings to observe the surface of the stomach and large intestine, it can be difficult to detect extremely diminutive lesions. With NBI, we focus on the fact that numerous blood vessels are often gathered in the vicinity of cancerous lesions and use blue and green wavelengths of light to reveal capillaries on the mucosal surface as well as the veins in the submucosa, making it possible to observe in high contrast blood vessel patterns that are difficult to see under normal light.

We are providing endoscopy systems equipped with this NBI technology to medical institutions in countries and regions around the world, contributing to the early detection of cancer.



High-contrast observation of blood vessel patterns that were difficult to see

Areas that appear brown: blood vessels on the mucosal surface; areas that appear blue: Veins in the submucosa

Initiative Example 2: Contributing to Improvements in Healthcare Standards in India by Supporting Outreach Gastrointestinal Endoscopic Screenings

India is undergoing rapid economic development and population growth, but there is a shortage of cancer screening and treatment infrastructure and specialized doctors, and it is particularly difficult for residents of rural villages to undergo screenings even when they do not feel well. As a part of the solution to these issues, Olympus is collaborating with hospitals and promoting the Outreach Screening Program, which installs endoscopic screening equipment in a vehicle that travels to small villages.



➤ [See here for more details: Impact Action Story](#)

Related Information

- [Healthcare Access and Outcome](#)
- [Supporting Physician Development in Emerging Countries](#)
- [NBI and Transnasal Endoscope](#)

Contributing to Improvements in Healthcare Standards in India by Supporting Outreach Gastrointestinal Endoscopic Screenings

April 2024

Focus Area 1: Healthcare Access and Outcomes



India is a vast country with a population of 1.4 billion, the largest in the world. Even as India undergoes rapid economic development, there is an extreme shortage of infrastructure for cancer screening and treatment. In an effort to provide a partial solution to this issue, Olympus created the Outreach Screening Program, which installs endoscopic screening equipment in a vehicle that travels to small villages. The head of the medical business in India discusses the certain results observed from this program and the substantial expansion to be pursued in the future.



Manish Kumar

General Manager, Medical Business, Olympus Medical Systems India

Joined Olympus in 2010 as a Product Manager in the gastrointestinal and respiratory medical field. Later served as a Marketing Manager and General Manager of Sales, and was appointed General Manager of the Medical Business in 2020.

Q. What is the current status of cancer screening and treatment in India?

A. There are shortages of both facilities and specialist doctors, and in many instances, examinations are conducted only after the cancer has progressed.

There are 282 endoscopists per million people in Japan, 47 in the United States, but only 7 in India.¹ This figure may be very telling about the state of cancer treatment in India.

Many people develop oral cancer, esophageal cancer, and stomach cancer, accounting for about 35% of all cancer cases. In addition, due to the growing population, changes in lifestyles resulting from economic development, and other factors, it is projected that the number of cancer patients will increase in the future. It is said that in general, early detection and treatment through periodic screenings are important for the treatment of cancer. Despite this, India has few facilities that can conduct cancer screenings, and there is also a shortage of specialist doctors who can perform screenings and treatment.

As a result, it is not at all uncommon that people who live in rural areas have to travel seven or eight hours to undergo screenings. Even the existence of these screenings is not very well known. Against this backdrop, a common pattern is that when people experience some physical ailment, they try only folk remedies such as ayurveda and adopt a wait-and-see attitude, and it is only when their condition deteriorates that they undergo testing.

As a result of these circumstances, some 60% to 80% of patients who are diagnosed with cancer through screenings already have advanced cancer. Cancer survival rates are also lower than in developed countries. For example, the five-year survival rate for esophageal cancer patients is 47.8%² in Japan, but is

only 10.8%³ in India.

To address these issues, Olympus is collaborating with local academic societies and hospitals to support the development of endoscopists by providing opportunities for training on endoscopic equipment. However, it takes 10 or more years for a physician to become an endoscopic specialist. As a result, three years ago, Olympus launched a project for traveling endoscopic screenings as a more direct solution.

1 Compiled by Olympus using publicly available data

2 National Cancer Center Japan, Cancer Information Service, Aggregation of Hospital-based Cancer Registry Survival Rates
<https://hbc-sr-survival.ganjoho.jp/graph?year=2014-2015&elapsed=5&type=c10#h-title> (in Japanese, accessed March 15, 2024)

3 World Health Organization. (n.d.). GCO-Observed survival (%), 5-year, cases diagnosed 2008–2012: <https://gco.iarc.fr/survival/survcan/dataviz/table?survival=5&populations=0&cancers=60>



Q. What are the details of the endoscopic Outreach Screening Program?

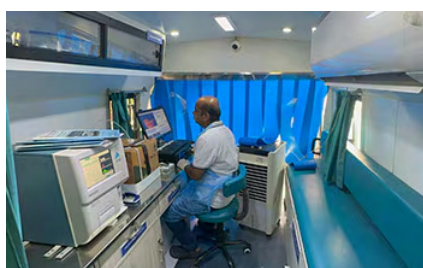
A. Olympus installs endoscopic screening equipment in vehicles, and doctors travel to distant villages up to 100 km away.

This program is conducted in collaboration with hospitals that want to perform endoscopic screenings for people who are unable to undergo testing due to access and other issues and with medical institutions with which Olympus has discussed possible solutions for these social issues. The hospitals provide the vans on which the equipment is installed, communications equipment, the personnel who perform the screenings and so on, and Olympus provides the endoscope screening equipment.

One measure that has already started is an initiative with the Asian Institute of Gastroenterology (AIG), a leading medical institution in Hyderabad, India. Under this initiative, a van travels one to two times each month to distant villages located up to 100 km from the base hospital and performs endoscopic screenings as well as basic blood screenings. The screening data is transmitted via satellite communications to the AIG main hospital in Hyderabad the same day for diagnosis. The following day, the physician who traveled to the site can prescribe therapeutic drugs.

One thing that surprised us about this program was that 60% of the patients who undergo screening have some type of medical condition such as peptic ulcers, varices, or malignancies. We believe that the main reason for this is that the endoscopic screenings are performed on patients who were screened in advance, but even so, the numbers are very high.

Another hospital participating in this program in a different region, Galaxy Hospital (located in Nanded, Maharashtra), made the following comment: "By using the endoscopic van, we are able to reach even those places where people are not aware of the concept of endoscopy or for that matter any reasonable healthcare, and we can provide screenings to patients who need them. This year, we have traveled more than 9,000 km with the van and saved many lives. We not only conduct screenings, but also conduct educational programs on the importance of endoscopy for local general practitioners. I am certain that this program will have a major impact on awareness of endoscopic screening for many years to come."



A traveling endoscopic screening van



An endoscopic screening

Q. How would you like to develop this program in the future?

A. We hope to collaborate with a minimum of 20 hospitals in the next two years.

The Outreach Screening Program is currently being operated with total of four hospitals in the southern and central regions as bases, and so far, more than 2,000 endoscopic screenings have been performed. Based on the results from the past two to three years, it has become clear that this type of infrastructure enables people to undergo screenings in a timely manner, and hospitals are able to identify patients and detect cancer at an early stage.

However, when the vans are able to make only a few trips each month, the number of visits and the number of people who undergo screenings are unavoidably limited. It is our hope that this program will serve as motivation for clinics in the areas where the vans travel to start endoscopic screenings and that it will help collaborating hospitals establish new clinics that have endoscopic capabilities at the van destinations.

We aim to begin collaborating with a minimum of 20 additional hospitals in the next two years. To achieve this, we established a specialized organization in April 2023 to be involved in this solution. We are already collaborating with three new medical institutions in the northern region and are currently making preparations.

As the program expands, we will also face challenges including resource issues relating to the collaborating hospitals and doctors. We hope to engage in close communication with them and actively address these types of issues in order to increase colleagues who are in agreement with the objectives of these activities. In addition, by leveraging the experience, data, and expertise gained through these outreach screenings, we hope to contribute to the launch of a screening program on the nationwide level in India in the future.

Also recommended



➤ Olympus Appointed Wenlei Yang as the Newly Established Chief Diversity, Equity and Inclusion Officer (CDO)

Focus Area 4: Healthy Organization

March 2024



➤ Aizu Olympus Implements Long-Term Practical Measures to Reduce Greenhouse Gas Emissions

Focus Area 5: Carbon Neutral Society and Circular Economy

March 2024

➤ [To list of stories](#)

Healthy Organization



The Future That We Envision

Realizing a Healthy Organization where everyone is empowered to perform their best.

As a part of the corporate transformation plan that the Olympus Group has been implementing since 2019, we have focused on reforming our organizational culture with the aim of growing into a truly global MedTech company. In addition, under the new company strategy that we launched in March 2024, we have made the creation of a Healthy Organization a focus area of our ESG strategy. Our ESG strategy states Diversity, Equity and Inclusion, employee development and engagement and workplace safety and human rights.

Materiality Topics

Top Priority

- Diversity, equity and inclusion

High Priority

- Employee development and engagement
- Workplace safety and human rights

Why

Why are we taking these actions?



How

How will we achieve this?



What

What specifically will we do?



Why Why are we taking these actions?

Everyone is empowered to perform our best

Olympus Perspective: Our Ideal Corporate Culture

As part of our transformation, we are aiming to realize a Healthy Organization. We are working to comprehensively improve our corporate culture by looking at both the needs of the Company and the day-to-day experiences of our employees. To evolve our corporate culture in which each and every employee can perform at their best, which is the foundation for achieving sustainable growth, we are implementing various activities globally..

When those two elements of the needs of the Company and the day-to-day experiences of our employees are in balance, we will be a Healthy Organization that is able to reach our full potential. Our aim is to develop an impactful framework and working environment to create a meaningful employee experience.

Purpose-driven

- ◆ Everyone in the organization contributing to Our Purpose while living Our Core Values
- ◆ Everyone is dedicated to raising business performance to improve the outcome for our customers and patients

People-centric

- ◆ Our commitment to employees is equal to the dedication we provide to customers and patients
- ◆ We provide opportunity for growth, unlock the full potential of our people and have a sense of belonging at the same time

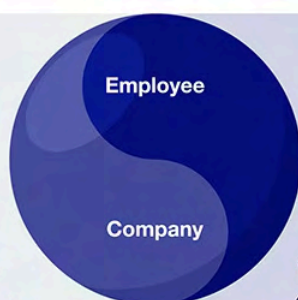
Healthy Organization

A Healthy Organization

Committed to delivering Olympus' Purpose by creating a working culture where everyone is empowered to perform their best

Purpose-driven

- Everyone in the organization contributing to our purpose, while living Our Core Values
- Everyone dedicated to raising business performance to improve the outcome for our customers and patients



People-centric

- Our commitment to employees is equal to the dedication we provide to customers and patients
- We provide opportunity for growth, unlock the full potential of our people, and have a sense of belonging at the same time



How How will we achieve this?

Three approaches to realize a Healthy Organization

Approach 1: Diversity, Equity and Inclusion (DEI)

Promotion of DEI

Olympus has been implementing its global DEI strategy since April 2023. Our ESG strategy states the promotion of DEI as one of the materiality topics and sets targets relating to promoting the advancement of women on a global level. In particular, we have set individual goal for Japan as an area of focus and will continue to promote DEI there.

In June 2023, we also established the new position of Chief Diversity, Equity, and Inclusion Officer (CDO). The CDO is responsible for overseeing and driving initiatives under our DEI strategy at the



global level.

<Materiality Topics> Diversity, equity and inclusion

Approach 2: Employee Development and Engagement

Our development and learning offers support for professional growth and improvement of employee engagement

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 for the Olympus Group as a whole to become an organization capable of responding with speed and solidarity in the face of changes in the business environment. To achieve this goal, we require all our employees to deeply understand the principles and values shared by the entire Olympus Group, hold the skills to conduct business on a global scale along with leadership and a high level of expertise. We also believe it is important to view human resource development from the perspective of personnel training. Olympus provides a wide range of development offers, both on a global and regional/local level. We are implementing a variety of initiatives and to conduct various training to strengthen leadership and execution competencies to develop talent for global success.



We also conduct employee surveys (core value surveys) to listen to the opinions of employees and 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.

<Materiality Topics> Employee development and engagement

Approach 3: Workplace Safety and Human Rights

Ensuring safe and healthy workplace and respect for human rights

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." Based on this policy, efforts to promote the better health of employees are regarded as an important factor in supporting the sustainable growth of the company, with the company actively building and maintaining a Health Promotion System and engaging in concrete initiatives.



In addition, 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.

<Materiality Topics> Workplace safety and human rights

What What specifically will we do?

Initiative Example 1: Olympus Appointed Wenlei Yang as the Newly Established Chief Diversity, Equity and Inclusion Officer (CDO)

Wenlei Yang was named CDO in June 2023. The CDO is responsible for overseeing driving initiatives under our DEI strategy at the global level.

> See here for more details: Impact
Action Story



Related Information

- > Human Capital and Healthy Organization
- > Diversity, Equity and Inclusion
- > Employee Development
- > Occupational Safety and Health
- > Human Rights

Olympus Appointed Wenlei Yang as the Newly Established Chief Diversity, Equity and Inclusion Officer (CDO)

March 2024

Focus Area 4: Healthy Organization



Wenlei Yang, CDO explained the specific initiatives and future plans.

Wenlei Yang

Olympus Corporation
Chief Diversity, Equity and Inclusion Officer

Q. Can you explain the mission and roles of the CDO?

Following Olympus' new direction announced in our refined company strategy in May, 2023, I was named CDO. In this newly established role, I am overseeing and pushing implementation of important initiatives and activities together with our global DEI team as priority of this year.

In our journey of achieving Our Purpose of "Making people's lives healthier, safer and more fulfilling," DEI is an indispensable piece of strategy to ensure that we can increase organizational capability and sustainability ensuring that we will be chosen by employees, customers and all stakeholders.

Through our close collaboration with each region, we continuously work to build an inclusive culture and equitable systems, where everyone, including the communities we serve, are accepted for who they are, with equal access to opportunities. We believe only when DEI becomes integrated into our daily work, will people be their true self, release their full potential, and perform at their best.

Our people with their diverse backgrounds will better understand our customers' varied needs and expectations, thereby creating new value by exchanging their opinions, and developing solutions together to ultimately contribute to Our Purpose.



Q. What specific initiatives are you implementing under DEI strategy?

Before we launch DEI global strategy, we conducted extensive research on external trends, public requirements, peers' activities and the company's current state and needs regarding DEI.

In addition to ongoing regional priorities, we summarized our four globally relevant themes as we launched in the strategy.

Nationality and Culture

Career and Experience

Inclusive Environment

We then started numbers of pilot initiatives across these themes in different regions and functions. For example: In Japan, we are proactively moving ahead of government guidelines by improving support for men's parental leave. Simultaneously, enhancing the system to provide adequate resources for remaining team members during the leave period, reducing workload and increasing productivity. We created guidebook to structure information that needed to support leavers be better prepared for leave period. (all 3 items will launch in Apr. 24)

In addition, a peer learning pilot program connected 66 participants across regions, breaking down language and cultural / career barriers and creating collaborative opportunities. The feedback was so positive that we are expediting the expansion of the program.

Hundreds of global, regional, and key function leaders underwent comprehensive training to deepen their understanding, counteract bias and create psychologically safe environments. Afterwards, there are post-workshop activities to embed the learnings.

Furthermore, we are raising awareness globally through our "ABCs of DEI" micro learning campaign, where we share a DEI-related concepts starting from A all the way to Z.

These initiatives are just a snapshot of our progress since the launch of our strategy several months ago. I look forward to reporting more positive news in the near future.



Q. What are your mid-term initiatives to realize a Healthy Organization?

I joined Olympus in 1992 and held various roles mainly in global sales and marketing positions across China, Hong Kong and Japan. I was then appointed Regional Representative Officer, China in 2019. In 2023, I was appointed Regional Representative Officer, Japan.

Throughout various positions, I have worked with many colleagues across all regions and businesses. With many employees and over 100 years of company history, fostering a culture of DEI may not be an easy task at Olympus.

Our efforts focus on building up the foundation in the first year, including creating awareness, piloting initiatives to address urgent needs, etc. . In longer term, we will review the company processes and policies through DEI lens; incorporate DEI learning as part of regular training program, continuously raising awareness especially encourage leadership role modeling, but at the same time to support more bottom up activities like active Employee Resource Groups both regionally and globally.

We will drive our culture change by leveraging mindset, while at the same time addressing our systems and structures following a long-term, phased approach.

Q. In closing, do you have any thoughts that you would like to share with stakeholders?

At Olympus, we are committed to delivering Olympus' Purpose by creating a working culture where everyone is empowered to perform their best. We are convinced that we can only achieve this when DEI become part of our daily work.

We promote a Healthy Organization by accelerating our efforts to realize DEI, which will lead to our sustainable growth and contribution to the society.

DEI-Related KPIs

1. Achieve 30% representation of women in management roles globally byFY2028 (including doubling the rate of women managers at Olympus Corporation to 13%)
2. Have 100% of eligible men at Olympus Corporation take parental leave by FY2026
3. Increase the diversity of nationality and cultural at the Olympus Group and further improve employee engagement scores

Related Information

Also recommended



> **Contributing to Improvements in Healthcare Standards in India by Supporting Outreach Gastrointestinal Endoscopic Screenings**

Focus Area 1: Healthcare Access and Outcomes

April 2024



> **Aizu Olympus Implements Long-Term Practical Measures to Reduce Greenhouse Gas Emissions**

Focus Area 5: Carbon Neutral Society and Circular Economy

March 2024

> **To list of stories**

Carbon Neutral Society and Circular Economy



The Future That We Envision

Pursuing net-zero greenhouse gas emissions including supply chains by 2040
through collaboration with customers and suppliers

Within the Olympus Group corporate philosophy of “Making people’s lives healthier, safer and more fulfilling,” we believe that a flourishing global environment and the workings of nature are essential. As a corporate group that engages in business globally, we see climate change and measures for achieving a circular economy as urgent social issues that must be addressed with priority, and we have positioned contribution to the achievement of a Carbon Neutral Society and Circular Economy as a focus area under our ESG strategy. We are undertaking environmental preservation not only within the Company, but also throughout the entire supply chain, in collaboration with customers and suppliers, with the objective of achieving of a carbon neutral and sustainable society and a circular economy.

Materiality Topics

Top Priority

- Scope 1 and 2 carbon emissions
- Scope 3 carbon emissions
- Circularity through product stewardship

High Priority

- Water and waste management
- Climate risk resilience

Others

- Environmental reporting transparency

Why

Why are we taking these actions?



How

How will we achieve this?



What

What specifically will we do?



Actively solving environmental issues with the aim of making people's lives healthier, safer and more fulfilling

Olympus Perspective 1: Increasingly Serious Environmental Issues

Shifting to carbon neutral and circular economy is an urgent issue

The Olympus Group established the Olympus Group Environmental Charter (Environmental Health and Safety Policy) in 1992, expressly stating our stance as a corporate citizen on proactively undertaking environmental measures to solve environmental issues. Since then, we have implemented energy-saving and resource-saving activities at our facilities, developed environmentally conscious products, implemented green procurement in collaboration with suppliers, and carried out other measures to reduce environment impact throughout product lifecycles.

When looking at the world as a whole, however, one-way economic activities that entail high-volume production and consumption is leading to a variety of increasingly serious problems including increasing natural disasters due to climate change, depletion of natural resources, and the accumulation of marine plastic due to improper disposal of waste. These problems threaten the entire global environment and have a major impact on the company's business activities, and consequently, shifting to carbon neutral and circular economy is a pressing matter. As a global MedTech company, the Olympus Group believes that it is necessary to continuously take on the challenges of achieving the goals of international society at the earliest possible time.



Olympus Perspective 2: The Greening of Healthcare Institutions

The Need to Achieve a Carbon Neutral Society and Circular Economy in Healthcare Settings

For the medical institutions that are Olympus Group customers, the importance of measures for achieving a carbon neutral society and circular economy is increasing year by year. It is said that more than 4.4% of global greenhouse gas emissions are from the healthcare industry.* In addition, many medical devices and packages are single-use (disposable) from the perspectives of patient safety and hygiene, and the massive volumes of waste that are generated as a result are a major issue for the healthcare industry.

As reducing environmental impact becomes a critical issue for medical institutions, the Olympus Group believes that it can contribute to the sustainable provision of medical services by working to address the difficult issue of achieving a balance between patient safety and environmental friendliness.

* HCWH · ARUP 「HEALTH CARE'S CLIMATE FOOTPRINT」

How How will we achieve this?

Taking effective measures to realize a greener planet by collaborating with customers and suppliers

Approach 1: Reduce Greenhouse Gas Emissions in Our Own Business Activities

Achieving carbon neutrality at our own business sites by making continuous improvements in manufacturing and switching to renewable energy

To create a decarbonized society, the Olympus Group sets a target of reducing greenhouse gas emissions from our site operations (Scope 1 and 2¹) to achieve carbon neutrality² by 2030. To achieve this target, we will continue our prior efforts to improve manufacturing, save energy, shift company-owned vehicles to environmentally conscious cars, and so on while switching to electric power derived from renewable energy at business sites in stages and accelerating reductions in greenhouse gas emissions.

- 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 Carbon neutrality refers to reducing greenhouse gas emissions from site operations (Scope 1 and 2) and offset an amount equivalent to the remaining greenhouse gas emissions using carbon offsets, thereby achieving zero emissions overall.



Approach 2: Reduce Greenhouse Gas Emissions Throughout the Supply Chain

Working with business partners to achieve net zero greenhouse gas emissions throughout the entire supply chain

Approximately 90% of our total greenhouse gas emissions (Scope 1, 2, and 3) including Group business activities and supply chains are emissions generated in the supply chain other than at our own business sites (Scope 3¹). Of this amount, purchased goods and services, capital goods, and upstream transportation and distribution make up a substantial proportion. To achieve the target, set in 2023, of reaching net zero greenhouse gas emissions throughout the entire supply chain (Scope 1, 2, and 3) by 2040², we will reinforce collaboration with business partners even further. The Olympus Group has been promoting consideration for the environment as a part of the requests that we make to suppliers. In addition, we have requested that suppliers determine their greenhouse gas emissions, set reduction targets in line with the 1.5°C target of the Paris Agreement, and cooperate with our reduction measures.

Furthermore, we are making improvements in loading efficiency, adopting direct delivery of products, selecting transportation modes with lower greenhouse gas emissions, and implementing other measures in product transportation and distribution.

* 1 Scope 3: Other indirect greenhouse gas emissions excluding Scope 1 and 2.

2 Net zero means reducing greenhouse gas emissions (Scope 1, 2, and 3) as much as possible (at least 90%) in line with the latest climate science (1.5°C scenario) and using credits derived from carbon sequestration and removal (such as afforestation and CO2 capture and storage) for an amount equivalent to the residual greenhouse gas emissions (less than 10%) to achieve a balance.



Cutting greenhouse gas emissions in product transportation by changing transportation modes from aircraft to ships (modal shift)

Approach 3: Reduce the Environmental Impact of Products

Promoting environmentally conscious designs based on the environmental impact characteristics of each product

The Olympus Group conducts life cycle assessments (LCA) to determine a product's impact on the environment at each stage of its life cycle from procurement to manufacturing, distribution, use, and final disposal. Based on the results of these assessments, we established the Eco-Products Administration Rules, a voluntary standard relating to environmental consideration in relation to products, and products that satisfy certain standards are certified as Olympus Eco-Products. We are also working to reduce the amount of containers and packaging materials used and promoting effective use of resources. In addition, we have started investigating the development of a mechanism for the recovery and recycling of single-use products that takes into consideration laws and regulations as well as safety.



➤ [Product Life Cycle Assessments](#)

Initiative Example 1: Measures to reduce greenhouse gas emissions implemented by Aizu Olympus

Aizu Olympus, which performs development and production of medical endoscopes and provides service-related technical support, actively implemented measures to reduce greenhouse gas emissions in response to opinions voiced by employees when reconstructing the building in 2009. The company installed an air conditioning system that uses air kept at a constant temperature underground, installed solar panels, and took other measures. The company also focuses on grassroots-level measures for reducing greenhouse gas emissions by raising the awareness of environmental activities of each employee.



[➤ See here for more details: Impact Action Story](#)

Related Information

- [➤ Environmental Policy and Strategy](#)
- [➤ Reduce Environmental Impact](#)
- [➤ Olympus's Net-Zero Targets Approved by SBTi](#)

Aizu Olympus Implements Long-Term Practical Measures to Reduce Greenhouse Gas Emissions

March 2024

Focus Area 5: Carbon Neutral Society and Circular Economy



The Olympus Group set a target of achieving carbon neutrality in order to reduce greenhouse gas emissions from its facilities to virtually zero by 2030 and is accelerating the switch to electricity generated from renewable energy for use at global business sites. This time, we present the initiatives of Aizu Olympus, a company that is undertaking advanced greenhouse gas emissions reduction efforts in the Group.



Masako Watanobe

EHS Group, Human Resources Department, Aizu Olympus Co., Ltd.

Started working for Aizu Olympus in 2007. After working in recruiting, employee training, diversity promotion, CSR, and other areas, was appointed associate manager of the EHS (Environment Health Safety) Group, which was established in April 2023.

Cutting greenhouse gas emissions through both capital investment and steady day-to-day measures

Q. Please describe some of the measures for reducing greenhouse gas emissions that Aizu Olympus has taken so far, and what led to the company taking those measures.

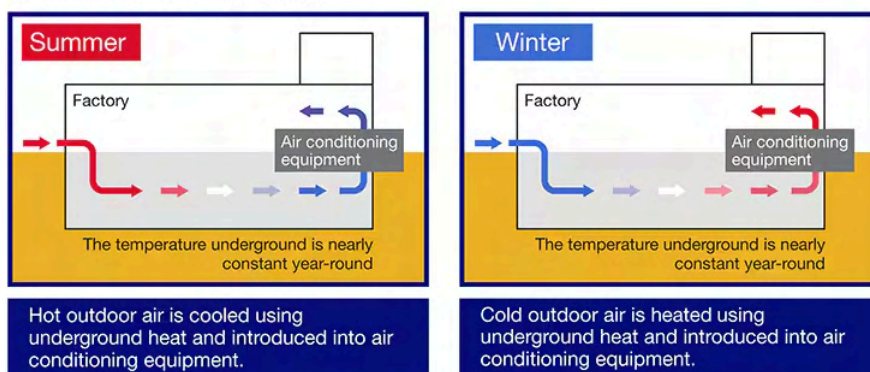
A. We started to focus on reducing greenhouse gas emissions in response to opinions voiced by employees when the company's building was rebuilt.

Aizu Olympus acquired ISO 14001 certification in 1998 and has continued to carry out various environmentally conscious measures to the present day. When constructing the new building, we reinforced measures to reduce greenhouse gas emissions in response to opinions voiced by employees. Air conditioning and related equipment used at manufacturing sites account for 40% of Aizu Olympus' total power consumption. For this reason, we installed a "Cool Heat Trench," which uses the stable underground temperature for air conditioning and increased the efficiency of air conditioning systems. It was a state-of-the-art system at the time. The greenhouse gas emissions reduction effects of Cool Heat Trench are 16 tons annually, an amount equivalent to the absorption of approximately 1,163 cedar trees. In addition, a "water thermal storage system" that uses nighttime electricity to store energy and uses it for air

conditioning during working hours was also introduced to flatten regional electricity demand.

Moreover, 600 solar panels were also installed at that time with the aim of supplying the power used at the site. Additional panels were installed in 2016, bringing the total to approximately 1,600 today. The greenhouse gas reduction effects from the generation of electricity using solar power totals 123 tons annually, equivalent to about 8,800 cedar trees.

Structure of a Cool Heat Trench



Q. I see that as a result of these efforts, the building became a low environmental impact structure. What other measures has the company undertaken?

A. We are implementing steady measures to reduce greenhouse gas emissions with the cooperation of employees.

With the objective of reducing greenhouse gas emissions, we introduced bus commuting in 2009. While giving consideration to individual circumstances, 330 employees, or about 20% of the total workforce, commute by bus, which has low environmental impact. We are also cooperating with the trial introduction of an automated dispatching system that makes use of this bus commuting by Aizu Olympus. A similar system is being introduced in the Aizu area, leading to contributions to the local community. We also undertake a variety of other measures to naturally reduce greenhouse gas emissions in our day-to-day lives, such as turning off lights during lunch breaks and switching off display screens when away from one's desk.

Employee familiarity with environmental initiatives leads to the promotion of activities

Q. What do you think is important when undertaking measures to reduce greenhouse gas emissions throughout the organization?

A. It is important to raise the environmental awareness of each employee.

This is an issue that we commonly see in everyday life, and the environmental awareness of each employee is important. Unless we work to enhance understanding of what results our personal actions produce, we cannot promote measures. To address this, at Aizu Olympus, we started periodically disseminating information on energy saving, using water from expired disaster preparedness supplies to water plants, and making planters from plastic bottles and giving them to employees who want them. Incidentally, the compost used in the planter sets is made from leftover food from the cafeteria. We undertake activities while posting electronic signs in the cafeteria about this information and these initiatives. All of the planters that we make are taken home the same day, and the response has been ever greater than we anticipated. I believe that it is important to start by raising the familiarity of employees with our environmental initiatives.

At the same time, as a person responsible for EHS (Environment Health Safety), I make decisions on the need for investment from a medium- to long-term perspective, and we are also making capital investment in consultation with the relevant parties to implement environmental improvements.

Q. What plans and aspirations does Aizu Olympus have for reducing greenhouse gas emissions even further in the future?

A. We want to accelerate our initiatives by collaborating with the local community and other Group sites.

We plan to switch from the city gas and LP gas that we currently use to carbon neutral gas in April 2024. By doing this, 95% of the greenhouse gas emissions that Aizu Olympus emits will be carbon neutral. There are still some buildings that use fluorescent lights, so in conjunction with this change, we will be switching to LED lighting equipment in stages.

We are also looking into new initiatives including the use of lower-carbon energy sources and installing chargers for electric vehicles. Aizu Olympus is a company that plays important roles in the Aizu area, and consequently, we want to accelerate our initiatives in collaboration with the city and prefecture.

There are new issues that the Olympus Group is attempting to address in cooperation with other sites to solve shared problems. There are still many issues that we want to address and can address.



Also recommended



> Contributing to Improvements in Healthcare Standards in India by Supporting Outreach Gastrointestinal Endoscopic Screenings

Focus Area 1: Healthcare Access and Outcomes

April 2024



> Olympus Appointed Wenlei Yang as the Newly Established Chief Diversity, Equity and Inclusion Officer (CDO)

Focus Area 4: Healthy Organization

March 2024

> [To list of stories](#)

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 CHRO (Chief Human Resources Officer) 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 Environmental Health and Safety Policy formulated by the Human Resources Head, the EHS division plans and implements environmental measures and 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 site 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 2 group companies in Japan and Asia region, including the EHS division, to reinforce the group's environmental governance and streamline the environmental management.

* 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 2024)

Sites/Office			Date of certification acquisition	Multisite Certification	Site Single Certification
Japan	Olympus Corporation	Global Headquarters	March 2000	○	

Sites/Office			Date of certification acquisition	Multisite Certification	Site Single Certification
		Hachioji Facility Technology Development Center Utsuki	March 2000	○	
		Nagano Facility (Tatsuno)	February 1998	○	
		Nagano Facility (Ina)	May 2014	○	
		Shirakawa Facility	October 1998	○	
	Olympus Medical Systems Corporation	Hinode Plant	July 1998	○	
	Nagano Olympus Co., Ltd.		October 2011	○	
	Aizu Olympus Co., Ltd		October 1998	○	
	Shirakawa Olympus Co., Ltd		October 1998	○	
	Aomori Olympus Co., Ltd		November 1998	○	
Americas	Olympus Surgical Technologies America National Service Center West		December 2005		○
	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		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		○
	Algram Group Ltd.		January 2007		○
	Olympus Iberia S.A.U.		September 2018		○
	Olympus Medical Products Portugal, Unipessoal LDA		April 2024		○
Asia Pacific	GuangZhou Branch, Olympus Trading (Shanghai) 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		○

Mechanisms and Initiatives

Long-term Targets and Measures

The Olympus Group is fully aware that the recent environmental pollution, climate change resulting from the human activities, and other impacts on ecosystems are issues we need to address promptly. In May 2021, we added "carbon neutral society and circular economy" to the materiality items. We also set ambitious targets of achieving carbon neutrality*1 with respect to greenhouse gas emissions from our site operations (Scope 1 and 2²) by FY2031 and using electricity generated 100% from renewable energy for our site operations by FY2031. In addition, in May 2023, we formulated and announced a target

of achieving net zero^{*3} greenhouse gas emissions throughout the entire supply chain (Scope 1, 2, and 3^{*2}) by FY2040. In October, the SBTi certified that the Olympus Group's net zero target is consistent with the 1.5° C target level specified in the Paris Agreement.

To achieve carbon neutrality by FY2031, the entire Olympus Group is working together to improve production processes and implement further energy-saving measures and accelerating initiatives to reduce greenhouse gas emissions including gradually replacing the energy used in our site operations^{*4} with renewable energy sources and other measures. We also recognize the importance of environmental impact reduction across the supply chain and continuously implement measures to develop environmentally-conscious products, improve logistics efficiency, set voluntary greenhouse gas emission reduction targets in cooperation with suppliers, and support decarbonization initiatives in an effort to achieve sustainable business.

*1 Carbon neutrality refers to reducing greenhouse gas emissions from site operations (Scope 1 and 2) and offset an amount equivalent to the remaining greenhouse gas emissions using carbon credits, thereby achieving zero emissions overall.

*2 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.

Scope 3: Other, indirect emissions of greenhouse gas emissions (excluding Scope 1 and 2).

*3 Net zero means reducing greenhouse gas emissions (Scope 1, 2, and 3) as much as possible (at least 90%) in line with the latest climate science (1.5°C scenario) and using credits derived from carbon sequestration and removal (such as afforestation and CO₂ capture and storage) for an amount equivalent to the residual greenhouse gas emissions (less than 10%) to achieve a balance.

*4 Excluding rental properties, such as sales sites.

Major Environmental Activity Results in Fiscal 2024

Primary Policy		Target	Measures	Achievements and Results	FY2025 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"> Maintenance of ISO14001 certification 	<ul style="list-style-type: none"> Maintenance of ISO 14001 certification for global major manufacturing sites (Europe, Americas, Australia) Maintained ISO 14001 multi-site certification of 7 subsidiaries in Japan and 43 subsidiaries in Asia Conducted internal audits for administrative functions of 6 sites in Japan and 1 sites in Asia. 	<p>Expand sites that have obtained ISO 14001 certification</p> <p>Ensure appropriate response to indicated points in internal environmental audit and ISO14001 certification external audit</p>
	Environmental risk reduction activities	Continue to improve the process to comply with environmental laws and regulations	<ul style="list-style-type: none"> Enhance inspection for compliance status with environmental laws and regulations in conjunction with site reorganization and construction of new buildings Education on environmental laws and regulations 	<ul style="list-style-type: none"> In Japan, reorganized the Tokyo Office and confirmed compliance with environmental laws and regulations by new building in Nagano site Conducted specialized training on pollution prevention, waste management, and chemical management at manufacturing sites in the Americas, Europe, and Asia Continue to improve the related internal rules for products and facilities 	<p>Inspect compliance process systems and assessment criteria at global manufacturing sites</p> <p>Continue to improve the environmental regulatory compliance process for products and facilities</p>

Primary Policy		Target	Measures	Achievements and Results	FY2025 Target
Reduction of environmental impact	Carbon neutrality	Greenhouse gas emissions: achieve carbon neutrality (FY2031) Renewable energy rate (electricity): 100% (FY2031)	<ul style="list-style-type: none"> Continue to implement improvements such as improving manufacturing processes, saving of energy and material resources, fuel conversion, and introduction of natural energy, etc., in accordance with local characteristics 	<ul style="list-style-type: none"> Greenhouse gas emissions: reduced by 51% (compared to FY2020) Renewable energy rate: 78% 	<ul style="list-style-type: none"> Greenhouse gas emissions: reduce by 60% (compared to FY2020) Renewable energy rate: 85%
		Setting science-based GHG reduction targets by 80% of suppliers (on the basis of emissions for purchased goods and services, capital goods, and upstream transportation and distribution) (FY2028)	<ul style="list-style-type: none"> Requests to suppliers to set CO₂ targets and reduce emissions 	<ul style="list-style-type: none"> Analyzed and evaluated the CO₂ impact of each supplier Made requests to 25 major suppliers in Japan to cooperate with setting CO₂ reduction targets 	<ul style="list-style-type: none"> Make requests to suppliers to cooperate with setting CO₂ reduction targets and support CO₂ reduction measures
	Resource recycling	Develop environmentally-conscious design mechanisms to improve resource recycling in product lifecycles Waste recycle rate: 85% Improve water use efficiency (compared to FY2023)	<ul style="list-style-type: none"> Rebuilding of measures for environmentally-conscious products 	<ul style="list-style-type: none"> Set major items for environmentally-conscious products and formulated a response plan Adopted eco-designs for packaging materials and implemented measures to digitize instruction manuals Waste recycle rate: 84% Water use efficiency: improved by 2.8% 	<ul style="list-style-type: none"> Implement measures in line with the environmentally-conscious product response plan Waste recycle rate: 86% Improve water use efficiency (compared to FY2023)

Compliance with Environmental Laws and Regulations

Olympus Group 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 FY2024, there were no serious violations of laws and regulations or accidents that had a serious impact on the environment, and no fines or penalties were imposed, and no sanctions other than monetary sanctions were imposed.

◆ Accident or violation of laws and regulations in FY2025 (updated on August 30th, 2024)

➤ [ESG Data](#)

Response to Climate Change

Task Force on Climate-Related Financial Disclosures (TCFD)

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 TCFD in May 2021, as a part of our contribution to building a carbon neutral society and circular economy 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, the CHRO (Chief Human Resources Officer), who manages the environment, health, and safety (EHS) functions, oversees matters related to the environment for the entire Olympus Group. In addition, an officer responsible for ESG (Environment, Social and Governance) was appointed and set targets for the ESG field including greenhouse gas emissions in the medium- to long-term business plan to promote ESG initiatives by the Olympus Group.

Under the Environmental Health and Safety Policy formulated by the CHRO, the EHS division created an environmental action plan for the entire Olympus Group in line with the ESG targets set in the medium- to long-term business plan, monitors the status of progress of that plan, and makes continuous improvements. In response to progress reports, the executive offices responsible for the environment (the CEO) give instructions for any improvements required. The Board of Directors monitors the status of the implemented climate change measures while receiving related reports as necessary. Also, to reinforce the commitment of management to the ESGs and climate change initiatives, 10% 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 1.5-degree scenario: RCP 1.9 (NZE) (keeping the increase in the global average temperature to below 1.5° 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 in short-term (one to five years) would be the suspension of factory operations, breakdown of supply chains due to natural disasters, or impairment of stakeholders' assessments or Group's reputation with stakeholders due to inadequate responses to climate change or insufficient disclosures; and the risks within the medium- to long-term period (5 to 20 years) would be an increase in business costs due to the introduction of carbon taxes and further tightening of greenhouse gas emissions regulations.

Although such climate change risks could affect our corporate strategy and financial plan, we assume that the scope of impact would be relatively small. 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 has been created in case of emergency. In terms of supply chains, storms and flooding have occurred on a global scale recently and are expected to have impact on material procurement and product supplies, and accordingly, we are working to establish systems that can ensure production through alternative suppliers. 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 greenhouse gas 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.

Scenario	Risk or opportunity item		Social change, impact on business	Degree of impact	Time axis	Main initiatives
1.5°C	Transition risks	Policy and laws	Expanded regulation or increased obligations concerning existing products, business activities, and information disclosures	Medium	Short term	<ul style="list-style-type: none"> ◆ Promote environmentally-conscious designs for products, packaging materials, etc. ◆ Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO₂
			Expanded carbon taxes and emissions trading *	Small	Medium term	<ul style="list-style-type: none"> ◆ Reinforce measures to address environmental issues and expand and enhance information disclosures

Scenario	Risk or opportunity item		Social change, impact on business	Degree of impact	Time axis	Main initiatives
		Changes in technology	Reduction of sales opportunities if the transition to low-carbon manufacturing methods and materials is delayed	Small	Long term	<ul style="list-style-type: none"> Promote environmentally-conscious designs for products, packaging materials, etc.
		Changes in markets	Increased costs for energy including fuel needed for business activities as well as raw materials and logistics	Small	Medium term	<ul style="list-style-type: none"> Improve manufacturing processes and logistics efficiency Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO₂ Reinforce measures to address environmental issues and expand and enhance information disclosures
		Reputation	Impairment of stakeholders' assessments or the Group's reputation with stakeholders due to inadequate responses to environmental issues	Medium	Short term	
	Opportunity	Resource efficiency	Lower costs for raw materials and waste as a result of reviewing products and packaging	Small	Medium term	<ul style="list-style-type: none"> Promote environmentally-conscious designs for products, packaging materials, etc. Implement appropriate management of water and waste Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO₂
		Energy sources	Improvement of stakeholders' assessments or the Group's reputation with stakeholders due to cost reductions from higher energy efficiency or broader use of low-carbon energy	Small	Short term	
		Products & services	Improved market competitiveness due to development of environmentally-conscious products	Small	Long term	<ul style="list-style-type: none"> Promote environmentally-conscious designs for products, packaging materials, etc. Investigate measures to improve resource circulation through the product lifecycle (product recovery and recycling) Expand and enhance measures to address environmental issues and proactively disclose information Implement energy conservation measures and introduce low-carbon energy including renewable energy to reduce CO₂
		Markets	Improvement of stakeholders' assessments or the Group's reputation with stakeholders due to promotion of environmentally-conscious products	Medium	Short term	
		Resilience	Expansion of business that ensures adaptability to climate change	Small	Medium term	
4°C	Physical risks	Acute	Disruption of supply chains due to more severe natural disasters	Medium	Short term	<ul style="list-style-type: none"> Secure structures for cooperation with suppliers (continuously conduct education and training to enhance the effectiveness of BCP) Implement optimization measures to ensure supplies of products and services As flooding countermeasures, identify sites susceptible to flooding and conduct emergency response training Increase sites subject to environment, safety, and
		Chronic	Higher air conditioning costs due to rising average temperatures and lower labor productivity due to changes in the physical condition of employees	Small	Medium term	

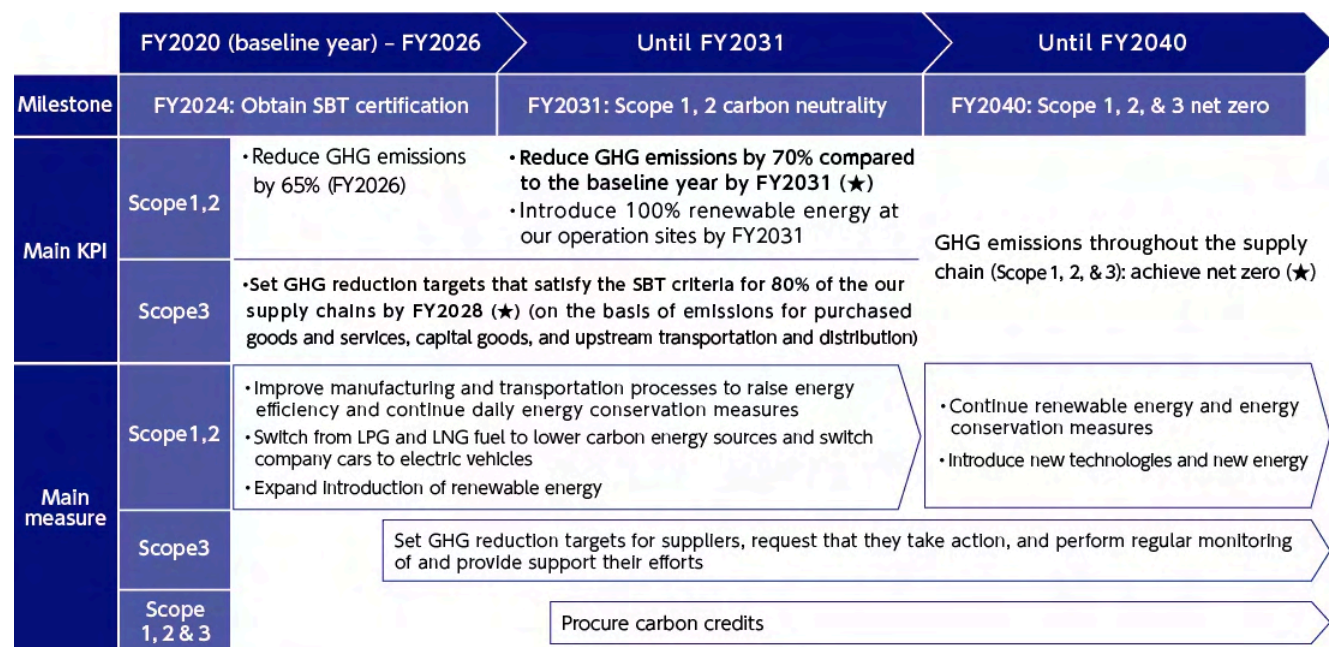
Scenario	Risk or opportunity item	Social change, impact on business	Degree of impact	Time axis	Main initiatives
					health assessments

* The calculated financial influence was approx. 900 million yen/year based on the carbon tax figures in the World Energy Outlook 2020 by the IEA (2020).

Time axis. Short term: 1–5 years; medium term: 5–10 years; long term: 10–20 years

Degree of impact: Amount of financial impact and three-stage assessment from the perspectives of operations, stakeholders, and compliance

Roadmap For Achieving Net Zero Emissions



◆ We plan to periodically update the roadmap for achieving net zero emissions, taking into consideration scientific advances, regulations, and other factors.

◆ ★: Subject to SBT certification

◆ Risk Management

During the management strategy and business plan formulation stages, the Olympus Group identifies risks that have the potential to impact the Group's business and identifies and evaluates those risks that could have significant impacts on business operations. These risks include regulations relating to the environment including climate change, technology and other transition risks, and physical risks resulting from natural disasters.

Identified risks are evaluated and prioritized by each organization based on the degree of impact in the case where a risk materializes and the possibility of occurrence, and based on the results, we formulate single-year and multi-year business plans to manage the risks. Regarding risks relating to environmental laws and regulations, the quality control function monitors developments concerning those environmental laws and regulations related to our products, and the environmental division of each company monitors regulatory developments relating to their business sites, and each periodically evaluates the status of compliance, and takes measures as necessary.

To address those risks that could have a particularly substantial impact on business operations, we periodically monitor the status of organizational risk management and report the results to the Group Executive Committee and Board of Directors. The CEO receives reports on the results of monitoring of the status of risk management, and if measures are ineffective, directs a review of the action plans.

➤ Risk Management System

➤ Business Risks

◆ Indexes and Targets

The Olympus Group set a target of achieving net zero greenhouse gas emissions (Scope 1, 2, and 3) throughout the entire supply chain by FY2040 and in October 2023 received certification from the Science Based Targets initiative (SBTi) that our net zero target and short-term targets are consistent with the 1.5° C target.

Targets Certified by SBTi

Net zero target	Achieve net zero GHG emissions (Scope 1, 2, and 3) throughout the entire supply chain by FY2040
Short-term targets	Reduce GHG emissions (Scope 1 and 2) by 70% compared to FY 2020 (baseline year) by FY 2031
	Set GHG reduction targets based on scientific criteria for 80% of our supply chains by FY2028 (on the basis of emissions for purchased goods and services, capital goods, and upstream transportation and distribution)

In FY2024, we reduced Scope 1 and 2 greenhouse gas emissions by approximately 51% compared to the baseline year (FY 2020) and regarding Scope 3, approximately 30% of suppliers (based on transaction amounts) completed setting science-based greenhouse gas reduction targets.

To achieve our greenhouse gas reduction targets, we will improve manufacturing and further switch to and introduce renewable energy at sites in countries around the world and continuously implement measures to develop environmentally-conscious products, improve logistics efficiency, set voluntary greenhouse gas reduction targets in cooperation with suppliers, and support decarbonization initiatives.

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

[> Results](#)

Preservation of Natural Capital

Based on our belief that biodiversity is essential for the global environment and the richness of our lives, the Olympus Group has taken action to conserve biodiversity through the management of water use and wastewater at each of its business sites and maintenance and management of green spaces as well as clean-up activities in the vicinity of business sites, forest conservation measures, and tree-planting. In recent years, it has been pointed out that the degradation of natural capital, including the land, oceans, freshwater, and air that contain biodiversity, could have major impact on the environment, society, and economic activities. Consequently, it is becoming increasingly important to identify risks and opportunities regarding which business activities depend on or have an impact on natural capital and to manage the key risks and opportunities in accordance with international initiatives such as the TNFD^{*1} and SBTs for Nature^{*2}. Based on these developments, the Olympus Group began investigating using the LEAP approach, which comprises four steps: Locate, Evaluate, Assess, and Prepare. The LEAP approach is recommended by the TNFD as a means of appropriately evaluating and disclosing risks and opportunities relating to natural capital (land, oceans, freshwater, and air) in order to achieve a high degree of compatibility between conservation of natural capital and business activities. Below are the results of an early-stage investigation of the relationship between business activities and natural capital using the World Wildlife Fund (WWF) Biodiversity Risk Filter^{*3} and the results of an evaluation conducted using the World Resources Institute (WRI) Aqueduct Water Risk Atlas,^{*4} a water risk evaluation method that we've been using for some time.

^{*1} Task Force on Nature-related Financial Disclosures. An international organization that develops frameworks for appropriately assessing and disclosing risks and opportunities relating to natural capital and biodiversity in corporate activities. (Source: Ministry of the Environment)

^{*2} Science Based Targets for Nature. Measurable, actionable, and time-bound objectives relating to the interconnected systems of water, biodiversity, land, and oceans in value chains based on the best available science that allow actors to align with Earth's limits and societal sustainability goals. (Source: Ministry of the Environment)

^{*3} Biodiversity Risk Filter. A regional biodiversity assessment tool based on information concerning biodiversity loss, including deforestation, pollution, and changes in land use for agriculture, created by the WWF.

^{*4} Aqueduct Water Risk Atlas. A water risk assessment tool created by the WRI.

◆ Biodiversity Evaluation Using the Biodiversity Risk Filter

We conducted a biodiversity screening evaluation for our main development and production sites using the Biodiversity Risk Filter. The evaluation confirms that no sites fall under the Very High level in terms of physical risk or reputation risk. The main sites that fall under the High level are multiple manufacturing sites in Japan and China.

Result as Defined by the Biodiversity Risk Filter and Number of Major Sites

		Reputation risk				
		VL	L	M	H	VH
Physical risk	VL	0	0	0	0	0
	L	0	0	1	0	0
	M	0	7	8	1	0
	H	0	0	8	1	0
	VH	0	0	0	0	0

VL: Very Low, L: Low, M: Middle, H: High, VH: Very High

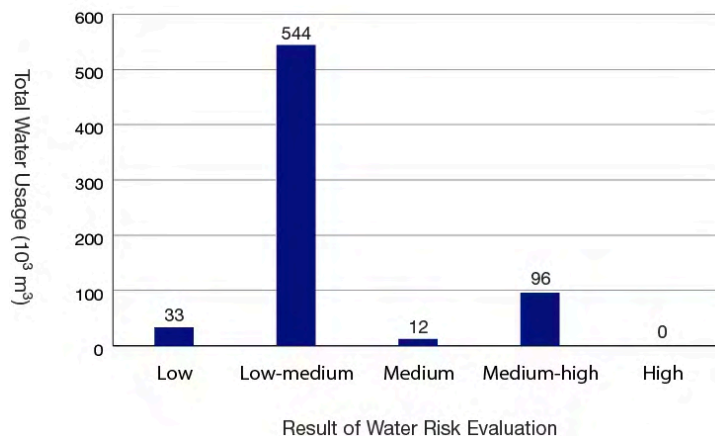
◆ Result of Water Risk Evaluation as Defined by the Aqueduct Water Risk Atlas

We conduct water risk evaluations for our main development and production sites using the Aqueduct Water Risk Atlas and have confirmed that no Group business sites have a substantially high water risk. Also, although the impact on our business activities is minor, we are taking measures such as locating business sites in areas with abundant water, reducing water usage in business activities, assigning managers to wastewater facilities, and regularly measuring wastewater.

Result of Water Risk Evaluation as Defined by the Aqueduct and Number of Major Sites

General risk	Low	Low-medium	Medium	Medium-high	High
Number of sites	5	17	2	2	0

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



Based on the initial evaluations that we conducted at this time, we will conduct detailed surveys and evaluations based on them and implement measures to address risks and opportunities relating to natural capital.

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, through the corporate survey that we conduct once a year targeting major suppliers around the world with whom we conduct ongoing business, we confirm that status of the following measures, and we are working with suppliers to raise the level of our environmental activities.

- ◆ Establishment of environmental management systems and acquisition of ISO 14001 certification
- ◆ Compliance with laws, regulations, and social norms

- ◆ Determination of environmental impacts, setting targets, and taking action to reduce impact (GHG emissions (Scope 1, 2, and 3), water use, and amount of waste discharge)
- ◆ Countermeasures against chemicals
- ◆ Measures for environmentally-conscious products
- ◆ Biodiversity conservation

➤ [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 FY2024, 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, measures for achieving the long-term target of carbon neutrality, measures to address resource circulation including reducing the amount of water use and waste, and the state of environmental activities throughout the Group. We held events adapted to regional characteristics to promote environmental awareness in our major sites.

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 (FY2024)

Classification	Target	Main Content
Basic education	Recent graduate and mid-career employees	Fundamental environmental education at the time of hiring recent graduate and mid-career employees (to gain understanding of environmental issues, corporate responsibility, and Olympus' environmental initiatives) <ul style="list-style-type: none"> ◆ Japan: 151 participants ◆ Americas: 23 participants ◆ China: 31 participants
	All employees	Environmental e-learning in line with World Environment Day (to gain understanding of social demands for environmental conservation and Olympus' environmental initiatives) <ul style="list-style-type: none"> ◆ Japan: 11,505 participants (environmental e-learning texts were distributed and are used in the Americas, Europe, and Asia) General environmental education for employees <ul style="list-style-type: none"> ◆ Japan (implemented at manufacturing and sales sites): 3,858 participants ◆ Asia (implemented at manufacturing sites): 881 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.) <ul style="list-style-type: none"> ◆ Japan: 4 participants ◆ Asia: 2 participants
	Target employees	Specialized environmental education for personnel who perform environmental work (to enhance knowledge and skills relating to prevention of pollution, waste management, chemical substance management, and other topics) <ul style="list-style-type: none"> ◆ Japan: 1,146 participants ◆ Americas, Europe, Asia: Implemented at manufacturing sites

Environmental Health and Safety Policy

All our activities are based on our corporate philosophy, "Making people's lives healthier, safer and more fulfilling." Following this philosophy, the Olympus Group respects people's security and health and the natural mechanisms that realize this. We will contribute to the realization of a sustainable society by working to harmony with the environment and keep employees' security and health.

1. Continual Improvement of Environmental Health and Safety Activities

We will maintain the environmental health and safety management system and mechanism on a global scale and monitor the progress of environmental health and safety activities regularly so that we can continuously improve our environmental health and safety performance.

2. Compliance with Laws, Regulations, and Social Norms

We will fully comply with the laws and regulations, agreements with our stakeholders, and our voluntary standards in respect to the environment, health and safety.

3. Reduction of Environmental Impact

Toward the solution of environmental issues, prevention of pollution, sustainable resource use, climate change mitigation and adaptation, and protection of biodiversity, we will reduce environmental impact through all business activities from research, development, design, procurement, production, logistics, sales and repair.

4. Keeping safety and health

We will keep a safe and hygienic work environment by taking measures to eliminate and reduce safety and health risk factors based on the risk assessments.

5. Attributing Importance to Communication

We will ensure transparency and reliability in dispatch of information about environmental safety and health activities, deepen mutual understanding with our stakeholders, and promote activities for solving environmental safety and health issues in cooperation with each other.

[> Explanation of Environmental Health and Safety Policy](#) 

Reduce Environmental Impact

▼ Energy/Atmospheric Release ▼ Water/Emission ▼ Product Stewardship

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 greenhouse gas 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.

Material Balance (FY2024)

Energy/Atmospheric Release

FY2024 Targets	FY2024 Results	Main Measures	FY2025 Targets
Greenhouse gas emissions: reduced by 55% compared to FY2020	Greenhouse gas emissions: reduced by 51% compared to FY2020	<ul style="list-style-type: none"> ◆ Ongoing implementation of manufacturing improvement activities ◆ Introduction of energy saving equipment ◆ Ongoing implementation of energy-saving activities on a daily basis, including switching off lights and adjusting air-conditioning temperatures 	<p>Greenhouse gas emissions: reduce by 60% compared to FY2020</p> <p>Renewable energy rate: 85%</p> <p>(FY2026 Greenhouse gas emissions: reduce by 65% (compared to FY2020) Renewable energy rate: 90%)</p>

FY2024 Targets	FY2024 Results	Main Measures	FY2025 Targets
		<ul style="list-style-type: none"> ♦ Introduction of environmentally conscious cars ♦ Effective use of renewable energy 	

The Olympus Group set a target of achieving carbon neutrality for greenhouse gas emissions from its site operations (Scope 1 and 2) by FY2031. While continuing to promote manufacturing improvement activities and energy-saving measures, we are working to reduce greenhouse gas 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 FY2024, continual improvements in manufacturing, energy-saving measures, the updating of company cars to environmentally conscious cars and the use of renewable energy were implemented at its sites around the world. As a result of these initiatives, greenhouse gas emissions in FY2024 were 51% lower than in FY2020 (compared to 46% in the previous year), the renewable energy use rate vis-à-vis the total electric power consumption increased substantially to 78% (compared to 72% in the previous year).

As part of major initiatives, we promoted energy conservation, which included reducing energy loss by using air leakage measuring instruments to identify air leaks and implementing countermeasures at each manufacturing site in Japan. Aizu Olympus underwent an energy conservation audit conducted by external specialists to help it uncover energy-saving measures that would be difficult to detect in-house.

For broader use of renewable energy, studies are focusing on widespread adoption, economic feasibility and other factors in each country. Olympus Terumo Biomaterials Corporation's^{*1} Mishima Plant in Japan, Olympus Surgical Technologies America's (Gyrus ACMI, Inc.) Redmond site in the Americas, and Olympus Medical Products Czech spol s.ro. in Europe converted 100% of the electricity they use to electricity derived from renewable energy.

When building new sites or renovating existing sites, Olympus also constructs structures that take the environment into consideration. In the buildings of the newly constructed Nagano Facility in Japan, we introduced electricity derived 100% from renewable energy sources. The facility also electrified all air-conditioning equipment, introduced solar power generation systems, and furthered energy conservation through the introduction and system management of electricity monitors, while furthering the transition to energy-saving operations through the introduction of multiple sensors in cleanrooms. Additionally, in Europe, we newly installed and commenced using a solar power generation system in the buildings of Olympus Medical Products Portugal, Unipessoal LDA, a medical repair site constructed in 2023.

Olympus are also engaged in initiatives to decarbonize the gas used at operations sites, introducing carbon neutral gas^{*2} at the Hachioji Facility from April 2021 and at the Shirakawa Facility from October 2023 (contributing to a reduction of approximately 1,600 tons of CO₂ by converting to carbon neutral gas).

We are committed to actively contributing to the reduction of greenhouse gas emissions by choosing environmentally conscious energy sources to achieve carbon neutrality by FY2031. In FY2025, this will include installing solar power generation systems at Olympus Vietnam Co., Ltd. (OVNC); converting electricity used at Olympus Corporation of the Americas' (OCA) Center Valley and Breinigsville sites and Olympus Surgical Technologies America's (Gyrus ACMI, Inc.) Westborough site to electricity derived from renewable energy sources; and expanding the introduction of carbon neutral gas at production sites in Japan.

^{*1} Our Orthopedic Business, including Olympus Terumo Biomaterials Corporation, was transferred to Polaris Capital Group effective from July 12, 2024.

^{*2} Carbon neutral gas: A gas used in the offsetting of CO₂ generated in the processes from extraction to combustion of gas to be used with carbon credits created by environmental conservation projects.

New Building Using Environmentally Conscious Design at the Nagano Facility





Solar panels installed on the roof can be seen in the center of the photograph (total generating capacity of 180 kW)

Green Energy Certificates



Olympus Europa SE & Co. KG (Germany)



KeyMed (Medical & Industrial Equipment) Ltd. (UK)



Algram Group Ltd. (UK)



Olympus Medical Products Portugal, Unipessoal LDA (Portugal)

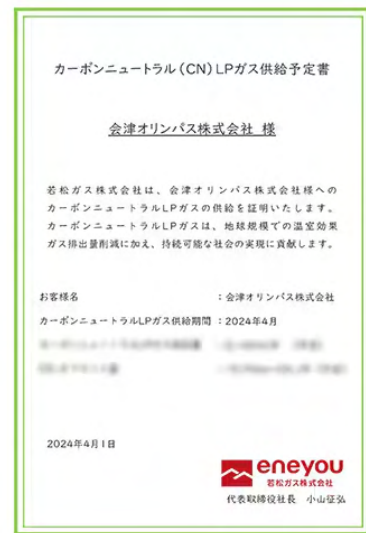
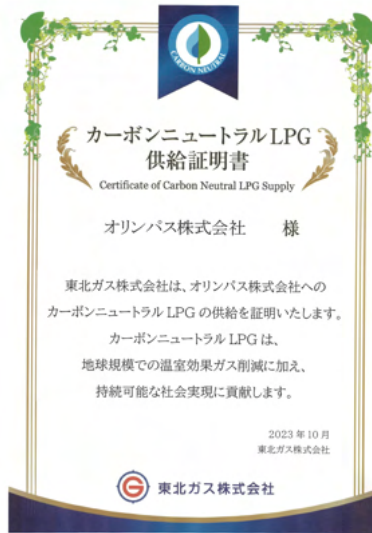


Olympus Surgical Technologies America: Redmond (Gyrus Acmi, Inc.) (USA)

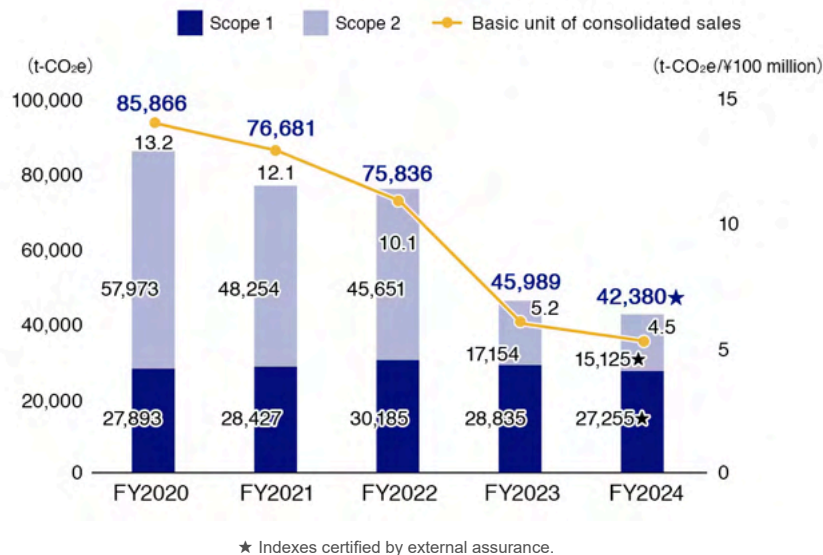


Olympus Surgical Technologies America: Bartlett (Gyrus Acmi, Inc.) (USA)

Logo for the Carbon Neutral LNG



Greenhouse Gas Emissions/Intensity (Scope 1, 2)



External (Scope 3) Results

The Olympus Group ascertains and calculates greenhouse gas emissions throughout the entire supply chain for each category and is taking action to reduce greenhouse gas emissions in the entire supply chain through green procurement, improvement of logistical efficiency, development of environmentally conscious products, and other measures. In addition, we encourage the suppliers with which we do business to set voluntary targets for the reduction of greenhouse gas emissions as an environmentally conscious agenda item and to undertake initiatives for continuous reductions of emissions. Once a year we also investigate the status of initiatives to ascertain, set targets for, and reduce greenhouse gas emissions of these suppliers through a web-based company survey system. These efforts have been highly evaluated, and Olympus was selected by CDP,* an international non-profit organization, as a CDP 2022 Supplier Engagement Leader, the highest rating in the Supplier Engagement Rating (SER). This was the second consecutive year in which Olympus was selected.

As shown in the graph, Scope 3 greenhouse gas emissions account for 90% or more of all Olympus Group supply chain greenhouse gas emissions (Scope 1, 2, and 3). Among Scope 3 emissions, the percentages of upstream greenhouse emissions from purchased goods and services (category 1), capital goods (category 2), and upstream transportation and distribution (category 4) are extremely high.

For this reason, the Olympus Group has set a short-term target, for Scope 3 alone, of having 80% of our suppliers by emissions covering purchased goods and service, capital goods, and upstream transportation and distribution will have science-based targets by FY2028, and is promoting initiatives in this area, toward achievement of our long-term target of net-zero greenhouse gas emissions by 2040.

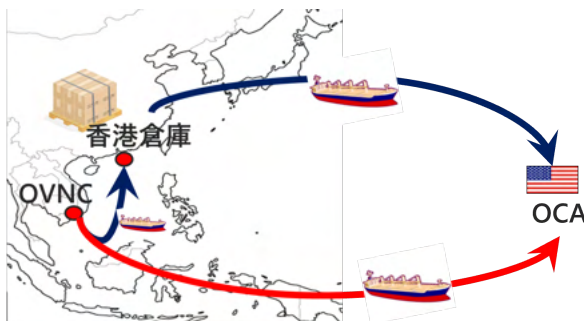
In FY2024, we address purchased goods and services (category 1), capital goods (category 2) and upstream transportation and distribution (category 4) by analyzing and evaluating the impact of CO₂ for each supplier with which we do business, and are furthering the following initiatives, with around 30% of our suppliers having completed or committed to setting science-based targets for greenhouse gas reductions

◆ Purchased goods and services (category 1)

We held briefing sessions for 25 priority suppliers in Japan, requesting that they ascertain their greenhouse gas emissions and set environmental targets in line with the 1.5°C target of the Paris Agreement, towards the achievement of net zero, as well as requesting their cooperation in the promotion of initiatives to reduce emissions. As part of this initiative, we held individual meetings with suppliers who wished to do so, and hosted workshops on methodologies to ascertain, and set targets for, their greenhouse gas emissions.

◆ Upstream transportation and distribution (category 4)

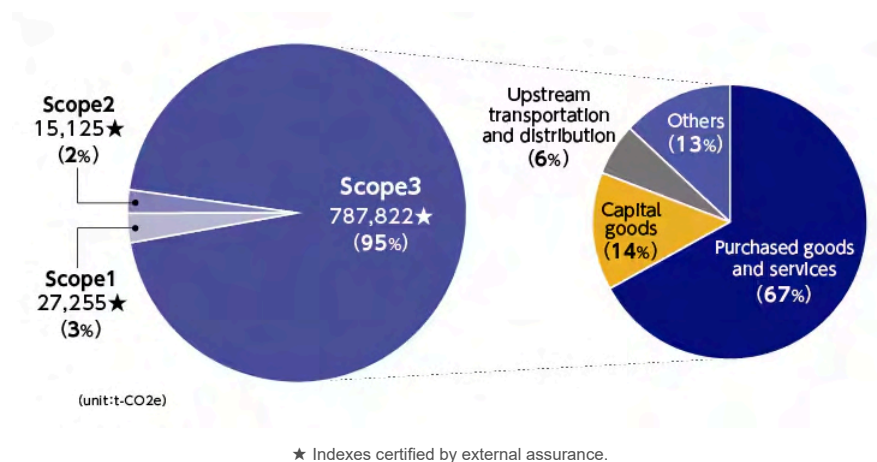
We are undertaking initiatives to improve data accuracy by obtaining greenhouse gas emissions data directly from international logistics forwarders. In addition, we are facilitating reductions in CO₂ emissions by actively promoting a modal shift from air to sea for major transportation routes, including from the Hong Kong warehouse to Olympus Europa SE & Co. KG (OEKGOE) while shortening transport distances by eliminating shipments via the Hong Kong warehouse and directly shipping items for shipments from Olympus Vietnam Co., Ltd. (OVNC) to Olympus Corporation of the Americas (OCA).



In the future, we will continue our efforts to ascertain and manage greenhouse gas emissions throughout the supply chain and collaborate with suppliers to set voluntary reduction targets, support decarbonization efforts, and reduce greenhouse gas emissions.

* CDP is an international non-profit organization founded in the United Kingdom in 2000. CDP collects, analyzes and evaluates information on the environmental activities of major companies around the world, and discloses the results of these to institutional investors

Greenhouse Gas Emissions (Scope 3)



➤ ESG Data

Water/Emission

Water Use/Wastewater Results

FY2024 Targets	FY2024 Results	Main Measures	FY2025 Targets
Water use efficiency: improve compared to FY2023	Water use efficiency: improved by 2.8% compared to FY2023	<ul style="list-style-type: none"> ◆ Improvements in water use processes ◆ Implementation of measures against water leakage during equipment inspections ◆ Implementation of secondary use of water 	Water use efficiency: improve compared to FY2023 (FY2026 water use efficiency: improve compared to FY2023)

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, while setting targets for water use efficiency and furthering initiatives to reduce water consumption and wastewater emissions at those sites with high levels of water consumption. We are also acting to conserve water resources under collaborations with local communities at each site. Through these initiatives we have achieved a 2.8% improvement in water use efficiency in FY2024 compared to FY2023.

As part of major initiatives, at sites in Japan, Aizu Olympus has reduced water consumption by improving flow volumes for water used for cleaning in the manufacturing process, while Aomori Olympus has also reduced utilities water consumption by switching to water-saving toilets. In Europe, Olympus Medical Products Portugal, Unipessoal LDA introduced a water treatment system for industrial wastewater, and reuses all treated water to water gardens, thereby endeavoring to effectively use water resources.

For cooperation with local communities, Olympus Surgical Technologies America (formerly Gyrus ACMI, Inc.) in the U.S. received a Silver Award^{*} in recognition of efforts to maintain compliance with the industrial wastewater discharge permit requirements set by King County, Washington.

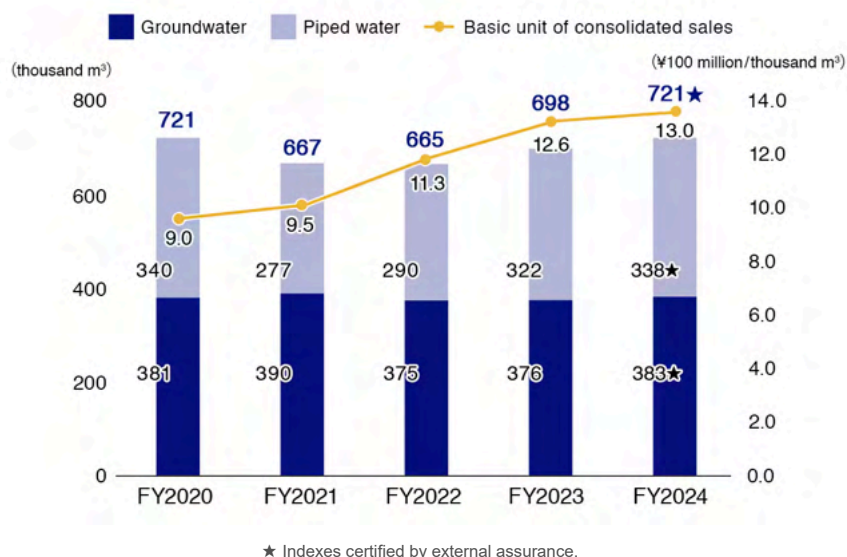
In addition, we are raising awareness of the importance of conserving water resources and of water-saving initiatives via awareness-raising programs for all employees.

In FY2025, with the objective of again improving our water use efficiency compared to FY2023, we will promote water-saving initiatives through improvements to facilities and manufacturing processes as well as the secondary use of water.

^{*} Presented to companies that have met the standard of the Silver 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](#)

Waste Emissions Results

FY2024 Targets	FY2024 Results	Main Measures	FY2025 Targets
Waste recycling rate: at least 85%	Waste recycling rate: 84%	<ul style="list-style-type: none"> ♦ Reduction of process defects ♦ Promotion of recycling by thorough separation ♦ Promotion of reusing package materials ♦ Extracting valuable materials from wastes 	Waste recycling rate: at least 86% (FY2026 waste recycling rate: at least 87%)

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 FY2024, the waste recycling rate was unchanged from the previous year, at 84%.

As part of major initiatives, at sites in Japan, we promoted the conversion of scrap metal from fixed assets into valuable materials at the Hinode Plant and the recycling of work clothes at Aizu Olympus.

In the Americas, Olympus Surgical Technologies America Inc. is promoting the recycling of PPE waste (personal protective equipment used at medical facilities, etc.) at its Bartlett site. In addition, the Bartlett site signed up to the "Tennessee Recycling Coalition"* to explore new ways of recycling, develop and expand the reuse and recycling market, and continue to study ways to further reduce waste. The San Jose site promoted the reuse of package cushioning materials and the Redmond site promoted the conversion of waste into compost. Olympus Vietnam Co., Ltd. (OVNC) optimized its waste disposal by means of undertaking a consideration of appropriate waste processing and disposal contractors and a review of waste disposal methods.

In response to hazardous waste, we are promoting substitution with low hazard materials and recycling, and although the volume of activities increased significantly in FY2024, emissions levels remained largely unchanged from FY2023.

The Olympus Group outsources the appropriate processing and disposal of those wastes generated that are difficult to reuse in-house to specialized waste processing and disposal contractors.

In Japan, we implement on-site inspections of industrial waste processing and disposal contractors to coincide with the conclusion of new contracts or once every three years, to safeguard against illegal or improper disposal by waste processing and disposal contractors, and thereby confirm that appropriate outsourced waste processing and disposal is being carried out.

We will continue to seek out novel recycling methods and actively promote further measures to reduce the amounts of waste generated toward achieving a waste recycling rate of 86% or more in FY2025.

* 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.)



Promoting waste separation and composting



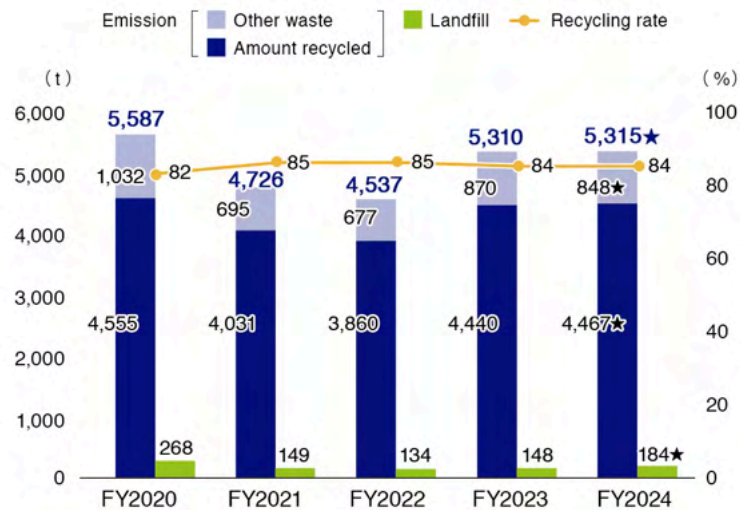
Waste Emission/Landfill

> ESG Data

Hazardous Waste Discharged

> ESG Data

Waste Emission/Landfill



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Chemical Substance Safety and Control

FY2023 Results	Main Measures
Emissions and Movements of PRTR Class 1-Designated Chemical Substances: Reduced by 1% (compared to FY2020)	<ul style="list-style-type: none"> ◆ Substitution of PRTR-designated chemicals with other substances through material developments ◆ Reduce usage of PRTR-designated chemical substances Installation of exhaust gas treatment systems Risk assessment and substitution of chemical substances

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 workplaces at which chemical substances are used, we are substituting with safer chemicals and implementing risk reduction measures through environmental impact assessments and chemical risk assessments prior to the introduction of new chemical substances.

Emissions and Movements of PRTR Class 1-Designated Chemical Substances

	FY2020	FY2021	FY2022	FY2023	FY2024
Emissions and Movements of PRTR Class 1-Designated Chemical Substances	17	13	12	10	10

* Scope: Manufacturing and development sites in Japan

Volatile Organic Compound (VOC) Emissions

	FY2020	FY2021	FY2022	FY2023	FY2024
Volatile Organic Compound (VOC) Emissions (t)	67	39	41	45	47

* Scope: Manufacturing and development sites in Japan

Product Stewardship

Product stewardship refers to initiatives to ensure the quality and safety of products and packaging at all stages of their life cycle (development, raw material procurement, manufacturing, transport, use, repair, disposal, and recycling), and to minimize the risk of impacts on people and the environment.

The Olympus Group pursues the environmentally conscious design (eco-design) of products and packaging materials in product development for patient- and environmentally-friendly sustainable healthcare. In FY2004, Olympus established the “Olympus Eco-Products Management Rules,” as internal standards on the environmental consciousness of its products and packaging materials, and has promoted the development of products (Olympus Eco-Products) that satisfy these standards. However, we came to feel that the currently ongoing initiatives were insufficient in the context of the further intensification of environmental issues such as climate change and resource depletion. We also recognized that expediting our initiatives to improve “Product Sustainability” was one of the materiality topics in maintaining our leadership in the global MedTech industry. We have therefore committed to “achieving a circular economy through product stewardship,” instituting a dedicated promotional unit within our development functions, and are promoting initiatives in the following seven priority areas in the environment, society, and governance (ESG) domain as part of our new company strategy announced in May 2023.



In FY2024, we undertook the following initiatives, mainly in the areas of “Product Design,” “Packaging Design,” and “e-IFU.”

Product Design

We are currently furthering preparations for the establishment of guidelines for the specific implementation of eco-design of products, with these guidelines

Packaging Design

For the eco-design of packaging, we are currently undertaking considerations for the simplification of external labelling and a review of packaging materials. These can be expected to reduce the amount of ink used in external labelling and to improve recyclability after use. For the review of packaging materials, we are considering the use of recycled materials with low environmental impacts while remaining conscious of the safe transport of products, endeavoring to reduce usage amounts to promote the effective use of resources.

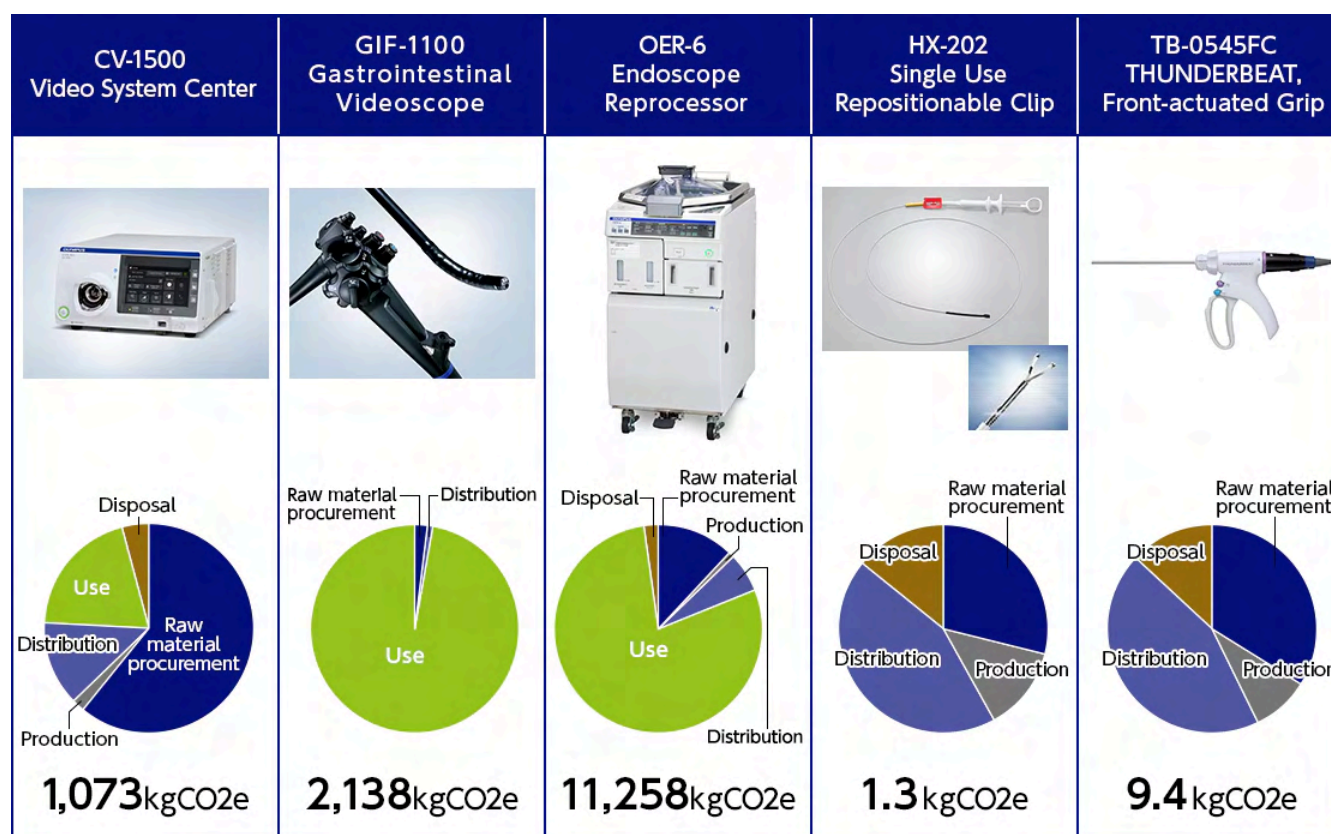
e-IFU

We are undertaking considerations on the digitization of instructions manuals to reduce the amounts of paper used therein, in compliance with laws and regulations in each locality. We thereby aim to achieve savings on paper resources and to reduce CO₂ emissions during transportation, while prioritizing product safety and improving usability.

Life Cycle Assessments of Existing Products (Environmental Consciousness Assessments; Carbon Footprints [CFPs])

The Olympus Group performs evaluations of environmental impacts at the product development stage, for each stage of a product's life cycle from procurement through manufacture, transport, use and final disposal, to identify considerations in their environmental consciousness for each product category and promote environmentally conscious measures.

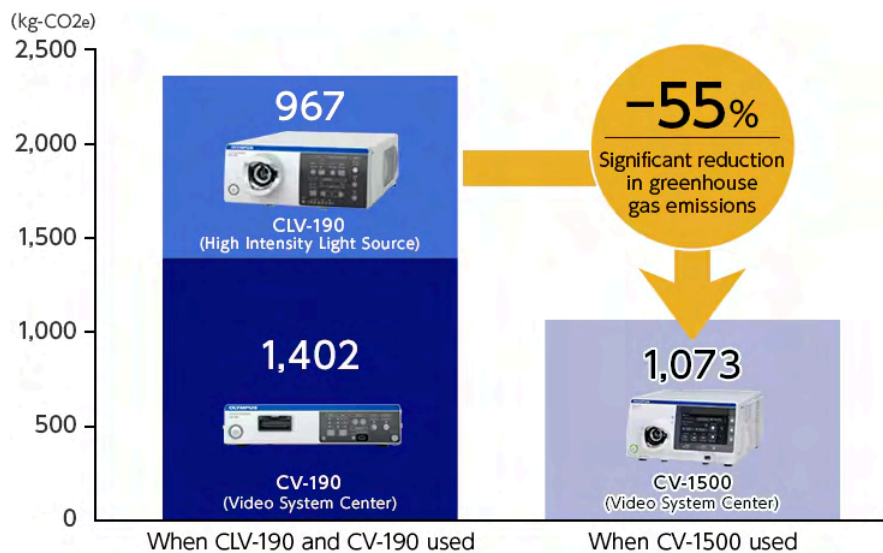
In FY2024, we conducted case studies for five major product models at Olympus to quantitatively assess their greenhouse gas emissions over the entire lifecycle of these products (carbon footprint: CFP). This provided us with many insights toward more effectively designing for environmental consciousness going forward, with the stages at which impacts occurred and the magnitudes of these impacts differing according to the product category.



* We calculate the CFP in question in accordance with the approach set out in the ISO. However, results will differ depending on the scope of calculations and the basic units used. Accordingly, a comparison of the numerical values with equivalent products from other companies is not possible.

In addition, the EVIS X1 CV-1500 (Video System Center), which represents the latest model, combines the functions of the EVIS EXERA III CV-190 (Video System Center) and CLV-190 (High Intensity Light Source) into a single unit. Calculations indicate that, this combination into a single unit contributes to a significant reduction in greenhouse gas emissions when compared to using the Video System Center and High Intensity Light Source separately.

In FY2025, we will expand the scope of products subject to CFP calculations and home in on the key factors in reducing greenhouse gas emissions. At the same time, we are committed to continuously promoting initiatives involving, for example, incorporation of these considerations into the design and development process.



Participation in the Healthcare Plastic Recycling Council (HPRC)

In April 2024, the Olympus Group joined the Healthcare Plastic Recycling Council (HPRC) in the United States. By joining the HPRC, Olympus will forge partnerships with other member organizations in the value chain, and is also anticipating the opportunity to gain technical knowledge of the industry while engaging with clients. This will include, for example, gaining a deeper understanding of the potential, and technical challenges, in the recycling of healthcare plastics* and producing models on the potential to recycle products and packaging in which plastics are used on a global scale. The recycling of healthcare plastics is consistent with our ESG objectives of reducing Scope 1, 2, and 3 CO₂ emissions and improving the recyclability of medical devices.

* Healthcare plastics refers to plastic materials used in the healthcare sector. Healthcare plastics are used in the manufacture of a wide range of medical devices and instruments, as well as in pharmaceuticals packaging and medical equipment.



Initiatives

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

Environmental Conservation Activities

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

[> Corporate Citizenship Activities' Newsroom](#)

Ordinance of the Metropolitan Government

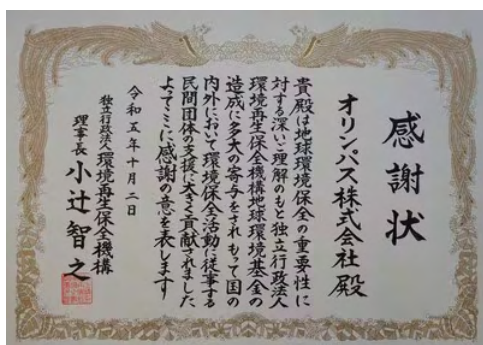
Based on the Tokyo Metropolitan Government's Global Warming Countermeasures System, we are pleased to announce the Global Warming Countermeasures Plan of the Global Headquarters (2951 Ishikawa-machi, Hachioji-shi, Tokyo).

[> Plans for Global Warming Countermeasures \(Only in Japanese\)](#) 

Olympus Environmental Day

June 5th is "World Environment Day" designated by the United Nations. To coincide with World Environment Day, Olympus has been conducting activities to raise employee's environmental awareness for the past 40-plus years. In fiscal 2024, in addition to conducting global environmental e-learning programs, Olympus held activities for the reduction of waste and promotion of recycling in each region and site, as well as tree planting, forest conservation events, and cleanup activities in the neighboring community.

Alongside these activities, our sites in Japan region have continuously contributed 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 2024, a total of 302,966 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. In addition to group companies in Japan having recently achieved a predetermined total amount of donations to date, Olympus also received a letter of appreciation from the Environmental Restoration and Conservation Agency in recognition of our continued activities over many years.



Green Procurement

Olympus published its approach to environmental activities as the Olympus Group Green Procurement Standard and distributed the Standard to all suppliers. We also continuously improve the environmental initiative contents working together with our suppliers through surveys covering their environmental management systems and activities.

Olympus Group Green Procurement Standard (Japanese, English, Simplified Chinese)



Green Procurement Standard Ver.6.0

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

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

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

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

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.18 (April 2024)

> [Japanese \(PDF: 730.9KB\)](#) 

> [English \(PDF: 586.6KB\)](#) 

Environmental Data

Updated August 30, 2024

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

*Figures for each fiscal year are for the medical business only (excluding the transferred imaging and scientific solutions businesses).

* ★ indicates data that has received a third-party warranty by SOCOTEC Certification Japan

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

Material balance

INPUT

Resource/Energy input	FY2024	compared to previous period(%)
Energy [Total] (MWh)	269,397 ★	-1
Electric power (MWh)	29,638 ★	-21
City gas (1,000 m3)	5,110 ★	-4
LPG(t)	1,442 ★	-1
LNG(t)	0 ★	0
Heavy fuel oil (kL)	186 ★	-7
Kerosene (kL)	32 ★	0
Diesel fuel (kL)	967 ★	-5
Gasoline (kL)	3,881 ★	-3
Hot water (GJ)	1,492 ★	-1
Steam (GJ)	7,081 ★	0
District heat (MWh)	2,280 ★	0
Green electricity (MWh)	100,829 ★	8
Solar power [internal] (MWh)	934 ★	51
Solar heat [internal] (GJ)	416 ★	9
Chemical substances [PRTR substances handled] (t) *Production sites in Japan only	23	-26
Water [Total] (1,000 m3)	721 ★	3
Piped water	338 ★	5
Ground water	383 ★	2
Raw Materials and Sub-Materials *Production sites in Japan only		
Metals: Steel, aluminum, brass		
Plastics: Optical plastics, ABS, PC, polyethylene, polypropylene		
Copy and office paper (t)	149	4
Transport fuel		
Transportation: Gasoline, diesel fuel, etc.		
Packaging material [Total] (t)	865	-4
Cardboard	200	7
Paper	474	-8
Plastic	171	-5
Metal	0	0
Glass	0	0
Others	20	-11

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OUTPUT

	FY2024	compared to previous period(%)
Greenhouse gases [Total] (t-CO2e)	42,380 ★	-8
CO2 generated from energy	42,380 ★	-8
CO2 not generated from energy	0.2 ★	0
Substances Emitted (t)		
NOx	23	-12
Sox	0.2	-33
Chemical substances [PRTR substances emissions/movement] (t) *Production sites in Japan only	10	1
Discharge to water system [Total] (1,000 m3)	721	3
Water discharged (public waters)	240	-1
Water discharged (sewage)	481	5
BOD (t)	1.9	18
Waste discharge [Total] (t)	5,315 ★	0
Amount recycled	4,467 ★	1
Other waste	848 ★	-3
Total CO2 for transportation (t-CO2e)	43,345 ★	-14
Product shipments (t)		
Medical systems products	29,197	6

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Internal Energy Consumption

	FY2020	FY2021	FY2022	FY2023	FY2024
Consumption (MWh)	276,853	270,637	275,739	273,312	269,397 ★

★ 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

	FY2020	FY2021	FY2022	FY2023	FY2024
Renewable Energy (MWh)	26,721	26,968	29,881	94,345	101,879 ★

★ 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

		FY2020	FY2021	FY2022	FY2023	FY2024
Direct (MWh)	City gas	50,354	63,546	67,257	66,728	64,145 ★
	LPG	19,051	21,280	20,749	20,501	20,062 ★
	LNG	173	173	22	-	- ★
	Heavy fuel oil	2,252	2,234	2,181	2,167	2,014 ★
	Kerosene	163	163	368	326	324 ★
	Diesel fuel	14,363	11,526	11,206	10,660	10,212 ★
	Gasoline	43,978	37,331	42,623	38,272	36,009 ★
	Subtotal (MWh)	130,334	136,253	144,406	138,654	132,766 ★
Indirect (MWh)	Electricity	117,098	104,665	98,309	37,462	29,638 ★
	Hot water	701	797	864	571	493 ★
	Steam	-	-	-	-	2,341 ★
	District heat	2,000	1,954	2,280	2,280	2,280 ★
	Green electricity	26,006	26,267	29,228	93,619	100,829 ★
	Solar power [internal]	533	518	526	620	934 ★
	Solar heat [internal]	182	183	127	106	116 ★
	Subtotal (MWh)	146,520	134,384	131,334	134,658	136,631 ★
Total (MWh)		276,854	270,637	275,740	273,312	269,397 ★

★ 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)

	FY2020	FY2021	FY2022	FY2023	FY2024
Scope 1 (t-CO ₂ e)	27,893	28,427	30,185	28,835	27,255 ★
Scope 2 (t-CO ₂ e)	57,973	48,254	45,651	17,154	15,125 ★
Scope 1 + 2 (t-CO ₂ e)	85,866	76,681	75,836	45,989	42,380 ★
Basic unit of consolidated sales (t-CO ₂ e/100 million yen)	13.2	12.1	10.1	5.2	4.5

★ 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.

Sources of CO₂ Conversion Coefficients

•Electricity

Japan: Coefficients are announced annually by the Japanese government in accordance with the Act on Promotion of Global Warming Countermeasures, and adjusted coefficients for each power company for the respective fiscal year are used. For FY2024, the conversion coefficients for FY 2023 are used.

Overseas: Coefficients are announced by the International Energy Agency (IEA), and the conversion coefficients of each country for the respective fiscal years are used. For FY2024 and beyond, the 2021 values in the 2023 Edition are used.

However, for the United States and Canada, conversion coefficients for each state and province announced by the United States Environmental Protection Agency (EPA) and United Nations Framework Convention on Climate Change (UNFCCC) are used.

*Conversion coefficients for purchased renewable energy and electricity from company-installed solar panels and the like are set to zero.

•Fuel

Japan & overseas: The coefficients specified by the Act on Promotion of Global Warming Countermeasures are used.

Coefficients for converting greenhouse gasses to CO₂e

The Global Warming Potential (GWP) (100 year time horizon) from the IPCC Fourth Assessment Report is used.

Basic unit of consolidated sales

Consolidated CO₂ emissions / Consolidated net sales (100 million yen)

CO2 Emissions for the Entire Supply Chain

Category		FY2020	FY2021	FY2022	FY2023	FY2024
Scope 1 (t-CO ₂ e)		27,893	28,427	30,185	28,835	27,255 ★
Scope 2 (t-CO ₂ e)	Market-based method	57,973	48,254	45,651	17,154	15,125 ★
	Location-based method	64,130	54,941	52,804	54,339	55,175 ★
Subtotal (t-CO ₂ e)	Scope 1+2 (Market-based method)	85,866	76,681	75,836	45,989	42,380 ★
	Scope 1+2 (Location-based method)	92,023	83,368	82,989	83,174	82,430 ★
Scope 3 (t-CO ₂ e)		619,474	650,069	666,959	781,660	787,822 ★
Total (t-CO ₂ e)	Scope 1+2 (Market-based method)+3	705,340	726,750	742,795	827,649	830,202 ★
	Scope 1+2 (Location-based method)+3	711,497	733,437	749,948	864,834	870,252 ★

Scope 3	Calculation Method (Assumptions)	FY2020	FY2021	FY2022	FY2023	FY2024
1. Purchased goods and services (t-CO ₂ e)	Calculated by multiplying raw materials and parts of leading products by basic unit	393,385	386,641	459,989	532,611	528,598 ★
2. Capital goods (t-CO ₂ e)	Calculated by multiplying facility investment value by basic unit	92,137	161,951	93,134	110,253	108,721 ★
3. Fuel and energy related activities (not included in Scope 1, Scope 2) (t-CO ₂ e)	Calculated by multiplying electric power and fuel purchased by basic unit	16,175	16,419	15,669	15,727	15,755 ★
4. Upstream transportation and distribution (t-CO ₂ e)	Calculated by multiplying transport ton/kg of leading products by basic unit (including delivery logistics)	40,413	30,559	38,713	50,543	43,345 ★
5. Waste generated in operations (t-CO ₂ e)	Calculated by multiplying worksite waste output by basic unit	3,593	3,029	2,918	3,416	3,415 ★
6. Business travel (t-CO ₂ e)	Calculated by multiplying business travel expenses by basic unit	26,761	3,962	4,789	11,733	28,410 ★
7. Employee commuting (t-CO ₂ e)	Standard commute model defined by region and calculated by multiplying the number of employees in region by basic unit	10,745	11,888	11,714	11,966	12,230 ★
8. Leased assets (upstream) (t-CO ₂ e)	Calculated as Scope 1 and 2 GHG emissions	-	-	-	-	-
9. Downstream transportation and distribution (t-CO ₂ 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 ₂ e)	Excluded due to small impact scale and difficulty in tabulation in this category	-	-	-	-	-
11. Use of sold products (t-CO ₂ e)	Calculated by multiplying electric power consumption, etc., for lifetime of sold product by basic unit	18,498	18,522	19,715	23,243	23,613 ★
12. End-of-life treatment of sold products (t-CO ₂ e)	Calculated by multiplying product disposal weight by basic unit for waste material	17,767	17,098	20,318	22,168	23,735 ★
13. Leased assets (downstream) (t-CO ₂ e)	Calculation including use of sold products, although some products are leased	-	-	-	-	-
14. Franchises (t-CO ₂ e)	Not calculated due to absence from Olympus group's business range	-	-	-	-	-
15. Investments (t-CO ₂ e)	Not calculated because emissions in this category are extremely low and have small impact	-	-	-	-	-

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NOx emissions

	FY2020	FY2021	FY2022	FY2023	FY2024
NOx emissions (t)	46	46	44	26	23

*Scope: The Olympus Group (excluding small companies)

Sox emissions

	FY2020	FY2021	FY2022	FY2023	FY2024
Sox emissions (t)	0.3	0.3	0.3	0.3	0.2

*Scope: The Olympus Group (excluding small companies)

Water consumption

	FY2020	FY2021	FY2022	FY2023	FY2024
Groundwater (1,000 m3)	361	390	375	376	383 ★
Piped water (1,000 m3)	340	277	290	322	338 ★
Total (1,000 m3)	721	667	665	698	721 ★
Water use efficiency (consolidated sales (100 million yen) / amount of water used (1,000 m3))	9.0	9.5	11.3	12.6	13.0

*Scope: The Olympus Group (excluding small companies)

Waste water

	FY2020	FY2021	FY2022	FY2023	FY2024
Public water areas (1,000 m3)	203	256	244	242	240
Sewage systems (1,000 m3)	518	411	421	456	481
Total (1,000 m3)	721	667	665	698	721

*Scope: The Olympus Group (excluding small companies)

Waste emissions/Landfill

	FY2020	FY2021	FY2022	FY2023	FY2024
Waste emissions (t)	5,587	4,726	4,537	5,310	5,315 ★
Amount recycled (t)	4,555	4,031	3,860	4,440	4,467 ★
Other waste (t)	1,032	695	677	870	848 ★
Landfill (t)	268	149	134	148	184 ★
Recycling rate (%)	82	85	85	84	84

★ Indexes certified by external assurance.

*Scope: Olympus Group (excluding small companies)

Hazardous waste discharged

	FY2020	FY2021	FY2022	FY2023	FY2024
Hazardous waste discharged (t)	234	210	188	205	222 ★
Amount recycled (t)	205	183	163	161	159 ★
Other waste (t)	29	27	25	44	63 ★

★ Indexes certified by external assurance.

*Scope: Olympus Group (excluding small companies)

Emissions and Movements of PRTR Class 1 Designated Chemical Substances

	FY2020	FY2021	FY2022	FY2023	FY2024
Chemical substances (PRTR substances) (t)	17	13	12	10	10

*Scope: Manufacturing and development sites in Japan

Volatile Organic Compounds (VOC) Emissions

	FY2020	FY2021	FY2022	FY2023	FY2024
Volatile Organic Compounds (VOC) Emissions (t)	67	39	41	45	47

*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	Global Headquarters	Hachioji-shi, Tokyo		FY2024	572	69	246	246
				FY2023	649	73	359	359
				FY2022	8,028	68	246	246
				FY2021	7,821	74	255	255
				FY2020	8,620	106	398	398
		Hachioji Facility Technology Development Center Utsuki *1		FY2024	429	21	495	495
				FY2023	454	19	434	434
				FY2022	2,661	20	417	417
				FY2021	2,644	22	335	335
				FY2020	2,878	28	287	287
	Olympus	Nagano Facility Tatsuno *2		FY2024	1,352	74	137	137
				FY2023	1,346	62	220	220
				FY2022	3,721	73	166	165
				FY2021	3,561	76	140	139
				FY2020	3,690	75	163	162
		Nagano Facility Ina		FY2024	359	15	79	77
				FY2023	340	15	86	83
				FY2022	1,871	16	79	77
				FY2021	1,840	16	82	78
				FY2020	1,993	16	91	83
		Distribution Center Sagami-hara *3		FY2024	790	—	443	443
				FY2023	713	—	410	410
				FY2022	632	—	393	393
				FY2021	682	—	393	393
				FY2020	620	—	393	393
	Olympus Medical Systems	Hinode Plant		FY2024	32	5	52	52
				FY2023	38	5	56	56
				FY2022	1,185	6	46	46
				FY2021	1,120	5	49	49
				FY2020	1,282	6	47	47
	Aizu Olympus	Aizu-Wakamatsu-shi, Fukushima		FY2024	4,148	233	447	413
				FY2023	3,788	234	433	402
				FY2022	13,665	220	444	413
				FY2021	12,851	228	452	420
				FY2020	13,779	192	487	450
	Aomori Olympus	Kuroishi-shi, Aomori		FY2024	1,159	34	269	269
				FY2023	1,195	34	289	289
				FY2022	4,194	33	279	279
				FY2021	4,013	29	245	242
				FY2020	4,421	37	265	265

	Shirakawa Olympus	Nishigo-mura, Nishishirakawa-gun, Fukushima	FY2024	1,377	44	403	363
			FY2023	1,363	40	431	379
			FY2022	3,918	41	421	357
			FY2021	3,821	41	409	335
			FY2020	3,905	41	414	337
	Olympus Terumo Biomaterials *4	Sagamihara-shi, Kanagawa	FY2024	366	7	13	10
			FY2023	1,166	7	12	7
			FY2022	1,329	7	15	10
			FY2021	1,344	7	15	9
			FY2020	1,405	8	11	8
Americas	Olympus Corporation of the Americas	Pennsylvania, U.S.A.	FY2024	10,656	13	413	395
			FY2023	11,340	9	484	396
			FY2022	12,203	5	314	290
			FY2021	10,126	1	314	314
			FY2020	12,607	16	490	490
	Olympus Surgical Technologies America	Massachusetts, U.S.A.	FY2024	1,249	35	859	525
			FY2023	2,282	34	622	376
			FY2022	2,094	35	538	328
			FY2021	3,666	35	683	469
			FY2020	5,133	33	892	533
Europe/Middle East	Olympus Winter & Ibe GmbH	Hamburg, Germany	FY2024	2,405	25	297	293
			FY2023	2,855	24	290	288
			FY2022	2,838	23	249	249
			FY2021	2,440	15	319	319
			FY2020	1,142	15	345	345
	Olympus Medical Products Czech spol s.r.o.	Olomouc, Czech Republic	FY2024	249	2	16	0
			FY2023	554	2	16	0
			FY2022	582	2	18	0
			FY2021	599	1	15	0
			FY2020	648	1	18	0
	KeyMed (Medical & Industrial Equipment) Ltd.	Essex, U.K.	FY2024	2,033	17	312	234
			FY2023	2,238	18	298	235
			FY2022	2,138	18	218	159
			FY2021	2,341	25	324	273
			FY2020	904	24	384	303
	Algram Group Ltd.	Devon, U.K.	FY2024	33	1	94	79
			FY2023	65	2	53	28
			FY2022	62	2	53	28
			FY2021	65	2	106	74
			FY2020	64	2	107	75
Asia/Oceania	Olympus (GuangZhou) Industrial Co., Ltd	Guangdong, China (Guangzhou)	FY2024	358	3	12	0
			FY2023	147	2	10	0
			FY2022	68	1	15	14
			FY2021	68	1	15	15
			FY2020	70	1	22	21
	Olympus Trading (Shanghai) Limited	Shanghai, China	FY2024	708	2	9	0
			FY2023	723	2	13	9
			FY2022	467	1	16	5
			FY2021	286	1	20	7
			FY2020	244	1	10	5
	Olympus Vietnam Co.,Ltd.	Dong Nai, Vietnam	FY2024	6,840	94	498	360
			FY2023	6,999	86	558	397
			FY2022	6,273	56	448	307
			FY2021	9,594	56	382	210
			FY2020	13,276	73	523	202
	Olympus Australia Pty Ltd	Victoria, Australia	FY2024	309	1	35	19
			FY2023	308	1	47	24
			FY2022	273	1	54	22
			FY2021	282	1	45	18
			FY2020	328	2	61	32

*1 Including Olympus Medical Systems *2 Including Nagano Olympus *3 Olympus Logitex was merged into Olympus Corporation on April 1, 2022.

*4 Olympus Terumo Biomaterials is the sum of Mishima Plant and R&D Center. *Our Orthopedic Business, including Olympus Terumo Biomaterials Corporation, was transferred to Polaris Capital Group effective from July 12, 2024.

Environmental Conservation Costs

Environmental conservation cost classification (million yen)	FY2020		FY2021		FY2022		FY2023		FY2024	
	Investment amount	Cost amount	Investment amount	Cost amount	Investment amount	Cost amount	Investment amount	Investment amount	Cost amount	Investment amount
Costs Inside Business Area	292	376	244	368	80	356	371	340	306	1,520
Prevention of Public Nuisance Cost	22	184	22	219	32	214	13	140	9	238
Global Environmental Conservation Cost	240	40	213	37	47	12	358	66	281	1,156
Resource Circulation Cost	30	152	9	112	1	130	0	134	16	126
In Upstream Costs	0	130	0	217	0	101	0	20	0	9
In Downstream Costs	0	1	0	1	0	5	0	6	0	5
Environmental Management Activity Costs	0	333	4	270	10	225	0	186	0	187
R&D costs	0	2	0	2	0	3	0	2	0	3
Social activity costs	0	1	0	0	0	0	0	0	0	1
Environmental damage costs	0	0	0	0	0	0	5	0	9	2
Total	292	843	248	858	90	690	376	554	315	1,727

Target period: April 1, 2019 - March 31, 2024

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		FY2020	FY2021	FY2022	FY2023	FY2024
Effects Inside Business Area	CO2 emissions (t-CO2e)	42,591	39,698	41,202	11,053	10,583
	Waste discharged (t)	2,556	2,374	2,506	2,731	2,582
	Water consumption (1,000 m3)	509	497	483	489	503
	Chemical Substances Transferred/Discharged (t)	17	13	12	10	10

Economic Benefits of Environmental Protection		Change from previous year				
		FY2020	FY2021	FY2022	FY2023	FY2024
Revenue Benefits (million yen)	Proceeds from sale of valuable resources through recycling	1	0	10	-4	-4
	Energy cost	-21	-174	192	595	-59
Cost Savings (million yen)	Water consumption cost	0	-7	0	0	1
	Waste disposal consignment cost	2	1	11	31	-16

Target period: April 1, 2019 - March 31, 2024 Scope: Head office functions, manufacturing

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. companies and distribution companies in Japan.

Compliance with Environmental Laws and Regulations

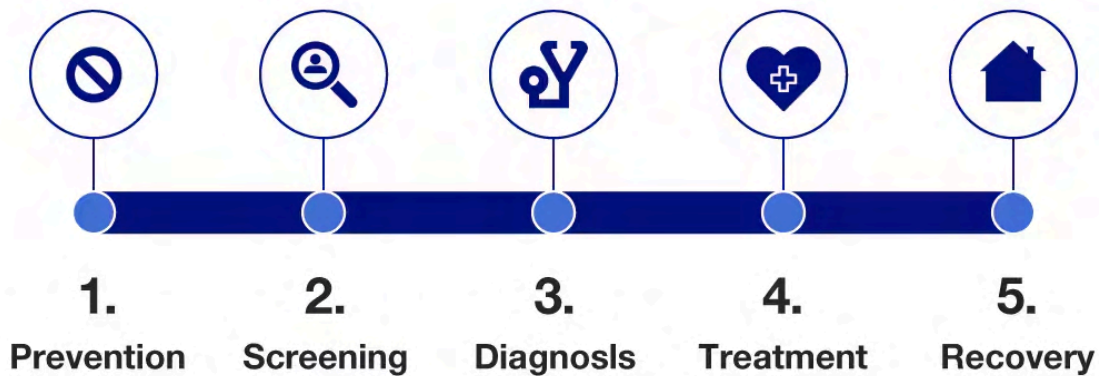
	FY2020	FY2021	FY2022	FY2023	FY2024
Number of serious accidents or violations of laws and regulations	0	0	0	2	0
Total amount of fines or penalties imposed (million yen)	0	0	0	0	0
Number of sanctions other than monetary sanctions imposed	0	0	0	0	0

Accident or violation of laws and regulations in FY2025

Company Name	Content	Response
Olympus Corporation	pH value in wastewater exceeded regulatory standard temporally.	Changed the operational standard to discharge this wastewater through pH control equipment

Basic Concept

The Olympus Group has continued to focus on the patient care pathway (prevention to recovery) in order to fulfil our corporate philosophy of "Making people's lives healthier, safer, and more fulfilling." With a focus on the patient's care pathway, we develop solutions to enhance the care pathway through a comprehensive understanding and management of the disease and seek ways to optimize steps and improve the quality of life of patients.



Initiatives

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

We aim to improve the quality of life (QOL) for patients by comprehensively enhancing the care pathway.

Efforts to provide information on 'Prevention', 'Screening', 'Diagnosis', and 'Treatment' in the care pathway include the operation of a website providing information under the supervision of doctors (see Fig. 1 below), the provision of materials through a cancer control agreement with local authorities to encourage cancer screening (see Fig. 2 below), next-generation education support, and awareness-raising activities in collaboration with NPOs (see Fig. 3 below).

Furthermore, as part of our commitment to 'Screening (early detection)', '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 to reduce the burden on patients (see Fig. 4 below)

In addition, to ensure that necessary examinations can be carried out smoothly, we will continue to provide information on the maintenance of our products and equipment on our website for healthcare professionals (see Fig. 5 below).

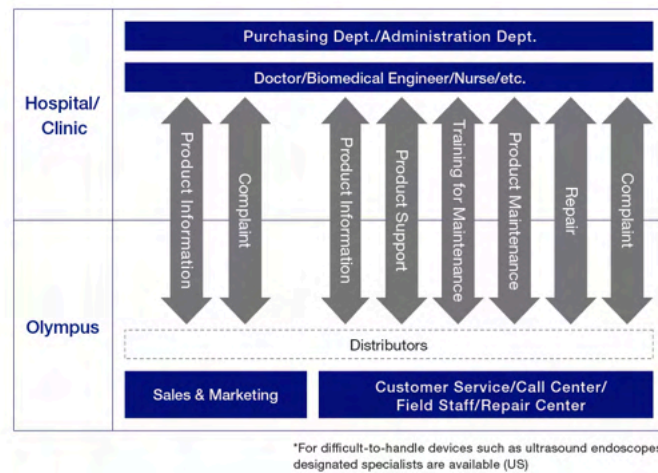
			Prevention	Screening	Diagnosis	Treatment	Recovery
1	Providing information via owned media A physician-supervised information site on gastrointestinal diseases, cancer screening, and endoscopic screening and treatment.	● Operation of "Onaka-Kenka.com" - Explanation of various gastrointestinal diseases - Cancer screening awareness - Explanation of endoscopic screening and treatment - Publication of awareness-raising videos					
2	Initiatives with local governments through "Cancer Control Agreements"	Encourage gastric and colorectal cancer screening by providing leaflets to local governments					
3	Youth education support	Cancer awareness event for junior high and high school students					
	Donations	Advance donation activities					
	Partnership with to the non-profit organization	Sponsored by NPO Brave Circle Steering Committee (support for colorectal cancer screening awareness activities)					
4	Product and technology development and equipment distribution 	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					
	Training for healthcare professionals	Educational platform offering a comprehensive program of products and procedures OLYMPUS CONTINUUM					
	Collaboration with academic societies and medical institutions						
5	Membership site for healthcare professionals Medical town オリンパスが運営する医療従事者のみならず向け会員制サイト 最新の製品情報や日々の検査・手術に役立つ情報を提供しています。さらに、機器の修理・メンテナンスの方法、ご自身の業務効率に役立つソリューションを提案いたします。	Provide product information Maintenance information Equipment maintenance training Maintenance by field engineer Support for various types of inquiries Repair support (loaner equipment, etc.)					
			Prevention	Screening	Diagnosis	Treatment	Recovery

○*: Contribute indirectly by providing information

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.



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, Japan, and Australia. 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.

Main measures implemented for improvement

EMEA:

- ◆ Improvement of survey response rates across the EMEA subregions

Americas:

- ◆ Restructuring of the complaint-handling process for commercial complaints

Japan:

- ◆ Strengthening of field service and Customer Information Center (CIC) education programs

APAC:

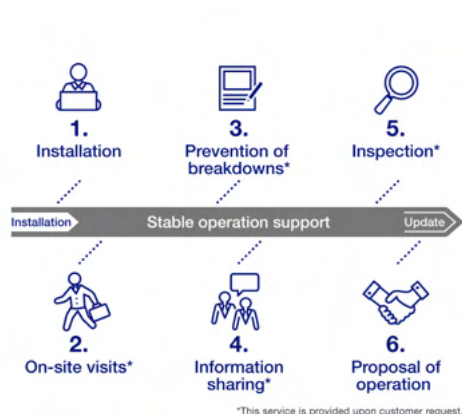
- ◆ Rollout in two new regions (Singapore, Hong Kong)
- ◆ Establishment of Customer Satisfaction Measurement (CSM) regional governance model

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.

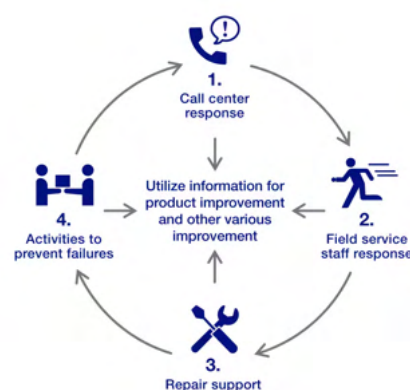
Post-sales activities

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



Elevating the Standard of Care

Basic Policy

Olympus Group aims to improve patient outcomes by elevating the standard of care in targeted diseases. We have a Global Medical & Scientific Affairs(MSA) that serves our patients, healthcare professionals, and community by bringing medical, scientific, and professional capabilities to deliver safe and effective products around the globe that are clinically relevant and economically valuable.

This organization serves three important roles:

- 1. Strengthen Olympus Group’s functional capabilities to develop medical device innovations promoting patient-centered solutions that are safe and 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, healthcare systems, and society.

Initiatives

Focus on Premium Educational Offering for Healthcare Professionals

Professional Affairs (PA) offers a comprehensive suite of specialized, premium educational programs and training experiences designed to help Healthcare professionals broaden clinical expertise and enhance procedural skills/techniques to perform at their best and deliver optimal patient care and safety. With our educational platform “Olympus Continuum”, we want to empower people and provide valuable ongoing learning opportunities. Healthcare professionals work in a variety of settings and have a multitude of needs—and their expectations for training courses have evolved well past traditional skills-based learning. What “Olympus Continuum” does is connect the continuum of care with the continuum of learning. A truly blended experience, “Olympus Continuum” maximizes digital self-guided learning, direct in-person training, and post-learning collaboration to support healthcare professional across every stage of their career, and to improve patient outcome. In FY2024, we provided a total of 2,105 training sessions (+9% YoY) in each business area (global).

◆ Olympus Continuum Training Results

Number of times held (year on year)
2,105 times (+9%)

> [Olympus Continuum](#) 

Grant Initiatives

Through our Grants Program, 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 clinical fellowships, hands-on trainings, and programs to improve equity in healthcare. A limited number of research Grants support independent studies related to Olympus product areas. Over 480 unique organizations received Olympus Grants in FY2024 to conduct programming in more than 60 countries. In addition to in-kind awards, financial Grants made by Olympus Group in FY2024 totaled approximately US\$6.9 million.

Clinical Data Transparency Policy

Olympus' mission is to help enhance lives by delivering to healthcare providers quality technologies that exceed their expectations and allow them to advance delivery of clinical care to patients. This requires the transparent sharing of clinical trial data in the interest of identifying the best suitable treatment for the individual patient.

Olympus defines this clinical data transparency policy within our societal responsibility and vision to make people's lives healthier, safer, and more fulfilling.

Guiding Principles

Clinical Trial Registration and Reporting of Results

Olympus will register and post results of applicable clinical trials on clinicaltrials.gov and/or other websites in compliance with internationally accepted guidelines and applicable local laws and regulations.

Scope

Olympus is committed to the highest ethical and scientific standards for publications with the goal to provide accurate, balanced, and timely publication of its Olympus-sponsored studies which includes clinical interventional, observational, and real-world studies to advance public health.

Publication Steering Committees are implemented for all Olympus-sponsored studies. The steering committees help support application of this Clinical Data Transparency Policy. The committee members ensure that study results are published within reasonable timelines according to international guidelines and standards, such as the ICMJE (International Committee of Medical Journal Editors) and other applicable guidelines, including the Good Publication Practice Guidelines. Notwithstanding the foregoing, authors retain responsibility and accountability for decisions about the content of the publication and journal selection.

Authorship will be distributed among qualified academic contributors in a transparent and balanced way. Authorship shall be determined based on the four criteria defined by the ICMJE guidelines and such requirements shall be included in a written agreement (Clinical Trial Agreement) signed by each participating investigator and Olympus prior to the start of the study.

All authors must meet all four criteria, and anyone who meets the criteria should be listed as authors, regardless of their relationship to Olympus. Olympus personnel who qualify as an author based on these criteria must be included as an author and must disclose their affiliation with Olympus, and authorship should not be denied because of concerns about perception of bias.

The final decision as to who will be an author on a Publication shall be made at the time the manuscript is being finalized for submission to a journal and will be based on the actual activities performed by all parties involved in the study including the Lead Principal Investigator, other Investigators and Olympus. Authors of a publication retain editorial control of the publication content and accept full responsibility for the publication by approval of the final version prior to submission of the publication.

Under no circumstances shall any authorship decisions be made with the intent of, directly or indirectly, implicitly or explicitly influencing or encouraging the author to purchase, prescribe, refer, sell, or arrange for the prescribing, purchasing, sale, or formulary placement of any Olympus product, or as a reward for any such past behavior. Authorship is not a reward or gift for services rendered.

Olympus does not provide compensation for publication writing or editing activities to any author. Only reasonable out of pocket expenses incurred by an author, (e.g., travel expenses for congress abstract presentations, journal charges including submission and publication fees) are reimbursed and disclosed as required by applicable law. Authors will disclose financial and non-financial conflicts of interest that could be perceived to bias their work or influence professional judgement.

Commercial (sales and marketing) are not involved in planning, development, or review of publications.

Acknowledgements

Individuals who do not qualify as authors under this policy but who assist in the analysis or drafting of a Publication (including professional medical writers, study investigators, scientific advisors, and Olympus employees) should be included separately in the acknowledgement section according to their level of contribution, with a description of their contributions (e.g., "served as scientific advisors," "critically reviewed the study proposal," "collected data," "provided

and cared for study patients,” “participated in writing or technical editing of the manuscript”).

Acknowledged contributors shall review the wording describing their contribution and provide written permission to be included.

Additional Disclosures

The submitted manuscript shall always include a statement making it clear that the study was an Olympus sponsored study. In addition, any financial or other support and/or assistance of Olympus for a publication must be disclosed clearly and fully in the publication, following the journal's requirements. Any professional medical writing support will also be disclosed to prevent so-called ghostwriting.

Each Author must fully disclose all financial relationships with Olympus or any other conflict of interest, such as employment or contracting relationships with Olympus or if the author has otherwise collaborated in commercial or scientific pursuits with Olympus (e.g., an author who is also retained as an Olympus speaker or consultant) – even in the absence of direct monetary remuneration.

Timely Publications contribute to evidence-based decision-making. Therefore, Olympus is committed to submitting to congresses and/or peer-reviewed journals publications from studies in a timely manner, regardless of a positive or negative outcome. Exceptions to this principle will be limited and must be approved by the publication steering committee based on objective and valid reasons.

Data Access is granted by Olympus to all external authors on anonymized patient-level as needed by them to fulfill their role and obligations as authors under ICMJE, such as the interpretation of clinical trials results. Patient data privacy is key for any data access activity.

We value the significant contribution of each clinical investigator, and Olympus will provide aggregated study data to study investigators by a mutually agreeable method and format.

The publication of results from individual sites within a multi-center study and the timing of such publication will be agreed between the site and Olympus and memorialized in a written agreement. CONSORT guidelines will be followed to report the results of randomized controlled trials.

A layman's, plain language summary of study results will be made available to the individuals who volunteered to participate in Olympus-sponsored trials.

Supporting Physician Development in Emerging Countries

Olympus endoscopes are used for diagnosis and treatment all over the world, contributing to making people's lives healthier, safer everywhere.

In particular, in emerging countries in Asia and Africa, factors such as the westernization of eating habits attributable to rapid economic growth in recent years have led to an increase in diseases (non-communicable diseases) such as cancer, for which countermeasures are urgently needed.



Olympus believes it can contribute to improvements in local healthcare standards by disseminating Japan's superior medical technology and services in emerging countries. Together with Japan's government organizations and relevant academic societies, Olympus is working on international cooperation initiatives, such as supporting the development of physicians, through collaborative efforts involving industry, government, and academia. To date, we have implemented activities in many countries, including Vietnam and Kenya.

In Vietnam, a country that has enjoyed tremendous economic growth, the number of cancer patients is increasing year on year. While the demand for endoscopy, which are essential for early diagnosis and treatment of stomach cancer and colorectal cancer are set to increase, a shortfall in the physicians and medical personnel that possess the necessary knowledge and skills to carry out this endoscopy has become a serious challenge. That is why Olympus, based on collaborative efforts involving industry, government, and academia, has on multiple occasions implemented training projects for local physicians led by Japanese physicians. This training has included intensive initiatives such as holding classroom-based lectures and practical training in manual techniques in several Vietnamese cities and in Japan, in addition to online lectures. Furthermore, while also training physicians, Olympus has drawn on the knowledge of Japanese academic societies and medical professionals to assist in the creation of diagnosis guidelines in line with the state of healthcare in Vietnam and conducted a demonstration project on the utility of using an endoscopic diagnosis support system* equipped with the latest AI technology.

Similarly in Kenya, Olympus is engaged in a training project for local physicians through collaborative efforts involving industry, government, and academia. During the training in Kenya, which was hosted in cooperation with Japanese medical institution, Japanese physicians provided meticulous instruction for local physicians, which covered everything from basic operations to advanced diagnostic techniques, utilizing actual endoscopy equipment. Kenyan physicians were also invited to Japan and provided with an intensive training environment over a period of approximately one month. In addition, we worked to support the development of physicians using several means, including teleconferencing in an online format.

Olympus believes that these efforts can contribute to resolving issues and advancing healthcare in countermeasures against cancer in emerging countries of Asia and Africa in the years to come. We will continue to actively contribute to the health, peace of mind, and emotional fulfillment of people everywhere, including those in emerging countries.

* An endoscopic image diagnosis support software that assists physicians in making a diagnosis by using AI to help determine whether there are any lesions in the images of an endoscopy.



Training Held in Ho Chi Minh City, Vietnam



Certificates Presented to Trainees after the Completion of Their Training in Japan



Opening Ceremony before the Start of the Training in Kenya



Scene from the Training Held in Kenya

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				
	FY2020	FY2021	FY2022	FY2023	FY2024
Medical Excellence JAPAN	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000	¥1,500,000
Advanced Medical Technology Association (AdvaMed)	US\$591,440	US\$590,262	US\$595,603	US\$596,770	US\$596,119
Medical Alley Association	US\$7,500	US\$8,000	US\$8,400	US\$ 0	US\$12,705
Medtech Europe	119,533 €	122,000 €	122,271 €	140,012 €	150,549 €
The Asia Pacific Medical Technology Association (APACMed)	US\$50,000	US\$50,000	US\$50,000	US\$50,000	US\$50,000
Japan Electronics and Information Technology Industries Association (JEITA)	¥8,004,960	¥9,694,300	¥8,160,000	¥9,792,000	¥1,1160,000
Japan Medical-Optical Equipment Industrial Association (JMOIA)	¥3,575,550	¥3,650,350	¥3,519,450	¥3,519,450	¥3,341,800
Medical Technology Association of Japan (MTJAPAN)	¥1,200,000	¥1,700,000	¥1,700,000	¥1,450,000	¥1,450,000
Japan Association of Medical Devices Industries (Jamdi)	¥444,000	¥444,000	¥444,000	¥444,000	¥444,000
Medical Device Strategy Institute, Japan Association for the Advancement of Medical Equipment (JAAME)	¥400,000	¥410,000	¥410,000	¥410,000	¥410,000
The Japan Federation of Medical Devices Associations	¥300,000	¥300,000	¥300,000	¥300,000	¥300,000
MassMEDIC - The Heart of HealthTech	-	-	-	US\$10,500	US\$10,500
Manufacturer's Alliance					US\$695
Pennsylvania Chamber of Commerce					US\$15,000
American Medical Devices and Diagnostics Manufacturers' Association				¥4,000,000	¥4,000,000

Product Responsibility

- ▼ Quality Assurance
- ▼ Quality Management System
- ▼ Appropriate Communication
- ▼ Valuing Bioethics in Evaluating Product Efficacy and Safety

Basic Approach and Policy

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

Quality Assurance

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

[▶ Olympus Global Quality Policy](#)

Promotion Structure

Quality Management System

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 the international quality control standards, such as ISO 13485 certification. Based on the global management rules, 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.

Initiatives

Creating a Safety- and Quality-Oriented Corporate Culture

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. As examples of these activities, the Olympus Group implements a Quality Month initiative and various seminars and e-learning programs, actively creating opportunities for employees to reaffirm the fact that their day-to-day work leads to the safety and security of Olympus Group customers and patients.

Appropriate Communication

(Case 1)

In order to comply with the Laws concerning environmentally related substances for Olympus Group Products and to reduce environmental impact, we collect information on handling of environmentally related substances and trends in laws and regulations in each country. As a consequence, we have established the "Control Rules for Environment-related Substances Used in Product" in our group products. The rules 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

Olympus and group companies in Japan 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 group companies in Japan 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.

Olympus Global Quality Policy

We continuously pursue the improvement of Patient Safety, Quality, Regulatory Compliance, and the Customer Experience for all Olympus products and services.

Diversity, Equity and Inclusion

- ▼ Basic Approach
- ▼ Global DEI Promotion System
- ▼ Global DEI Strategic Priorities and Initiatives
- ▼ DEI Initiatives for Each Region
- ▼ Targets and Achievements Data

Basic Approach

The Olympus Group has formulated and made public its global Diversity, Equity and Inclusion (DEI) strategy for May 2023.

In our journey of achieving Our Purpose of "Making people's lives healthier, safer and more fulfilling," DEI is an indispensable piece of strategy to increase organizational capability and sustainability, ensuring that we will be chosen by our employees, customers and stakeholders.

> [Olympus Names Wenlei Yang the Newly Established Chief Diversity, Equity and Inclusion Officer](#)

Statement (Our Vision of DEI)

At Olympus, valuing people with diverse perspectives and backgrounds is a part of Our Core Values. Olympus respects the differences in our people's age, gender, race, sexual orientation, gender identity, socioeconomic status, ethnicity, (dis)ability, nationality and culture, language, religion, opinions, political stance, experiences, and career backgrounds.

Olympus continuously works to build an inclusive culture and equitable systems, where everyone, including the communities we serve, are accepted for who they are, with equal access to opportunities.

We believe that Diversity, Equity and Inclusion are equally important, and only when DEI becomes integrated into our daily work, will people be their true self, release their full potential, and perform at their best.

In an inclusive and equitable environment, our people with their diverse backgrounds will better understand our customers' varied needs and expectations, thereby creating new value by exchanging their opinions between each other, and developing solutions together to ultimately contribute to Our Purpose of "Making people's lives healthier, safer and more fulfilling."

Definition of Diversity, Equity and Inclusion



Diversity

Respect for all people, regardless of differences in age, gender, race, sexual orientation, gender identity, socioeconomic status, ethnicity, (dis)ability, nationality and culture, language, religion, opinions, political stance, experiences, and career backgrounds.



Equity

The opportunities for growth that the company provides are not affected by the differences that each employee may have. Olympus provides equitable opportunities for everyone to perform at their best.



Inclusion

Employees are accepted as they are and feel safe to express their opinions freely.

Why Olympus Is Committed to Engaging in DEI Initiatives

In our journey of achieving Our Purpose, DEI is an indispensable piece of strategy to ensure that will:

- Enhance the employee experience and further enable everyone to be their true self and be recognized in the organization.

- Achieve **better decision-making and foster innovation**, to bring more **value through our products and services to our customers and patients**.
- Foster creativity and have **more chances** to streamline processes and **increase productivity**.

As a result, we can increase organizational capability and sustainability, ensuring that we will be chosen by customers and stakeholders, to fully realize Our Purpose.



Global DEI Promotion System

To actively promote DEI, Olympus has created the new post of Chief Diversity, Equity and Inclusion Officer (CDO), as of June 1, 2023, with Ms. Wenlei Yang, Regional Representative Officer, Japan, having been appointed to this position. While continuing to serve as the Regional Representative Officer, Japan, CDO Yang will endeavor to expedite initiatives related to Olympus's global DEI strategy in this new role.

As a leading global MedTech company, Olympus has a duty to establish an understanding of the latest trends and implement appropriate measures which cater to the expectations of its stakeholders. The creation of this new position will also help ensure Olympus's global governance structure for DEI measures. We are confident that Ms. Yang's leadership based in her abundant experience will drive our organization towards our DEI goals.



➤ Olympus Appointed Wenlei Yang as the Newly Established Chief Diversity, Equity and Inclusion Officer (CDO) .

Global DEI Strategic Priorities and Initiatives

Four Strategic Priorities

In engaging with DEI, four key themes are being prioritized globally¹.

1. **Gender and Life Priority**, to further support women colleagues and all "Care Takers²" that may have time constraints through life events
2. **Nationality and Culture**, to increase diversity and ensure equitable access to opportunities regardless of nationality/culture or language
3. **Career and Experience**, to increase professional experience and broaden team/organizational coverage of perspective
4. **Inclusive Environment**, to ensure psychological safety that everyone could speak up and collaborate effectively

¹ DEI efforts at Olympus encompass all pillars, including age, race, sexual orientation, gender identity, socioeconomic status, ethnicity, (dis)ability, religion, opinions and political stance . We aim to increase diversity and ensure equity in each pillar through region-specific initiatives that consider local features.

² Care takers are individuals who balance work responsibilities while caring for their children, parents, other family members, etc.

Specific Initiatives

In line with our four themes outlined above, the company is actively piloting and launching initiatives in all regions, including training for people managers across the organization. While each region is initially focusing on its own diverse needs, we plan for many of the initiatives to eventually support all employees globally for an equitable program regardless of physical location.

Talent management: Multiple functions are piloting talent development programs. One example is the R&D department, which is focusing on three key areas: 1) unleashing the potential of women in non-management positions through mentoring, sponsorship, and social networking programs; 2) developing

leaders to create an inclusive environment; and 3) training and building networks for women managers.

Backfill vacancies during employee leave:Japan has initiated a program providing guidance and tools designed to optimize workload distribution during staff absences, such as parental leave. In situations where the team requires additional support, a supplementary external resource program is utilized to alleviate the burden on remaining employees, ensuring that those on leave can fully engage with their personal responsibilities without concern for workplace demands.

Globally equitable life event support:Each region is actively refining its policies to enhance support for employees during significant life events. In Japan, a new initiative encourages male employees to take extended parental leave by offering a comprehensive guidebook that helps balance childcare responsibilities with professional goals. Elsewhere, China increased the number of days available for working from home, and the Americas increased financial support for child adoption and the number of paid days for parental leave.

Peer learning program:Employees pair up with a colleague from another region for a three-month period. Encouraging bi-weekly one-hour meetings during work hours, the program aims to enhance cultural understanding and internal networking. Participants can explore work roles, cultural topics, and general interests, also benefiting from opportunities to share knowledge and practice language skills in a supportive setting.

Diversity of talent in Global roles:We plan to enhance national and cultural diversity in Global roles by increasing internal application opportunities and expanding outreach to diverse talent pools through improved recruitment processes.

Short-term “Let’s Go” program:The “Let’s Go” program offers a unique opportunity for participants to spend up to 2.5 months in a different location within the same function to enhance their perspective, gain experience, and expand their professional network, fostering cross-regional collaboration. Upon returning to their base locations, participants share their learnings with team members and take on leading roles in global projects by acting as strong liaisons with overseas locations, which improves productivity and helps break down regional silos. This initiative directly supports the company’s commitment to global collaboration, DEI, career development, and employee engagement.

Training for people managers:Our global training initiative equips people leaders essential DEI competencies, emphasizing the need for psychological safety, recognition and mitigation of unconscious biases, and integration of DEI principles into daily business operations. The program is customized with region-specific content to align with local cultural and regulatory nuances, ensuring relevance and applicability for all participants. This targeted approach not only builds foundational knowledge but also empowers leaders to actively foster inclusive environments within their teams.

Training sessions have received very positive feedback, with over 80% of participants reporting that they could apply the knowledge to their work. Since launching the training program in March 2023, approximately 1,600 people leaders globally have participated, representing 34% of all managers company-wide. By the end of this fiscal year, we anticipate that roughly 2,500 people leaders will have joined the program, thereby covering over 50% of all managers.

Globally equitable processes in Talent Acquisition:The company is enhancing its Talent Acquisition processes through specialized training for recruitment staff, focusing on areas such as unconscious bias. Additionally, we are exploring advanced tools to ensure job postings and descriptions are universally equitable, aiming to increase diversity within candidate pools and promote fairness throughout the recruitment process.

In addition to these respective initiatives, Olympus also holds global events periodically. For International Women’s Day in 2024, nine different events were held in online, in-person or hybrid settings across all regions to promote women globally. The events covered a wide range of topics from women’s inclusion, showcases of regional DEI efforts, a lecture from a doctor on women’s health, a panel discussion featuring our CDO Wenlei Yang in conversation with Terumo’s Chief Human Resources Officer (CHRO), and more.

The company will continue to serve the needs of its diverse group of employees globally in an agile and sustainable way, thereby empowering everyone to perform at their very best.

DEI Initiatives in Each Region

In addition to our global DEI initiatives, each region is implementing its own initiatives, taking into account local features and needs. Please see below for more details.

- [Promotion of DEI in Japan](#)
- [Diversity, Equity and Inclusion in the Americas](#)
- [Diversity, Equity and Inclusion in EMEA](#)

Targets and Achievements Data

DEI-Related KPIs

The following KPIs were established when we launched the strategy in fiscal year 2024. These goals are not the purpose of our DEI program, rather they directly reflect what kind of organization we would like to become.

1. Achieve 30% representation of women in management roles globally by fiscal year 2028 (including doubling the rate of women managers in Olympus Corporation to 13%)
2. Attain 100% parental leave participation for eligible men at Olympus Corporation by fiscal year 2026
3. Increase the diversity of nationalities and cultures in the Olympus Group and further improve employee engagement scores

Current status

- Percentage of female managers globally: 25.4% (as of March 1, 2024, up from 22.7% in the previous year)
- Percentage of female managers at Olympus Corporation: 9.1% (as of March 1, 2024, up from 7.2% in the previous year)
- Rate of male employees taking parental leave at Olympus Corporation: 88.0% (April 1, 2023 – March 31, 2024, up from 70.2% in the previous year)

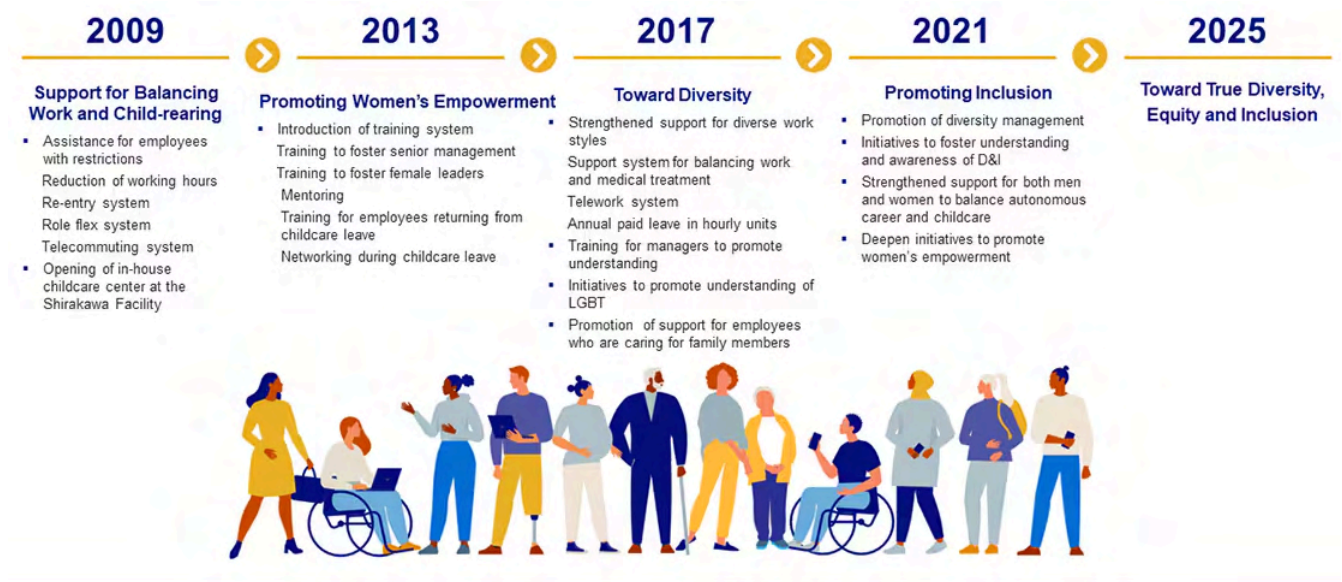
* Please refer to the following page for details of results for Olympus Corporation.

> [Promotion of DEI in Japan](#)

Promotion of DEI in Japan

▼ Changes to DEI Initiatives in Japan ▼ Systems and Mechanisms ▼ Initiatives ▼ Targets and Achievements Data

Changes to DEI Initiatives in Japan



Action Plan

➤ General Employer Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children and the Act on Promotion of Women's Participation and Advancement in the Workplace

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.

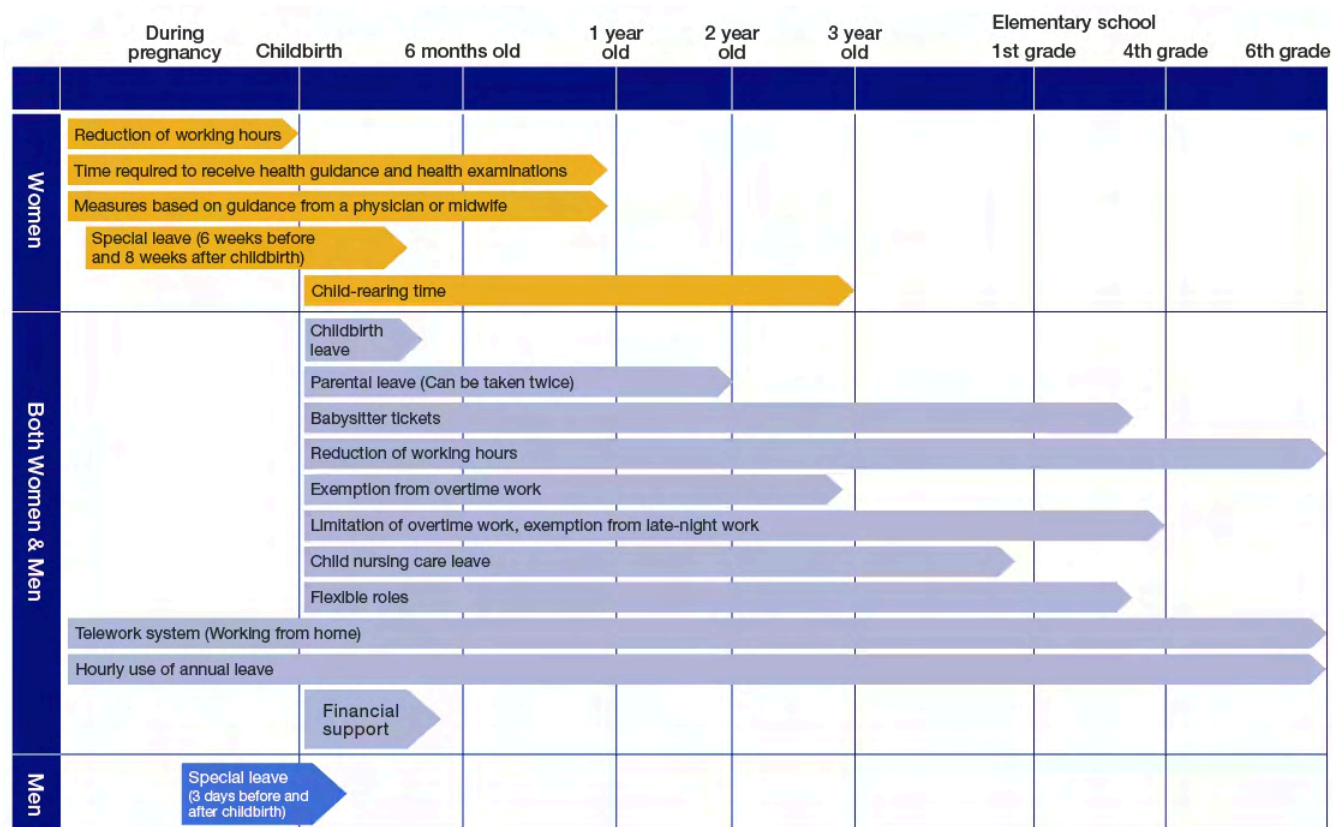
In addition, we created a work environment that offers versatile working styles and that is not restricted by time or location by introducing paid annual leave that is granted in units of hours, introducing satellite offices and other measures. Through these efforts, we aim to improve productivity, achieve work-life balance for employees, and foster an autonomous workplace culture.

We have also introduced a flextime work system Core Time^{*1}, which allows employees to decide freely when to start and finish work during core times^{*2}, 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.

^{*2} Employees who are involved in work that requires regular working hours may not be eligible.

List of Childcare-Related Systems



Initiatives

- ▼ Fostering an Inclusive Culture
- ▼ Promoting the Advancement of Women
- ▼ Encouragement of male employees to take parental leave
- ▼ External Evaluations

Fostering an Inclusive Culture

The Olympus Group respects all forms of diversity and takes action to develop an open organizational climate based on mutual acceptance and to help employees understand the unique issues of each individual and overcome them.

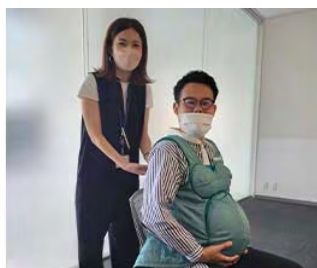
Since FY2023, we have continued to hold DEI events with the objective of raising company-wide awareness by providing opportunities for employees to exercise “ownership” of DEI. In FY2024, a total of approximately 2,300 employees have participated in lectures for those in managerial positions given by outside experts, as well as experience-based events, caregiving seminars, talk sessions on childcare, and other programs.

During the DEI event period, we also distributed e-learning for all employees, including employees of subsidiaries. The participation ratio for Olympus was 93%. Through this program, we successfully provided an opportunity for the acquisition of knowledge among the 40% of employees who had low understanding or awareness of the subject before taking the course.

In addition, we held a workshop to facilitate a deepened understanding of DEI among employees in managerial positions and to make DEI a common language globally, with approximately 230 employees in managerial positions from Japan taking part.



Experience-based events



Promoting the Advancement of Women

Olympus and its group companies in Japan actively recruit and promote high quality professional and talented people and provide 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

As of March 2024, Olympus has 114 female employees in managerial positions with a ratio exceeding 9%.

To achieve a good balance between private life and career development, we have introduced various systems for employees with children, 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 Facility and the Global Headquarters (Ishikawa-machi, Hachioji-shi).

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, and training for employees returning to work after childcare leave to support early start-up of operations after returning.

Furthermore, in FY2024, we held cross-border workshops jointly with other companies. These workshops have as their aim the transformation of mindsets and attitudes towards participant careers, facilitated through the building of networks with companies in different industries, dialogues with role models from each company, and career work involving participants reflecting on their own leadership.

We also hold networking events for female employees in managerial positions. In 2024, these events were held twice, with the participation of a total of 45 employees. One of these events consisted of a joint panel discussion with Terumo Corporation, led by female officers.



A Networking Event for Female Employees in Managerial Positions



Olympus Kids Garden, an In-house Childcare Center at the Global Headquarters (Ishikawa-machi, Hachioji-shi)

Encouragement of male employees to take parental leave

Olympus and its group companies in Japan have long supported both men and women in balancing childcare and their careers.

From FY2024, we have established the target of male employees in particular taking childcare leave as one of the priority areas in our ESG Strategy, and are undertaking initiatives to achieve this. In FY2024, we created and made available internally video content of employees in managerial positions with subordinate employees who have availed of childcare leave sharing their experiences. In addition, since April 2024, we have provided a guidebook on

supporting the reconciliation of raising children and work to encourage dialogue between supervisors and their subordinates availing of childcare leave, as well as providing measures for the revision of work duties and the utilization of external resources accompanying childcare leave and measures to provide financial support for childcare leave at the time of births.

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 group companies in Japan 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, in 2022, Olympus obtained "Platinum Kurumin Certification," which recognizes companies that are committed to high standards while promoting ongoing initiatives.

Furthermore, Olympus Marketing, Aizu Olympus, and Aomori Olympus were accredited as "Kurumin Certified Companies" in 2020, 2022, and 2024 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.

In addition to this, Aizu Olympus and Aomori Olympus received Eruboshi Stage 3 certification in 2023 and 2024, respectively.



PRIDE Index 2023

Olympus has established a dedicated consultation office in Japan to promote understanding and support for sexual minorities. We have also established an internal intranet to promote understanding of LGBTQ issues, and organize ALLY activities led by volunteers.

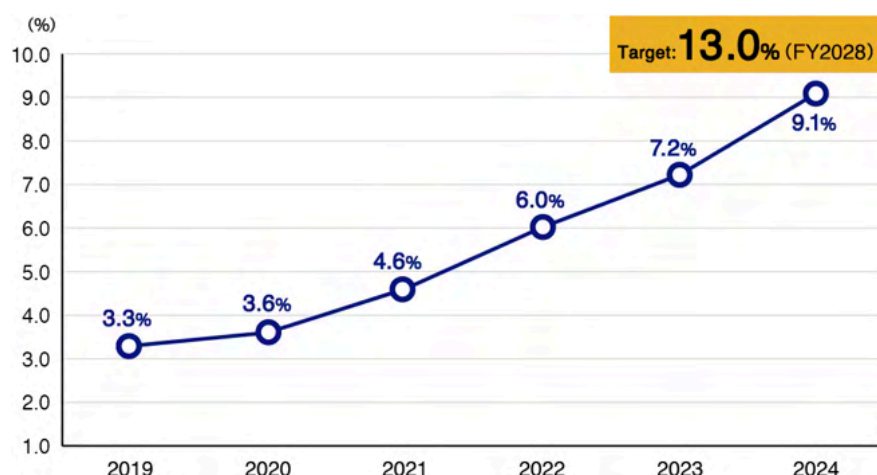
As a result of these activities, we received a "Silver" certification in the "PRIDE Index 2023," an evaluation index for LGBTQ initiatives in Japan.



Targets and Achievements Data (Olympus Corporation)

[Female]

Changes in Females in Managerial Positions



Note: Until FY2023, seconded employees were counted as employees of the seconding company in percentages of female employees in managerial positions. From FY2024 onwards, seconded employees are counted as employees of the company to which they are seconded.

	April 2022	March 2023	March 2024
Female officers	8.8%	9.1%	16.1%
Female section supervisors	14.0%	15.4%	13.9%
Female employees	20.1%	20.6%	19.5%
Female new graduates recruited^{*1}	25.9%	27.9%	34.6%
Female mid-career hirings	25.3%	24.7%	25.6% ^{*2}
Male years of continuous employment	14.10 years	16.02 years ^{*3}	14.1 years
Female years of continuous employment	10.90 years	13.01 years ^{*3}	10.5 years

Note: Until FY2023, seconded employees were counted as employees of the seconding company in percentages of female section supervisors and female employees. From FY2024 onwards, seconded employees are counted as employees of the company to which they are seconded.

Note: In 2023, the scope of employees included in calculations was expanded from regular employees to directly-employed employees, and the calculation period has been changed from April to March.

^{*1} Female new graduates are calculated for regular employees.

^{*2} From FY2024, the percentages of female mid-career hires are calculated for regular employees.

^{*3} Years of continuous employment for males and females for FY2023 are calculated for regular employees.

[Foreign nationals and other]

	April 2022	March 2023	March 2024
Officers with foreign nationality	32.4%	33.3%	43.0%
Persons with disabilities[*]	2.8%	2.8%	2.9%

^{*} Eight companies of the special group

[Childcare related]

	FY2022	FY2023	FY2024
Men who took childcare leave^{*1*2}	41.3%	70.2%	88.0% *Target: 100% (FY2026)
Women who took childcare leave	100%	94% ^{*3}	100%
Childcare leave period (males)	41.1 days	26.5 days	53.9 days
Childcare leave period (females)	367.4 days	354.1 days	354.1 days
Women who returned to work following childbirth	100%	98%	100%

Note: Seconded employees were counted as employees of the seconding company in FY2022. From FY2023 onwards, employees seconded to the Company and to subsidiaries are excluded.

^{*1} From FY2023 onwards, for the purpose of calculating the percentage of men who took childcare leave, seconded employees are counted as employees of the company to which they are seconded.

^{*2} Men who took childcare leave includes those employees who were eligible to take special paid leave when their wives gave birth.

^{*3} The percentage of employees who took childcare leave in the relevant fiscal year was 100%, but maternity leave for women who gave birth is included in the childcare leave period, and consequently, the calculated percentage is 94%.

[Workstyle]

	FY2022	FY2023	FY2024
Annual leave	13 days	12 days	14 days
Average legal overtime hours per month	7.0 hrs	8.6 hrs	10.5 hrs
Telecommuting use*	65.0% of eligible employees used service at least one day per month	70.0% of eligible employees used service at least one day per month	79.0% of eligible employees used service at least one day per month

Note: Seconded employees were counted as employees of the seconding company in FY2022. From FY2023 onwards, employees seconded to the Company and to subsidiaries are excluded.

Note: In 2023, the scope of employees included in calculations was expanded from regular employees to directly-employed employees.

* Seconded employees who telecommuted were counted as employees of the seconding company.

General Employer Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children and the Act on Promotion of Women's Participation and Advancement in the Workplace

The Olympus Group considers DEI to be an indispensable strategy in our company's purpose of: "Making people's lives healthier, safer and more fulfilling." By engaging in DEI initiatives, we will enhance the capabilities and sustainability of our organization, realize the purpose of our existence to the full extent, and continue to be the preferred choice among our customers and stakeholders.

1. Plan Duration

April 1, 2024 to March 31, 2029.

2. Goals

- (1) Increase the ratio of female managers to 13% by fiscal year 2028
- (2) Increase the ratio of male employees taking parental leave to 100% by fiscal year 2026

3. Initiatives Details and Implementation Timing

(1) Initiatives to increase the ratio of female managers (from April 2024)

- ◆ Visualizations of female manager candidates
- ◆ Fostering the mindsets of female manager candidates
- ◆ Enhancement of mid-career hiring of female managers

(2) Initiatives to increase the ratio of male employees taking parental leave (from April 2024)

- ◆ Provision of information for employees and managers
- ◆ Provision of support to employees during leaves of absence and following their return to work
- ◆ Provision of alternative methods for employees on leaves of absence

Diversity, Equity and Inclusion in the Americas

The Americas are a melting pot where people of diverse backgrounds live together to form the society. Olympus's employees in the Americas are also ethnically diverse, and they respect everyone's personality, individuality, culture, religion, nationality, and human rights as they work to create new value.

At Olympus, we aim to create an environment where Diversity, Equity and Inclusion (DEI) are engrained in the fabric of our culture; driving innovation and empowering every employee to thrive in an environment of respect, fairness, and belonging. We strive to dismantle barriers, amplify all voices, and celebrate our differences through education, advocacy and inclusive practices. Embracing DEI enables us to unlock the creativity and resourcefulness necessary to making people's lives healthier, safer and more fulfilling.

We embrace DEI globally by prioritizing four key themes: (1) Gender and Life Priority (2) Nationality and Culture (3) Career and Experience, and (4) Inclusive Environment. These global themes are at the heart of all our initiatives.

Locally in the Americas, we work toward these strategic priorities by focusing our DEI efforts in three areas: (1) Diverse Workforce; (2) Inclusive and Engaged Workforce; (3) Sustainability and Accountability



DIVERSE WORKFORCE

Build a diverse, high-performing workforce



INCLUSIVE & ENGAGED WORKFORCE

Cultivate a collaborative work environment that empowers all employees



SUSTAINABILITY & ACCOUNTABILITY

Embed DEI into our culture to create a healthy organization






Employee Resource Groups (ERGs)

1. Women's
2. Veterans
3. enABLE+
4. Asian
5. African American
6. Intercultural (San Jose)
7. LGBTQ+
8. Interfaith
9. Emerging Professionals
10. Hispanic-Latino

OUR PURPOSE

Making people's lives healthier, safer and more fulfilling

OUR CORE VALUES

 PATIENT FOCUS We put patients at the heart of everything.	 INTEGRITY We do the right thing.	 INNOVATION We look for new ways to make things better.	 IMPACT We take accountability and get things done.	 EMPATHY We care for one another and work together.
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The management philosophy of the Olympus Group consists of "Our Purpose" and "Our Core Values." All of the activities carried out by the ERGs are the practical implementation of our core values of Patient Focus, Integrity, Innovation, Impact and Empathy. Such activities have started generating new synergy through stronger mutual understanding and respect, as well as broader communication ranges. They also discover unnoticed individual talents, promoting the right person to the right position and leading to the revitalization of human resources.

Employee Resource Groups (ERGs) Activities



Women's



Veterans



enABLE+



Asian



African American



Intercultural



LGBTQ+



Interfaith



Emerging Professionals



Hispanic-Latino

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.

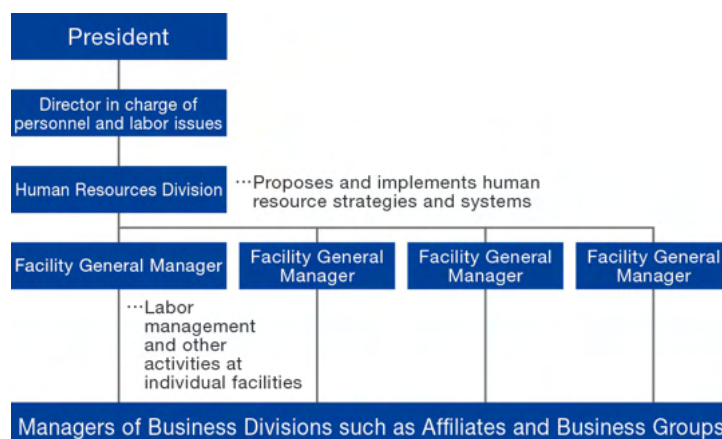
In April 2019 we introduced a corporate transformation plan Transform Olympus, a global-scale human resources policies that serves as the basis for our global employees to follow our Corporate Philosophy (Our Purpose and Our Core Values), and to encourage each employee to take on ambitious challenges for personal growth. Under our transformation plan, we assign employees in the most efficient way without regard to attributes such as nationality or gender to encourage our diverse human resources to work effectively. Especially in Japan, we expanded 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 depends on the size of responsibility of the individual's roles more directly. We also introduce a global common performance management system that allows us to evaluate individual performance fairly across the world and rewards 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

Recruitment in FY2024

Olympus hired 322 employees (only permanent employees) in FY2024, exceeding the numbers hired in the previous year. Of these, mid-career employees accounted for about 84% of the total.

Also, the recruitment rate of female employees was 27%, increasing by approximately 1.1% compared to the previous year.

Employment of People with Disabilities

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. As of the end of March 2024, the employment rate of eight special corporate groups was 2.85%, maintaining a level above the statutory rate of 2.5%.

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

Employment of the Elderly

Olympus 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 FY2024, 124 people newly qualified for the system, and 100% of the employees requesting continued employment were hired accordingly.

Employee Development

- ✓ Our Approach to Employee Development
- ✓ Our Development Offers
- ✓ Leadership Development
- ✓ Global performance management concept
- ✓ Annual process and conversations between managers and employees
- ✓ Performance goals link to the company strategy

Our Approach to Employee Development

The Olympus Group regards its employees as key to our current as well as long-term success. By treating every employee with respect, sincerity, and empathy, we aspire to become an organization capable of fulfilling Our Purpose, putting patient safety at the heart of our endeavors, delivering against our business strategies, and operating successfully in a fast-moving global environment. To achieve this goal, every employee needs to gain a deep understanding of the principles and values shared by the entire Group and to build professional and personal skills to contribute to our shared objectives.

Our ambition regarding learning and development is to create a culture that empowers all employees to grow, build relevant capabilities, and live in accordance with Our Core Values. Changes in markets, technologies, and society have a huge impact on the way we work and the skills that are necessary. The Olympus Group therefore recognizes learning as a lifelong activity. We encourage employees to learn, and we provide them with opportunities to do so in the form of training and education offers, learning from colleagues and leaders, and job and task assignments that foster growth.

Leadership quality is a key enabler both for our business success and our cultural transformation. Our global leadership competency model provides a common global framework for leadership development, talent and succession management, hiring and performance evaluation of leaders.

We aim for the consistent development of our employees regardless of where they are based in the world. With the introduction of our new global performance management process, we emphasize the importance of Our Core Values and foster feedback and learning. Employees are encouraged to create individual development plans. In addition, we measure our success in employee development through regular employee engagement surveys.

Our Development Offers

Olympus provides a wide range of development offers, both on a global and regional/local level, directed at leaders, individual contributors, and teams.



Our focus areas are:

Our purpose, values and culture: Putting patient safety and quality at the heart of everything we do:

Exemplary offers include onboarding sessions on a global and regional/local level, Our Core Values weeks to embed Our Core Values and encourage our employees to embody them, and lectures where patients and healthcare professionals share their stories.

Personal and professional growth: Building the skills and mindset required for success on a business and personal level

Exemplary offers include leadership programs focusing on our leadership competencies, 360 Feedback for leaders, facilitated courses and e-learning relating to business skills (e.g. project management, presentation, decision making, feedback), language courses, cross-cultural collaboration workshops, and career workshops.

In addition to these offers, in FY2024, we extended a LinkedIn Learning offer to our 20,000 employees worldwide. We achieved an activation rate exceeding our initial target in the China regions, where an online self-learning platform was introduced to its employees for the first time.

We consistently develop and offer carefully curated learning collections and paths to help employees progress in their learning journey. These resources combine LinkedIn Learning courses with our internal content and materials, aiming to assist our employees in developing skills and knowledge while gaining a better understanding of Olympus' internal practices and processes. The topics covered in these learning collections and paths include business English, interpersonal communication, project management, change management, and leadership development.

Combined with LinkedIn Learning's extensive course offerings, these learning collections and paths are gradually replacing classroom-based training. In Japan, conversational English lessons were replaced by LinkedIn Learning, where learners can access the platform to increase their language proficiency whenever and wherever they want.

Functional/job-specific skills: Building expertise in your chosen field

Exemplary offers include, among many more, product and sales training for our salesforce, training for employees in manufacturing and repair, and the Marketing Academy.

Leadership Development

In 2019 Olympus introduced the Global Leadership Competency Model (GLCM), which highlights the main competencies that leaders need at Olympus to deliver against our strategy and achieve our goals. This model was first applied in talent and succession management for global key roles. Since 2021 it has been expanded and rolled out to all management positions. The model is applied in hiring/selection, talent and succession management, learning and development, and, from April 2023, our global performance management process as well. In February 2024, we launched a refreshed set of Our Core Values. Consequently, we updated our GLCM to better align with Our Core Values and reflect our strategic priorities even more. The GLCM sets the foundation for successful leadership, and the updated version broadens the scope of leadership capabilities that are critical to our impact as a med-tech company. The GLCM is the foundation for our global leadership development offers.

Global 360 Feedback: Introduced in May 2022 with 500 participants in FY2024, this is a development offer for all leaders. Leaders receive feedback from direct reports, peers, and manager with the purpose of gaining insights on strength and development areas and deriving development goals from the process. Since its introduction, approximately 1,000 leaders have gone through the process already.

Our global training initiative equips people leaders with essential DEI competencies, emphasizing the need for psychological safety, recognition and mitigation of unconscious biases, and integration of DEI principles into daily business operations. The program is customized with region-specific content to align with local cultural and regulatory nuances, ensuring relevance and applicability for all participants. This targeted approach not only builds foundational knowledge but also empowers leaders to actively foster inclusive environments within their teams. Training sessions have received very positive feedback, with over 80% of participants reporting that they could apply the knowledge to their work. Since launching the training program in March 2023, approximately 1,600 people leaders globally have participated, representing 34% of all managers company-wide. By the end of this fiscal year, we anticipate that roughly 2,500 people leaders will have joined the program, thereby covering over 50% of all managers.

Regarding talent and succession management, we conduct the visualization of human resources using the nine-box matrix tool to measure performance and potential. This approach leads to custom-made skill development for each employee, as well as the identification of high-potential human resources, strengthening of the succession pipeline, and the implementation of strategic and planned training and assessment.

In FY2025, Olympus will launch its first online global leadership program focusing on our leadership competencies. Leaders will receive the chance to build their own highly individualized journey to further develop the competencies based on their personal strengths and development areas. This globally consistent live-virtual program ensures that Olympus leaders will develop a common language and skillset across the world.

Regional leadership development activities complement the global offers. Examples include:

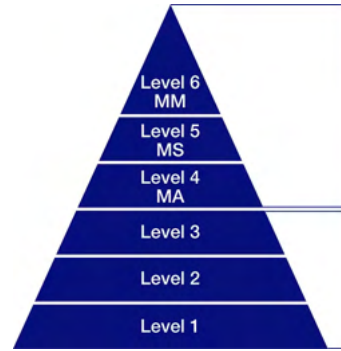
- Regional mentoring schemes
- Programs for newly appointed leaders
- Courses that focus on specific skills (e.g., managing change, coaching, hiring)

At present, Olympus and Olympus Marketing, Inc. 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

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.



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

Advanced Technicians
Entry to the National Skills Grand Prix, instructing in external organizations and Skill Dojo (Training Center)

General Technicians
Training in OTS and Skill Dojo, taking external qualification exams

We implement training programs for employees aiming for high-level certification. Since advice can be received from high-level certified technicians, these programs naturally strengthen organizational capability and also boost individual motivation. As with manufacturing sites in Japan, at Olympus Vietnam Co., Ltd., which handles the manufacture of medical products, 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.

Global Performance Management Concept

In May 2023, Olympus introduced a global performance and goal management system to integrate performance management systems worldwide. This approach, along with global talent and succession management is operated through performance and goal management system ensuring a consistent experience for employees across the globe.

Developing a healthy performance culture is an enabler to supporting our vision and drive to becoming a leading global MedTech company. Olympus is taking a unified approach to how we manage, attract and retain talent.

Global performance management puts each employee in control of their future. Ongoing conversations about development, performance and feedback are structured around skills, personal goals, and an understanding of how what employees do on a day-to-day basis contributes to the wider success of our business. The approach also focuses on fairness and consistency, as everyone will be measured and evaluated in a transparent way.

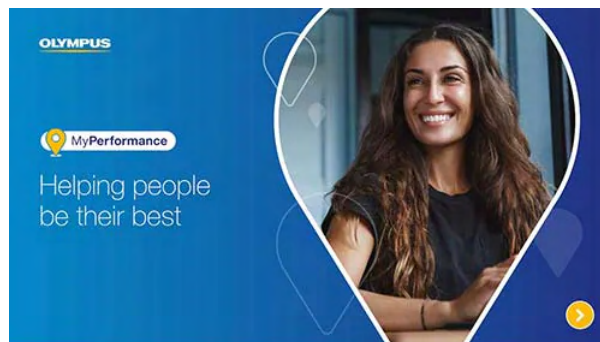
It aligns to, and works with, our Talent and Succession process, ensuring the right person is in the right role at the right time. We recognize that investing in our people is key to success and pivotal for us to achieve our goals.



Annual Process and Conversations Between Managers and Employees

Global performance management supports each new financial year. During the goal setting and agreement stage, employees and managers discuss and agree goals. About six months into each financial year, the employee and their manager(s) check in on progress, to make sure performance goals are on track. Year-end activity takes place between April and June and includes review conversations.

Managers and employees have regular performance related conversations throughout the year, to make sure everyone knows how things are going, normalizing conversations about performance, development and feedback, and making sure support is quickly put in place if things aren't going to plan.



Performance Goals Link to the Company Strategy

Employees propose their own performance goals linked to the Three Guiding Principles—Patient safety and sustainability, Innovation for growth, and Productivity—outlined in our company strategy, and are evaluated in terms of their achievements in each of these areas. As patient safety and regulatory compliance are top priorities for Olympus, we have established a common global goal designed to ensure that all employees prioritize the pursuit of quality in the fiscal year ending March 31, 2024.

The global goal ensures the focus on patient safety in everyone's day-to-day activities, ensuring compliance with all applicable laws, regulations, and industry standards, as well as understanding and adhering to all policies and procedures that govern their work. In addition, every employee, regardless of their function or role, will also identify and report any potential safety risks, hazards, or instances of non-compliance and will actively participate in related initiatives.



Basic Approach

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

Global Employee Engagement Survey for the Improvement of Employee Engagement

We conduct employee engagement survey (Our Core Values survey) to listen to the opinions of employees and 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, site visits by executive officers, optimization of decision-making processes, visualization and follow-up of the current status of employee work-life balance, and enhancement and optimization of global working guidelines.

[Global Guidelines for Improving Work-Life Balance]

1. No email on weekends
2. Limit meetings to 25 or 50 minutes
3. No global meetings on Mondays nor Fridays between the time hours of 8:00 PM and 10:00 PM Japan time.
4. No meeting after 16:00 on Fridays
5. One week per month with No Global Meetings
6. Share the agenda/deck at least 24 hours before the meetings



[Gemba Visit: Site Visits by Executive Officers]

Management visit Factory and R&D to close the gap between management and staff. Management members gain insight into the current situation that is useful for making decisions and a collaborator in leading the company.



Labor-Management Consultations (Japan)

The top management of Olympus provides regular opportunities for labor-management consultations, including twice-annual meetings of the Central Labor-Management Council with the Olympus Labor Union, to discuss the revisions of systems toward the improvement of labor conditions and the realization of more flexible workstyles, the reforms of the corporate culture, and other matters. In FY2024, we continued to share and discuss statuses regarding management measures and organizational culture development as well as initiatives to ensure the appropriate operation and entrenchment of the newly introduced job-based HR system at labor-management consultations.

In addition, we hold Health and Safety Committee meetings at all sites with 50 or more employees to discuss issues to prevent occupational accidents and realize healthy and safe workplaces through the joint efforts of labor and management.

As of March 2024, 4,571 permanent employees (other than those in managerial positions) were members of the labor union. The enrollment rate for all permanent employees, including those in managerial positions, is 68%.

The Philosophy Behind O³ (O-Cube)

Olympus aims to foster a healthy organizational culture in order to realize our purpose of “making people’s lives healthier, safer and more fulfilling as our purpose.”

We have therefore defined our aim for Healthy Organization as “Committed to delivering Olympus’ Purpose by creating a working culture where everyone is empowered to perform their best.” As a mission critical project to achieve this in the Japan region, we are currently promoting the O³ project centering on collaboration from a purpose-driven perspective and on work-life balance from a people-centric perspective.

The name of the O³ project reflects our desire to create and enhance our future through the accumulation of a diverse range of O’s.

The Aim of O³

The O³ project aims to accelerate collaboration by breaking down barriers between organizations, to further improve engagement and productivity, and to deliver innovative value to our stakeholders, all through new, open ways of working.



- ◆ Adopt new, open ways of working to break down barriers between departments in an effort to accelerate collaboration
- ◆ Further enhance engagement and productivity in aims of delivering innovative value to stakeholders

The following three basic concepts form the core of these new, open ways of working.

First, we will promote hybrid ways of working that combine the close-knit communication of in-person interactions with remote work. To this end, we will create optimal office environments that encourage in-person communication and that exemplify activities based on our core values, including fortuitous co-creation. And we will revise those rules and regulations from a time when working from the office was a given, yet that are no longer compatible with new ways of working. By implementing these three concepts in a unified manner, we are promoting reforms to our organizational culture.

Basic Concept for New Working Styles



Promote New Ways of Working

We will encourage working styles that combine working from the office and home to promote hybrid ways of working that merge the benefits of both in-person and online communication

Create Optimal Office Environments

We will adopt optimized office equipment and reorganized office layouts for each function and occupation according to the purpose of working from the office (reviews using actual equipment, communication, etc.)

Develop New Systems

Human Resources (work regulations and rules, etc.) will cooperate with related departments

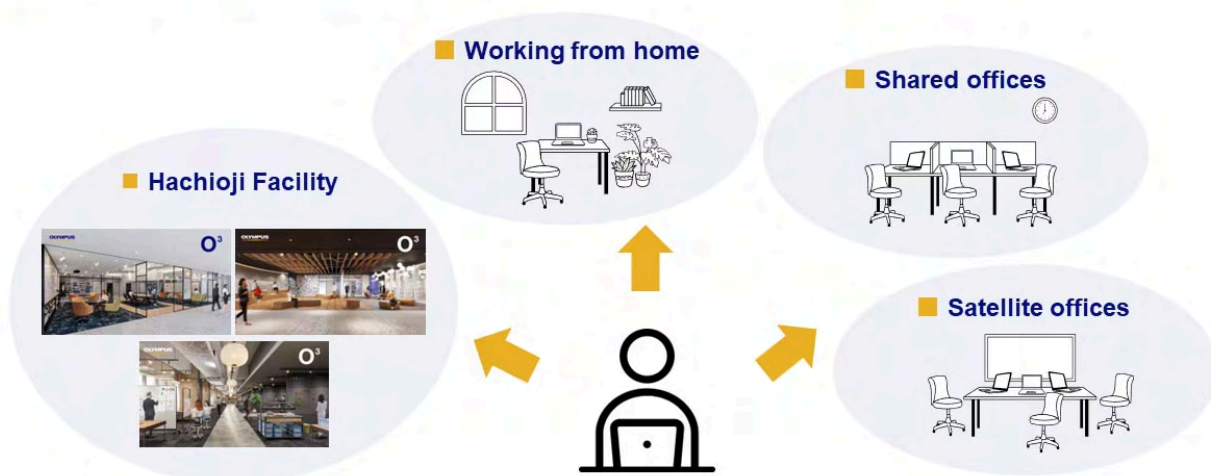
Specific Initiatives

Promote New Ways of Working

We are promoting hybrid ways of working that combine working from the office and working remotely. Centered on ABW (Activity Based Working), our employees will independently determine and select the best place to work based on the nature of their duties. And we will maximize organizational and individual productivity in aims of achieving work-life-balance and of enhancing engagement.

In addition, we require each organization to conduct workshops intended to instill ABW, and provide opportunities for team members to discuss working styles, including the benefits and outcomes of in-person communication, and for each team to reach an agreement.

ABW (Activity Based Working)



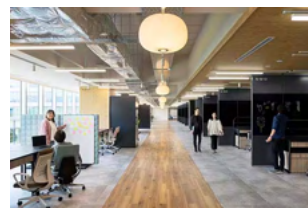
Hachioji Facility	Working from home	Shared offices	Satellite offices
<ul style="list-style-type: none"> ◆ Development work (experiments, etc.) ◆ Communication across organizations (cross functional projects, etc.) ◆ In-person, large group meetings ◆ In-person meetings ◆ Group work ◆ Solo work ◆ Visitor reception ◆ In-person events, etc. 	<ul style="list-style-type: none"> ◆ Solo work ◆ Online meetings 	<ul style="list-style-type: none"> ◆ Solo work ◆ Online meetings 	<ul style="list-style-type: none"> ◆ In-person meetings ◆ Group work ◆ Solo work ◆ Visitor reception

Create Optimal Office Environments

Until now, the headquarters and business functions were handled separately by the Shinjuku and Hachioji Facilities, respectively, which contributed to a siloed culture. In April 2024, however, we consolidated the functions of the Hachioji Offices as our global headquarters. This move served to establish a foundation for our goal of becoming a global MedTech company with integrated headquarters and business functions.

Located in Ishikawa, Hachioji, the new global headquarters will emerge as a worksite befitting a global company originating from Japan where employees can work with pride, and as a worksite that symbolizes the O³ project.

Along with consolidating these functions, the global headquarters is equipped with optimized office equipment and reorganized office layouts for each function and occupation according to the purpose of working from the office (reviews using actual equipment, communication, etc.). This headquarters also facilitates communication among employees by providing an open development environment, and has undergone upgrades to induce serendipity. We believe this new campus will break down barriers, enhance individual and organizational productivity and creativity, and emerge as an arena that drives groundbreaking innovation. And we are continuing our efforts to reorganize the office in a systematic manner.



Develop New Systems

We are working to update our human resource systems and work regulations to fairly reward those who demonstrate their expertise and produce results, as well as those who act with independence, regardless of their career backgrounds, age, nationality, or lifestyle.

In terms of classification, compensation, and evaluation systems, we introduced a job-based human resource system for all levels of the organization, and unified our evaluation systems and standards across the globe. This effort will create environments in which Olympus employees around the world can demonstrate their potential and acquire opportunities for growth.

In terms of working styles, we will expand options for achieving more flexible working styles without altering the concept of hybrid ways of working as the basic principle. And we will provide assistance so that employees with diverse lifestyles can work to their fullest, for example by enabling mobile work from locations other than the office or home, as well as work from distant locations, in support of efforts to balance work with childcare and nursing care.

Occupational Safety and Health

- ▼ Basic Approach and Policy
- ▼ Global Safety and Health Organization
- ▼ Occurrence of Occupational Injuries
- ▼ Employee Training
- ▼ Regional Activities

Basic Approach and Policy

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.

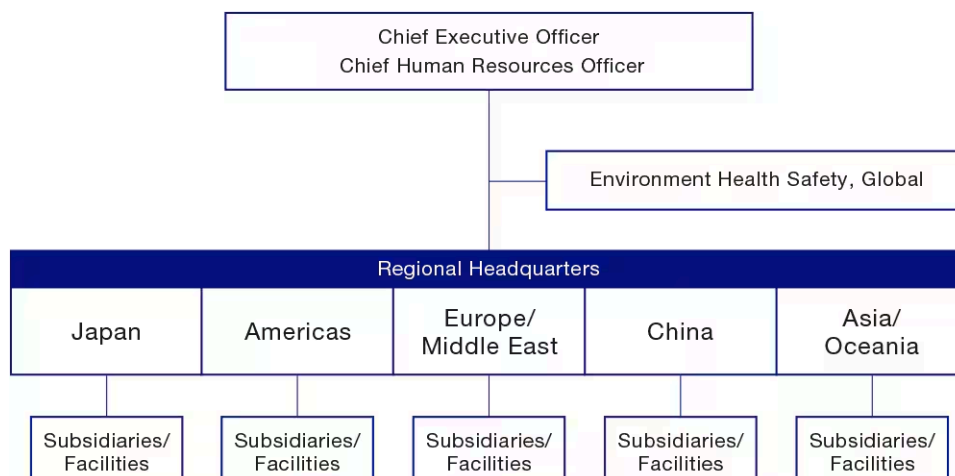
We established the Environmental Health and Safety Policy to practice the Code of Conduct and are developing working environments that ensure safety and health for our employees.

- > [Olympus Global Code of Conduct](#)
- > [Environmental Health and Safety Policy](#)

Promotion Structure and Initiatives

Global Safety and Health Organization

In the Olympus Group, the CEO and the CHRO are appointed as the top executive officers for occupational safety and health. Based on the Environmental Health and Safety Policy, the EHS division stipulates the policy for EHS efforts each fiscal year and promotes these efforts at each business site around the world. With the aim of realizing a safer and healthier workplace, the Olympus Group promotes various initiatives at each global site to comply with laws and regulations and to reduce occupational safety and health risks.



External Certification (Occupational Safety and Health Management Systems)

Olympus is committed to establishing, maintaining, and continually improving our occupational safety and health management systems. External certification for occupational safety and health management systems have been acquired at several of the Group's companies and global sites.

Sites	Certification	Year of Certification
Aomori Olympus	JISHA OSHMS Standards* ¹	2009
Aizu Olympus	JISHA OSHMS Standards* ¹	2011

Sites	Certification	Year of Certification
Olympus Trading (Shanghai) Limited	Certified as Safe Production Standardized Company	2015
Shirakawa Olympus	ISO 45001	2020
KeyMed (Medical & Industrial Equipment) Ltd.	ISO 45001	2020
Olympus Iberia S.A.U.	ISO 45001	2021

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

Occurrence of Occupational Injuries

In FY2024, the Olympus Group promoted various health and safety activities with the goals of achieving zero serious accidents and reducing its lost time injuries frequency rate less than the previous fiscal year (0.63) at its global bases. Such initiatives include establishing safety and health management systems, conducting risk assessments, risk reduction activities, employee education and training, internal audits, workplace patrols, and risk assessments by outside experts.

As a result, the number of fatalities involving employees and contractors remained at zero. The lost time injuries frequency rate was 0.60, a reduction of 12% from the previous year, beyond the target of 0.63. Reinforcing measures to prevent typical accidents such as falls and cutting injuries enabled these decreases.

We will continue to implement safety and health measures in FY2025, aiming to maintain zero fatalities and achieve an even lower lost time injuries frequency rate of 0.58.

	FY2020	FY2021	FY2022	FY2023	FY2024	Target of FY2024
Number of fatalities^{*2}	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★	0 (0)
Number of lost time injuries	38	28	31	31	26★	
Lost time injuries (of one day or more) frequency rate^{*3}(LTIFR)	0.66	0.52	0.66	0.68	0.60★	0.63

➤ [Data by Region \(ESG Data\)](#)

★ Indexes certified by external assurance.

*2 Numbers in brackets indicate contractors

*3 Lost time injury frequency rate: number of lost time injuries per 1,000,000 working hours

Employee Training

The Olympus Group implements a variety of safety and health training programs to raise employee awareness. These include basic knowledge and training to ensure health and safety on the job and in the workplace, as well as risk assessment training necessary for running a safety and health management system, and specialized training for specific job categories.

Regional Activities

Activities in Japan

◆ Enhancement of health and safety management system and horizontal deployment of accident-related information

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. In addition to the Group's initiatives to improve its current safety and health management system, establish risk management based on risk

assessments, and introduce more employee training and education to raise awareness, in the event of a major health and safety accident, the Olympus Group holds ad-hoc committees to implement the horizontal deployment of information across all Olympus Group companies in Japan to prevent the recurrence of similar accidents.

◆ Raising awareness of fall injury prevention

To prevent accidents involving falls, a significant portion of work-related accidents, we carry out repeated awareness campaigns through a health and safety committee at each site, internal newsletters, and posters to keep workers aware of such things as keeping the floor neat and tidy, not doing something else while walking, and measures to prevent slippage on icy roads in winter.

◆ 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 by the end of FY2023, and it has subsequently maintained zero occupational incidents due to single-edge razors.

Activities in Americas

◆ Implementing environmental health and safety training (Olympus Corporation of the Americas)

Olympus Corporation of the Americas implements online basic environmental safety and health training for all employees every year across the Americas. In FY2024, in addition to occupational health and safety, the training covered regulatory topics such as the safety of chemical substances as well as environmental management systems, adding a safe driving program aimed at reducing work-related accidents and traffic accidents while commuting.



◆ Safety Committee (Olympus Surgical Technologies America)

The Safety Committee meets monthly to discuss what measures could have prevented recent accidents and what might help to reduce the risk of future accidents. Committee members also conduct on-site safety inspections and will promptly implement corrective measures when necessary.

◆ Spreading awareness through health and safety newsletter and digital signage (Olympus Surgical Technologies America)

Efforts to raise awareness among all employees on topics essential to health and safety are carried out regularly through a monthly e-newsletter and digital signage at sites. To date, we have communicated to employees about stress control in the workplace, taking precautions in handling electrical products, and emergency procedures.

Activities in Europe

◆ Measures to prevent finger cut wounds (Olympus Surgical Technologies Europe | Olympus Winter & Ibe GmbH)

We are working to reduce the number of accidents involving finger cuts, a significant type of occupational injury. Measures include using protective gear such as gloves, finger sacks, or finger tape depending on the nature of the job being performed in a workplace that involves the use of a knife or blade.



◆ Risk assessment education

(KeyMed (Medical & Industrial Equipment) Ltd.)

KeyMed has expanded its online education portal site, which integrates educational content on the topics of health and safety, well-being, and the environment, to include a new course on risk assessment that will enhance the understanding of those tasked with on-site risk assessment. Easy-to-understand videos and illustrations are used so that participants can understand the content intuitively.

◆ Fire evacuation drill

(Olympus Medical Products Portugal, Unipessoal LDA)

A fire evacuation drill was conducted to organize an emergency response team in the event of a fire and to practice employee evacuation. The drill assumed a fire in the cafeteria's kitchen. After the fire alarm went off, employees were responsible for finding their evacuation route and checking the safety signs, while staff who needed assistance were helped to the evacuation assembly area, and the series of actions taken were confirmed.



Activities in China

◆ Implementation of equipment safety measures for automatic label applicators

(Olympus Trading (Shanghai) Limited)

To prevent getting caught or entangled in the automatic label applicator, which was identified as a high risk in the risk assessment, risk reduction measures were implemented, such as installing a safety barrier and gate to prevent entry into the equipment area by non-work-related personnel.

◆ Hazardous chemicals and hazardous waste warehouse improvements

(Olympus Trading (Shanghai) Limited)

To reduce risks caused by hazardous chemicals, storage warehouse management and operational systems were revalidated and the classification-based management and labeling of hazardous waste improved. Semi-annual emergency drills continue to be conducted to prepare for a hazardous chemical leak or fire.

◆ Traffic safety education

(Olympus Trading (Shanghai) Limited)

Prior to the Chinese New Year holidays, a video was shared on the company's internal social networking service to inspire all employees to reexamine their traffic safety behavior. A test was later administered to confirm that all employees understood proper traffic safety.



Activities in Asia/Oceania

◆ Occupational health and safety patrols and Occupational Health and Safety Month

(Olympus Vietnam Co., Ltd.)

To raise awareness of safety, the Kaizen Contest for Occupational Health and Safety was held in June, which was Occupational Health and Safety Month. Many ideas for improving safety were proposed, and 17 employees received a commendation for their excellent ideas. Also, a risk assessment team carries out patrols of work areas every month to further enhance workplace safety. If risks are discovered during these patrols, corrective measures are taken as soon as possible.

◆ National Safe Work Month campaign (Olympus Australia Pty Ltd.)

As part of the National Safe Work Month campaign in Australia every October, in 2023 Olympus raised awareness about ergonomic precautions for desk work at office or at home and carrying heavy objects each week of the month through our internal social networking service, videos, and webinars.

◆ Implementation of risk assessment (Olympus Korea Co., Ltd.)

In the first half of the year, risk assessments were conducted at each workplace to identify hazards and risk factors and estimate their potential for causing injury or illness and the possible severity. Risk reduction measures were then implemented based on the results. In the second half of the year, outside experts were added to the risk assessment team to make it more effective.

◆ Warehouse refloored to reduce the risk of falls (Olympus Hong Kong and China Limited)

The entire warehouse floor was replaced with a stronger and wider floor sheet to reduce the risk of employee falls due to damaged, aging floor tiles in the warehouse area.

◆ Reporting Saves Lives campaign (Olympus Singapore Pte. Ltd.)

To improve workplace safety, a platform was set up that allows employees to easily report potential workplace hazards to the safety manager via QR codes on safety awareness posters in the workplace.



Health Management and Better-Health Promotion

▼ Basic Approach and Policy ▼ Health Promotion Initiatives ▼ Health Maintenance and Improvement Initiatives in Japan

Basic Approach and Policy

Background

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." We position the better health of employees as an important factor in supporting the sustainable growth of the company, maintain a system for the promotion of better health, and, taking account of local characteristics, actively engage in a variety of initiatives.

Priority Measures

1. Fostering a healthy organizational culture, as well as fostering a workplace environment where employees can perform at their best with both their physical and mental well-being in good shape.
2. Having employees understand that they perform at their best when both their physical and mental well-being are in good shape, and promoting improvements in the health awareness and healthy behavior of each employee.

Health Promotion Initiatives

On the basis of initiatives in the three health categories of medical examinations and care, healthy lifestyle, and mental health, our global sites collaborate and implement activities to promote better health. We have set cancer awareness and checkups as a priority theme that is shared around the world and are boosting activities to raise our employees' knowledge about cancer and increase the ratio of employees undergoing checkups.

The Olympus Group's cancer awareness activities are also introduced here.

[▶ Cancer Awareness Activities](#)

Category	Contents
Medical examinations and care	Medical examinations
	Raising knowledge about cancer and checkups
	Vaccinations against infectious diseases
Healthy lifestyle	Promotion of exercise (walking, etc.)
	Promotion of healthy diet
	Promotion of quality breaks
Mental health	Self-care education for employees
	Line-care education for managers, etc.
	Mental health consultations (external counseling organizations, etc.)

Medical Examinations and Care

We implement medical examinations in each region aimed at the prevention, early detection, and early treatment of lifestyle-related and other illnesses. Furthermore, as measures for the prevention of infectious diseases, we provide opportunities for vaccination against influenza and so on.

Examples of Activities in Each Region

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

Campaign to Promote Endoscopy Tests

Information, including endoscopy test explanations and hospitals providing the tests, is distributed to all employees with the aim of raising the ratio of employees undergoing endoscopy tests.

◆ Olympus Corporation of the Americas (U.S.A.), Olympus Surgical Technologies America (U.S.A.), Olympus Europa SE & Co. KG (Germany), Olympus Australia Pty Ltd. (Australia), Olympus Belgium S.A./N.V. (Belgium), Olympus Estonia OÜ (North Europe)

Influenza Vaccinations

In each region we endeavor to prevent infectious diseases by offering and paying for influenza vaccinations.



Healthy lifestyle

Various activities are organized with the aim of promoting good health, including educational events and campaigns to encourage exercise, good diets, and other healthy habits and recommendations for healthy eating.

Examples of Activities in Each Region

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

Be Well Program (Wellness Activities)

The Be Well program provides various wellness activities to support overall employee well-being in the physical, mental, environmental, economic, and social domains.

Walking Challenge

As one aspect of cancer awareness for men, walking was organized in a virtual fair for all male employees to promote healthy lifestyles and good health; 93 men participated.

Health Seminar for Women

A webinar was held for women of all ages on general symptoms and pelvic health throughout all stages of menopause; 20 women participated.

◆ Olympus Surgical Technologies America (U.S.A.)

American Heart Month Event

In conjunction with the month for raising awareness of heart disease, which is the leading cause of death among Americans, information was distributed to all employees to raise awareness relating to heart disease.

◆ Olympus Corporation of Asia Pacific Limited, Olympus Hong Kong and China Limited (Hong Kong)

Tennis Tournament

A tennis tournament using game consoles was organized with the aim of promoting healthy lifestyles; 45 people participated. This event promoted not only better health through exercise but also cooperation and exchange among employees.



Health Lecture (Work and Healthy Lifestyles)

To raise the health awareness of employees, a seminar was held on the topics of work and healthy lifestyles and happy workplaces with a speaker invited from the Industrial Health Division of the Ministry of Health, Labour and Welfare; 33 employees attended. The participants learned about methods to realize healthy lifestyles in the workplace, from healthy diets to the daily practice of stretch exercises, as well as the importance of communication to build optimum workplaces, and are practicing these lessons in their daily lives.

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

Cycling Event

The labor union organized a cross-country cycling event in the vicinity of Beijing with the aim of promoting the health of employees; 35 employees took part.



Badminton Tournament

Eighty employees in Beijing took part in a preliminary trial, and then eight selected employees were chosen to represent the company in a badminton tournament, playing games against teams representing other companies.



Health Lecture (Children's Health)

In conjunction with Children's Day in June, a pediatrician specializing in Chinese medicine was invited to speak about children's growth and development, massage, and other topics in a hybrid event held both online and in person; 50 employees participated.

◆ Olympus (GuangZhou) Industrial Co., Ltd. (Shanghai)

Outdoor Exercise Event

An outdoor exercise event, in which participants engaged in team sports, was held for all employees with the aim of promoting their health.



Health Lecture (Prevention of Lifestyle-Related Illnesses and Cancer)

A lecture on safety and health knowledge, focusing on the topic of "preventing illness and taking care of your health," was held by a government official in charge of safety and health education; 102 employees attended. Describing actual examples, the speaker talked about first aid and the prevention of such illnesses as high blood pressure, circulatory problems, and gout, as well as cancer. The aim of the lecture was to deepen understanding of the importance of health, promote health activities, and enhance first-aid skills.

◆ Olympus Singapore Pte. Ltd. (Singapore)

Walk-Run Group

On the first Wednesday of every month a Walk-Run Group activity is held with the aim of maintaining a healthy lifestyle. This activity is useful not only for health and wellness but also for creating bonds among colleagues.



◆ Olympus Australia Pty Ltd. (Australia)

"Try-athlon" Event

As part of activities relating to physical health, the "Try-athlon" event was held over three weeks in April and May 2023 in which teams and individuals competed over their total times in swimming, running, and cycling; 47 employees participated.

March Try Something New Challenge

As part of a "physical" campaign, the Try Something New Challenge is held in March. In this event employees challenge something that is useful for spending an unforgettable day, such as meditation, or a game, or mastering a new skill. It is an effective way to promote mental health too.

Mental Health

In order to ensure better mental health for employees, we hold various seminars on self-care and line care. We also hold various mental health events and trainings, and ensure that employees are aware of opportunities for mental health consultations.

Examples of Activities in Each Region

◆ Olympus Corporation of the America (U.S.A.)

Mental Health Awareness Training

The goal of mental health awareness training is to improve awareness of mental health issues, including general signs of mental illness and any problematic symptoms that can be observed in actions. We have also held mental health awareness training courses for leaders, as well as courses led by behavioral medicine doctors.

◆ Olympus Surgical Technologies Europe (Germany)

Mental Health and Well-Being Podcasts

Our mental health and well-being podcasts not only provide various types of information on mental health, but also helpful suggestions on how each individual can learn to be kind to themselves and manage their own health effectively.

◆ Olympus UK & Ireland (U.K.)

Mental Health Education Week

We held special events for the purpose of promoting mental health and well-being at the workplace over the period of a week in May 2023. The theme was "insecurity," and the purpose was to encourage employees to acquire new skills and interests to mitigate any feelings of insecurity.

Monday: Pilates

Tuesday: Painting

Wednesday: Home-made sweets sales

Thursday: Somatic movement

Friday: Macrame

◆ Olympus Corporation of Asia Pacific Limited, Olympus Hong Kong and China Limited (Hong Kong)

EAP (employee assistance program) Initiatives

A dedicated EAP available 365 days a year, 24 hours a day was launched in support of all employees in September 2023, free of charge. Posters have been put up, e-mails sent out, etc., in order to better promote knowledge of EAPs and inform employees of how to utilize the program.



◆ Olympus Singapore Pte. Ltd. (Singapore)

Newsletter Distribution

The monthly newsletter features topics such as various hints and suggestions related to health and wellness.

◆ Olympus Australia Pty Ltd. (Australia)

Mental Health Prevention Events

To facilitate better mental health, we have held group work, mindfulness activities, and meditation events.

◆ Olympus Medical Systems India Private Limited (India)

Mental Health Prevention Events

With a view to improving both physical and mental health amongst employees, we offered an online program where attendees can ask questions of doctors. Approximately 120 employees attended.

Health Maintenance and Improvement Initiatives in Japan

Background to Initiatives

In 2008, a department to promote and oversee the health activities of employees was set up in the Human Resource Division of Olympus Corporation and began the centralized management of Japan subsidiaries while liaising with the Health Insurance Association. Since then, this department has established/maintained an industrial health system, standardization of health management operation, and a health management system, and promoted efforts based on the outcomes of these initiatives.

The Olympus Health Declaration

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

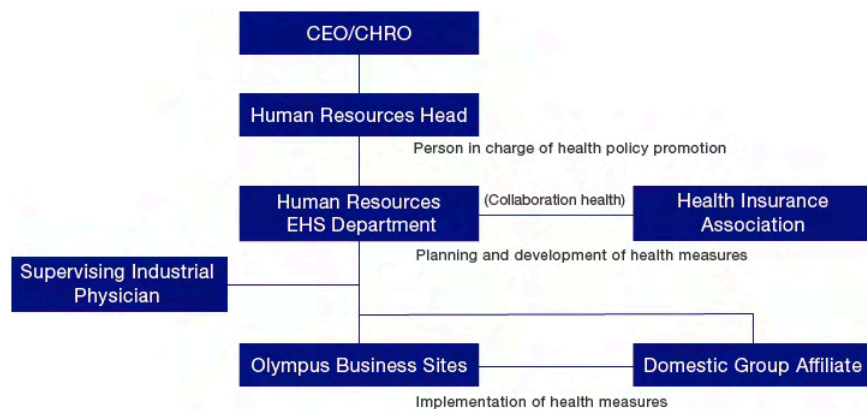
Our corporate philosophy is to contribute to society by "Making people's lives healthier, safer and more fulfilling." We believe this is possible with the support of healthy employees and their families with vitality.

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.

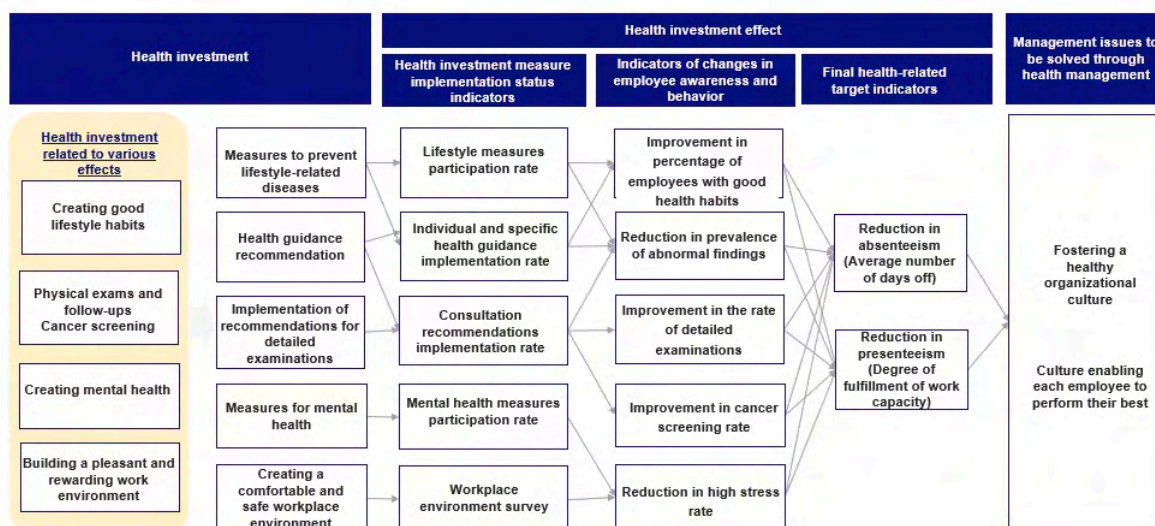
Health Promotion System

Based on the plan for efforts each fiscal year, the Human Resources EHS Department leads the promotion of efforts across all Olympus' group companies in Japan while working in unison with the Health Insurance Association, industrial health care personnel, and industrial physicians.



Health Management Strategy Map

By creating a Health Management Strategy Map that clarifies the ties between the initiatives relating to health management/better-health promotion of employees and management issues, and adopting absenteeism (average number of days off) and presenteeism (degree of fulfillment of work capacity) as health management indexes, initiatives to promote the better health of employees are actively ongoing. Each quarter, Group companies are subject to a company-wide review. Our goal is to improve the level of individual initiatives by way of feedback on issues and shared information. Also, at the end of the fiscal year, all projects implemented throughout the year are assessed. By clarifying the issues, we are able to successfully incorporate new information in project planning for the next fiscal year. We also report progress and performance to management every quarter. Based on instructions from management, we develop and implement health management strategies.



Targets and Priority Measures for Health Management and Better-Health Promotion

Based on the Health Management Strategy Map, by adopting (1) physical exams and follow-ups, cancer screenings, (2) creating good lifestyle habits, and (3) creating mental health as priority measures, various initiatives are actively ongoing to improve absenteeism and presenteeism, which are target indexes.

Regular Physical Examinations and Follow-ups, Cancer Screening

Undergoing physical examinations and understanding/improving the results of physical examinations are basic initiatives in terms of health management. Adopting the percentage of employees who undergo regular physical examinations and the percentage of employees who undergo cancer screenings as indexes, initiatives to make improvements are ongoing.

Index		Target
Percentage of employees who undergo regular physical examinations	Blood pressure	An improvement on last year
	Blood lipids	
	Blood sugar	

Index		Target
Percentage of employees who undergo cancer screenings	Stomach	
	Colon	
	Breast cancer	
	Uterine cancer	

Creating good lifestyle habits

Creating good lifestyle habits is very important to prevent lifestyle diseases and maintain good physical and psychological health. Olympus' group companies in Japan have set five good lifestyle habits and are continuing to make improvements in each index.

Index			Target
Overall		The average number of habits possessed from the five good lifestyle habits	An improvement on last year
Five good lifestyle habits	Exercise	Exercising for at least 30 minutes a day, twice a week, for at least a year	
	Rest	Ease of falling asleep, regular sleep, sleep duration, sleepiness during the day	
	Healthy diet	Eating breakfast every day, whether one eats snacks or not, nutritional balance, calories consumed	
	Not smoking	Smoking status each day (including electronic cigarettes and heated cigarettes)	
	Not drinking too much	Drinking alcohol no more than four days a week	

Creating mental health

With living and work environments changing significantly, mental health is becoming an increasingly important factor. Adopting the percentage of employees with high stress evident in stress check results as an index, a broad range of improvement measures are being rolled out such as stress prevention measures, responding to employees with stress issues, and supporting the reinstatement of persons returning from leave.

Index	Target
Percentage of employees with high stress	An improvement on last year

External Certification

Survey on Health and Productivity Management and Certified Health and Productivity Management Outstanding Organization (White 500) Certification

The Olympus Health Declaration was established by the Olympus Group in April 2018. Through collaboration with our health insurance association, we clarified our management policy in support of the health maintenance and improvement for our employees and their families. We have reviewed and bolstered implementation systems for health support as we delineate any health issues that may occur with employees in the Olympus Group. We actively implement various health strategies and lifestyle improvement strategies, in accordance with changes in work environment and work styles. In addition to verifying outcomes of individual strategies, we determine assessment indices for overall health management. This information is meticulously uploaded on the Olympus Group Company Website.

We have been named a Certified Health and Productivity Management Outstanding Organization (White 500) for eight years in a row starting in 2017.

Our affiliated companies Olympus Marketing and Aizu Olympus Corporation were at the same time recognized as Certified Health & Productivity Management Outstanding Organizations.



Olympus



Olympus Marketing
Aizu Olympus Corporation

- > [Olympus Certified as a 2024 White 500 Company for Outstanding Health and Productivity Management](#)
- > [Ministry of Economy, Trade and Industry \(METI\) Certified Health & Productivity Management Outstanding Organizations Recognition Program](#) ■
- > [Survey on Health and Productivity Management Results \(precision machines and other products; pdf\)](#) ■ ■

Sports Yell Company Certification

Olympus has been certified as a Sports Yell Company for four 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, our affiliated company Olympus Marketing was also awarded Sports Yell Company certification in 2024.



- > [Olympus Certified as a 2024 Sports Yell Company by the Japan Sports Agency](#)

Specific Initiatives

Regular Physical Exams and Follow-ups, Cancer Screenings

Regular physical exams and follow-ups

Conducted mainly by industrial doctors and medical staff permanently stationed at each site, we thoroughly implement regular health examinations and, based on post-exam measures, interviews and follow-up. We are also enhancing our efforts to encourage employees in whom health issues have been detected, and others who require them, to undergo full medical examinations.

Cancer screenings

At Olympus, we incorporate endoscopic tests using our own products into the health-exam menu toward the early detection and early treatment of cancer. We also actively encourage undergoing screenings, and have maintained high rates for both (70.6% for gastrointestinal endoscopies and 63.2% for colonoscopies in FY2024).

The Health Insurance Association fully subsidizes the costs of examinations, including those for family members, with some exceptions. The full support it provides also includes that for gynecological examinations in all age brackets.

In addition, we hold regular e-learning sessions and seminars to improve employee's knowledge of cancer and to promote higher uptake for cancer screenings.

Cancer screening test support system


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


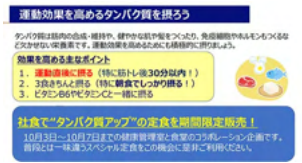
* Consultation encouraged: For those who have not yet taken the exam for certain period from the target age (those who have not yet taken an exam within the encouraged yearly interval).

Creating Healthy Lifestyle Habits

Developing healthy lifestyle habits is an important factor in preventing and ameliorating lifestyle-related diseases. Medical professionals at each of our sites take the lead in implementing a variety of activities to support proactive steps to achieve this by our employees.

Examples of activities in FY2024

Exercise	Individual guidance with an exercise instructor	<ul style="list-style-type: none"> Implementation of body composition measurement sessions and individual guidance provided by exercise instructors based on the results Hachioji Facility Event period: 10/16–10/20 Total of 186 participants Nagano Facility Event period: 10/25–10/26 Total of 85 participants
	Walking campaigns	<ul style="list-style-type: none"> Conducted four times annually for periods of around one month Participation of around 2,900 employees in each session (all Japan subsidiaries) 
Sleep	Seminar	<ul style="list-style-type: none"> Held Company-wide online seminars: The Stanford-style Best Sleep Seminar (December) In-person participants: 270 (On-demand viewers: 900)

			
Food	Collaboration with employee cafeteria, seminar, etc.	<ul style="list-style-type: none"> ◆ Healthy meal options offered at each employee cafeteria ◆ Seminars led by dietitians, individualized advice, etc. 	
Smoking	Smoking cessation	<ul style="list-style-type: none"> ◆ Complete implementation of a total non-smoking policy at all sites by the end of March 2021 ◆ Implementation of smoking cessation support by health care personnel for smokers ◆ Provision of subsidized assistance by the Health Insurance Association to cover the full cost of smoking cessation treatment ◆ Outcome: 15.6% in smoking rate at the end of March 2024 (down 0.3% on previous year) (all Japan subsidiaries) 	
Information and educational campaigns	Health portal site	<ul style="list-style-type: none"> ◆ Introduction of the Wellness Spot Navi at the Health Insurance Association, to encourage health management by all individuals (entire Olympus Group) 	
	Distribution of newsletter	<ul style="list-style-type: none"> ◆ Regular distribution of information by health promotion topic ◆ 12 times in FY2024 (all Japan subsidiaries) 	

Creating Mental Health

At Olympus, mental health is positioned among our priority issues, and we are deploying measures to promote mental health taking in various angles. In addition, the content of mental health programs is being enhanced to reflect the extreme changes in lifestyles and work styles of recent times.

Uniform stress checks are conducted at Olympus Corporation and its Japan subsidiaries. The rate of those taking stress checks has remained above 90% each year and, besides conducting appropriate interviews with employees with high stress, we are also strengthening individual consultation and follow-up activities.

Activities in FY2024

Self-care	1) Mental health education <ul style="list-style-type: none"> • Implementation of self-care e-learning seminars for all employees • Implementation of online mindfulness seminars • Implementation of self-care seminars by medical professionals for new employees
Line care	1) Administrators education/support <ul style="list-style-type: none"> • Implementation (online/in-person) of mental health seminars for administrators by rank • Implementation (by video) of mental health seminars for all classes of employees • Implementation of mental health seminars for new employees by rank
Care by industrial health care personnel at business sites	1) Consultation services/return to work support <ul style="list-style-type: none"> • Industrial physicians and medical professionals stationed at each site are available for consultation by employees and administrators. Appropriate responses are implemented in line with the content of consultations. 2) Interview with new employees <ul style="list-style-type: none"> • Implementation of one-on-one interviews with all new employees and mid-career hires to support their education and understand their circumstances 3) Workplace status check <p>Questionnaires (biannual) are conducted to determine any concerns at the workplace amongst manager-class employees, including mental health concerns. Strategies are implemented as needed based on these results.</p>
Care provided by resources outside the business site	1) External psychologists, etc. <ul style="list-style-type: none"> • Implementation of one-on counseling by external psychologists by individual case • Implementation of education seminars by external psychologists 2) Establishment of external consultation services <ul style="list-style-type: none"> • Establishment of external services for consultation on health

Support for Treatment and Continuing to Work

At Olympus, we emphasize the prevention of diseases and serious illnesses through each of our health management and promotion initiatives. At the same time, we promote proactive support measures for those who are recovering from illnesses from the perspective of helping them achieve a balance between their treatment and work, and create an environment in which employees can engage in their work in peace of mind. Specifically, industrial physicians and nurses permanently stationed at each site compile concrete assistance plans from recuperation to return to work for employees in need of medical treatment, making full use of paid leave, flextime, work-at-home, and other systems. 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.

Women's Specific Health Support

We are promoting support activities to address women's specific health issues. In FY2024, as in FY2023, we hosted an online seminar by an outside lecturer (physician). (Topic: Success at Work, Controlling Menopausal Disorders)

- ◆ Participants: 92 men and women; streamed in an on-demand format: 40 views
- ◆ Survey evaluation: 92% of participants or viewers indicated their satisfaction with the seminar content

Going forward, we will continue to actively deploy initiatives focused on women's specific health issues.

Health Support for Expatriate Employees

As of the end of FY2024, there are approximately 150 Japanese expatriate employees stationed at our overseas sites.

Industrial physicians, health care personnel and nurses are assigned to provide consultation on everyday matters of health, in addition to counseling before departure and on return to Japan as health support for expatriate employees. This initiative includes support for both expatriate employees and their families.

In addition to the statutory health examinations for expatriate employees required on departure and return to Japan, employees can undergo physical examinations (for the items covered in the comprehensive medical examination) during temporary returns to Japan. We are thus working to ensure that physical examinations are taken, as well as to enhance post-medical examination measures based on the results of examinations.

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

Action on Infectious Diseases

In addition to general precautionary measures, we have developed our own in-house guidelines to combat infectious diseases and implement appropriate measures aligned to the needs of particular work duties.

Examples of activities in FY2024

- ◆ Implementation of Hepatitis B antigen/antibody tests and vaccinations for all employees who visit medical institutions in the line of their work duties
- ◆ Education on preventing infectious diseases
- ◆ Drafting of vaccination guidelines and implementation of vaccinations for expatriate employees, their families, and those undertaking business trips
- ◆ Partial coverage of expenses for influenza vaccination

Activity Results

Category	Contents		Outcomes			
			Unit	FY2023	FY2024	
Absenteeism*1			Days per person/year	0.99	1.05	
Absenteeism*2			%	7.7	7.4	
Creating five healthy lifestyle habits	Average number with five healthy lifestyle habits		Persons	3.4	3.4	
Medical examination & post-medical examination measures Cancer screening	Regular medical examination & post-medical examination measures	Rate of taking medical examinations (excluding long-term absentees)		%	100	100
		Rate of employees in whom health issues were detected	Blood pressure	%	16.1	16.1
			Blood lipids	%	28.3	28.4
			Blood sugar	%	6.8	6.9
		Rate of follow-up interviews		%	19.5	22.0
		Rate of implementation of follow-up interviews		%	99.5	99.6
	Cancer screening	Stomach cancer		%	86.3	85.5
		Colorectal cancer		%	82.1	82.5
		Breast cancer		%	83.5	82.9
		Uterine cancer		%	78.8	78.0
Creating mental health	Percentage of employees with high stress	Rate of taking of stress checks		%	91.8	91.6
		Rate of employees with high stress		%	14.8	15.3
		Rate of employees wishing to avail of consultations who underwent consultation		%	100	100
Rate change compared to previous year on health care expenditures per employee			%	+6.6	+5.1	

*1 Total yearly average for all employees of absences from non-occupational injuries or accidents

*2 Rate of self-evaluations of 69% or lower from surveys using University of Tokyo Single-Item Presenteeism Question (0-100%)

Basic Approach and Policy

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

Human Rights Due Diligence

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 engage in global activities in the area of human rights due diligence in compliance with the UN Guiding Principles (UNGPs) on Business and Human Rights. In FY2022, Olympus implemented a human rights impact assessment that covered the entire Olympus Group, and based on the results of this assessment, established a mechanism to grasp the status of the management of human rights issues internal to the Olympus Group in FY2023. Further, with consideration of the legal and regulatory trends of each country, Olympus implemented a human rights impact assessment at a medical-equipment manufacturing site in Japan with the cooperation of the BSR. Based on these endeavors the Group implemented the following initiatives in FY2024.

Olympus commenced implementing a system which was formulated in FY2023 to facilitate the understanding of the management status of human rights issues internal to the Olympus Group. The current status of the Olympus Group's major companies in each country was ascertained for 12 items including forced labor, child labor, working hours, humane treatment, elimination of discrimination and harassment, freedom of association, and the use of emerging technologies such as AI. Through this assessment, it was confirmed that all companies managed the assessed topics properly in accordance with local laws and regulations. Further, as far as the use of emerging technologies and AI in the field of human resources is concerned, while applicable laws and regulations are still in the process of being formulated in each country, the Olympus Group's companies in each country recognize that this is a notable topic in the years to come. Based on this assessment, we will review assessment items and implementation process and conduct surveys on a regular basis while also making improvements. The aim is to establish a PDCA cycle and deepen our efforts beyond just compliance with local laws and regulations.

Furthermore, through the human rights impact assessment conducted at a manufacturing site in Japan in FY2023, we identified the need for the establishment of human rights standards as reference for the Olympus Group. Hence, in accordance with the Olympus Global Code of Conduct and the Olympus Group Human Rights Policy, we have commenced formulating the Olympus Group Human Rights Guidelines (tentative name). These guidelines refer to the concrete requirements applicable to all Olympus Group companies with respect to eight human rights issues (working hours, wages and remuneration, harassment and violence, non-discrimination and equal opportunity, freedom of association and the right to collective bargaining, child and youth labor, forced labor, and occupational health and safety), as well as the grievance mechanism and remedy. We plan to use the guidelines to understand and assess the status of management of human rights issues more deeply.

Olympus conducted global human rights awareness activities through the use of e-learning and other means to introduce Olympus' responsibility to respect human rights in its supply chain and to provide an overview of the laws and systems in each country in FY2023. In Japan, 8,998 employees participated in this e-learning program (participation rate: 94%). Olympus will continue to carry out regular educational activities to improve the awareness of its employees regarding human rights.

Preventing Harassment and Promoting Diversity, Equity, and Inclusion

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." In its Diversity, Equity, and Inclusion (DEI) Statement, the Olympus Group states that it "respects differences in age, gender, race, sexual orientation, gender identification, socio-economic status, ethnicity, dis(abilities), nationality and culture, language, religion, opinions, political stance, experience, or career backgrounds." Further, the Olympus Group does not tolerate harassment or discrimination based on personal characteristics. 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 implemented a system to prevent any kind of harassment and, in case it occurs, to resolve it swiftly and quickly, which covers all Regions in the group.

Olympus and group companies in Japan 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 protecting the privacy of the consultor 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 group companies in Japan. In this guidebook, a description of sexual minorities, such as LGBTQ, was also added to keep in line with the times, including power harassment, maternity, paternity, and sexual harassment involving LGBTQ. Accordingly, the coverage of our internal consultation manual has been revised and enhanced. In June 2020, the "Power Harassment Prevention Act" was enacted, mandating that companies must take preventative measures regarding harassment. 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 constitutes power harassment.

We also hold regular harassment prevention training programs for managers, who are responsible for creating a culture of respect in the workplace, to widen their understanding and to ensure harassment-free offices.

- [Diversity, Equity, and Inclusion: Social: Sustainability: Olympus \(olympus.co.jp\)](#)
- [Notice on Establishment of Chief Diversity, Equity and Inclusion Officer at Olympus](#)

Initiatives with Suppliers

The following page provides details on Olympus's initiatives with its suppliers.

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

Response to the UK Modern Slavery Act

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 \(In English only\)](#) 

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." To achieve this, we seek to build this Purpose into all our activities. This commitment is one that extends to all 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 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 mitigate Human Rights risks and address any adverse Human rights activities and impacts in our activities, including in our supply chains, and to adapt ourselves appropriately to the evolution of standards and norms.

Olympus commitment to respect Human Rights

Olympus established a set of five core values* which shall guide us in "Making people's lives healthier, safer and more fulfilling." Known as "Our Core Values," these values are shared and put into practice across the company. Among them, we consider the values of Integrity and Empathy 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.

* Patient Focus, Integrity, Innovation, Impact, Empathy

Olympus commits to respect all Human Rights and supports the following international human rights standards and promises unwavering respect for them in managing our group and daily business.

- ◆ Universal Declaration of Human Rights
- ◆ International Covenant on Civil and Political Rights
- ◆ International Covenant on Economic, Social and Cultural Rights
- ◆ ILO Declaration on Fundamental Principles and Rights at Work
- ◆ United Nations Guiding Principles on Business and Human Rights
- ◆ The Ten Principles of the UN Global Compact
- ◆ OECD Guidelines for Multinational Enterprises

Olympus commits to proactively avoid causing or contributing to adverse Human Rights impacts and to address such impacts when they occur. The company also strives to identify, prevent or mitigate adverse Human Rights impacts directly linked with our operations and business activities.

Guided by the United Nations Guiding Principles on Business and Human Rights, Olympus will establish Human Rights due diligence systems and processes designed to support ongoing identification and monitoring of potential impact of our business activities on Human Rights and appropriately address any identified challenges. We will seek guidance from stakeholders and experts to support continuous improvement in alignment with the expectations for global companies.

Olympus commits to continually update its Human Rights approach, and to use due diligence and monitoring for continuous improvement.

As a global business and as stated in our Global Code of Conduct, we promise to observe the human rights laws and regulations of the countries/regions where we operate, and where there are inconsistencies between the local and the international norms or where local laws and regulations may be less stringent than international human rights standards, the international norms, where stronger, will be followed.

Scope of application

This Policy is applicable to all officers, executives and employees of the Olympus Group.

Third-parties associated with Olympus are also expected to follow the Policy. We seek their understanding and support, as well their help to improve it.

Assessing, avoiding and mitigating negative impacts on human rights

We will work to regularly assess potential impacts on Human Rights in all our business activities, identify areas of concern and act appropriately to prevent or mitigate them. We will create and execute a plan in line with due diligence procedures suggested in the United Nations Guiding Principles on Business and Human Rights.

Remediation, correction and prevention

Should we become aware of a situation where we believe appropriate standards are not being met, we will work to determine the cause of the situation and provide appropriate remediation, in line with the United Nations Guiding Principles on Business and Human Rights.

[> Whistleblowing System](#)

Raising awareness and promoting behavior that respects human rights

To promote recognition and respect of Human Rights and human well-being we will work to continuously encourage awareness and correct behavior by all officers and employees of all of Olympus. We believe our corporate philosophy, consisting of Our Purpose and Our Core Values, provides a strong foundation for understanding and practicing genuine support of human rights values.

Because we recognize that consistent understanding plays a pivotal role in this process and supports implementation of our commitments, we will regularly provide education and communication to our employees as well as to our third-parties that will serve to assure that expectations are clearly understood by all.

[> Because What We Do Matters:Olympus Global Code of Conduct](#)

[> Olympus Global Third Party Code](#)

Stakeholder engagement and dialogue

We will regularly communicate with external organizations and engage in meaningful consultation with potentially affected groups and other relevant stakeholders or their representative organizations, as well as independent experts with knowledge of Human Rights risks globally to ensure that we understand rightsholders concerns and are aware of new trends and challenges so that we can anticipate and proactively address emergent risks that could impact our business and third parties.

Information disclosure

We will periodically report on the results of our Human Rights risk mitigation efforts, through relevant channels such as our website.

Basic Approach and Policy

The Olympus Group aims to strengthen supply chain management (SCM) within the context of business continuity and sustainable value creation. In June 2021, we replaced our procurement policy with a supply chain policy in line with our ESG (environment, society, and governance) initiatives. This shift aims to foster sound and fair transactions and contribute to the sustainable development of society.

To reinforce our commitment, we established the Olympus Group Green Procurement Standards, which outlines our environmentally conscious approach to procurement. Since then, we have actively disclosed our basic stance on the supply chain both internally and externally through our website and training sessions, while strengthening compliance with laws, regulations, and social norms.

In 2023, we introduced the Olympus Global Third Party Code, which replaced the previous "Expectations of Suppliers." This code serves as a globally uniform guideline for third parties, including suppliers, detailing the fundamental values, principles, and standards of behavior expected by Olympus. The code emphasizes compliance with laws, regulations, and social norms, including respect for human rights, elimination of antisocial forces, prohibition of corruption and bribery, promotion of fair and lawful transactions, and consideration for the environment. When selecting new suppliers, we rigorously review their adherence to social norms and environmental issues as part of our screening criteria.

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

[> Olympus Global Third Party Code](#)

System, Mechanisms and Initiatives

Sharing Business Strategies and Supply Chain Policy

We share the Olympus Global Third Party Code in writing with our suppliers globally and ask them to comply with laws and regulations, social norms, and environmental considerations.

Our Global Procurement ESG strategy consists of three materiality topics as part of the focus area of Responsible Supply Chain:

1. Improve supply chain risk mitigation and resilience by implementing a multitier supply chain risk monitoring solution.
2. Enhance social (human rights) commitment in SCM: This includes requesting adherence with the Olympus Global Third Party Code as well as monitoring ESG risks in our supply chain.
3. Environmental Supplier Management: We will begin creating a baseline of CO2 emissions from our suppliers, as well as asking suppliers to set science-based targets for our Science Based Targets initiative (SBTi¹) certification.

¹Please refer to the following website for information on SBTi certification: <https://sciencebasedtargets.org>

Supplier Survey and Improvement Activities

Until FY2023, Olympus had conducted annual web-based surveys of our major suppliers around the world with whom we have ongoing business in Japan. In FY2024, in collaboration with a leading risk solution provider, we have remade and upgraded it to two new and more comprehensive assessments: ISO compliant BCP assessment and ESG assessment.

Before the end of FY2024, we launched the online BCP assessment to around 1,100 suppliers globally. As soon as FY2025 began, we also launched the ESG assessment to the same suppliers. In the latter half of FY2025, we will analyze the responses and identify high-risk suppliers based on assessments for risk mitigation.

Response to Conflict Minerals

One of the effects of the continuing civil war in the Democratic Republic of the Congo (DRC) has been the use of minerals, including tantalum, tin, tungsten, and gold, mined in the DRC and neighboring countries to raise funds for armed groups. For many years, this practice has resulted in human rights violations,

including child labor, sexual violence, and environmental damage. In July 2010 the United States sought to cut off this supply of funds to armed groups by introducing an amendment to its financial regulation law defining these four substances as conflict minerals. Companies listed in the United States that use conflict minerals are now required to submit reports to the US 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 Compliance with the Subcontract Act

Olympus regards the Subcontract Act as one of the most important applicable laws, and we engage in a wide range of activities to ensure compliance.

In FY2024, which ended March 31, 2024, Olympus implemented the "Declaration of Partnership Building" to build even better relationships with suppliers.

As part of efforts to ensure compliance with the Subcontract Act, the Company-wide Subcontract Act Promotion Committee has taken the lead in providing e-learning on the Act to all employees of Olympus and Group companies in Japan, with a 95% participation rate.

In addition, specialized training on the Act is provided to each functional department according to the nature of their respective operations. Two hundred fourteen employees from the procurement department and 2,661 employees from development departments have participated in the training to deepen their understanding of the Act.

We will continue to provide company-wide training to ensure thorough compliance with the Act.

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.

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.

* Integrated with "Charitable Donations and Grants Policy"

1. Priority Areas and Activities

Our Corporate Citizenship Activities including charitable donations and grants are carried out globally and locally, with focusing on following areas: "Medicine and Health", "Science and Technology", "Global Environment" and "Culture and the Arts". 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. Also, our contributions shall be socially just and shall follow ethical norms.

2. Approach to Activities

(1) Respect for local cultures and customs

While society expects a multinational company like Olympus to take action to address shared challenges on the globe, we still need to respect local cultures and customs and take into account local needs when launching local voluntary activities.

(2) Meaningful partnership

We work in partnership with NGOs, NPOs, local and national governments and international organizations, etc., as appropriate for each area of activity, to achieve greater speed and efficiency in addressing social issues. We utilize the findings, experiences, know-how that we gain in order to improve our future actions, which leads to our continuous growth.

(3) Developing the next generation of leaders

We foster people who will support the sustainable growth of society in the future by imparting the insight and know-how we have gained during our corporate activity over the past century to future leaders through providing learning opportunities and conducting awareness-raising activities.

(4) Enhancing employee participation

Olympus believes that its employees should become more connected with the world around them through volunteer activities, which not only have positive effects on society, but also help employees broaden their horizons and improve their sensitivity. Olympus encourages its employees to get involved in society on their own initiative by providing them with opportunities to volunteer.

3. Charitable Donations and Grants

in addition to creating social value through our business operations, commits to gain trust from society. Through charitable donations and grants, we live up to our commitment and responsibility to address social issues.

(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 and/or in-kind support to independent organizations for education and research activities related to "Medicine and Health" or "Science and Technology."

(3) Compliance with Legal Regulations and Social Norms

We will fully comply with both Japanese and non-Japanese law and industry guidelines in respect to charitable donations and grants.

(4) Rules and Organizational Systems

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

4. Information Disclosure

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.

5. Continuous Improvement

By reflecting on the outcomes of past corporate citizenship activities and listening to feedback from society and our stakeholders, we will strive to improve our activities.

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 citizens like potential cancer patients 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.

Japan	Americas
EMEA (Europe, Middle East & Africa)	China
Australia & New Zealand	Korea

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

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



Colon Cave



Endoscope Hands-on

Promoting colorectal cancer awareness activities across the Americas

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



Dress in Blue



TdT Group 2019

Colorectal cancer prevention initiatives

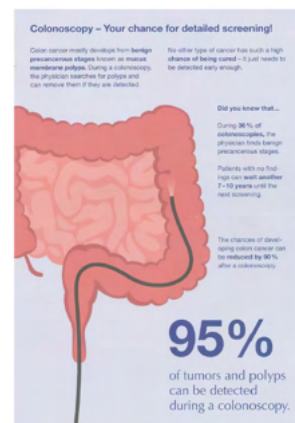
Within the EMEA region, the Olympus Group supports various initiatives to raise awareness about colorectal cancer prevention.

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

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



Leaflet for employees



Leaflet for employees

Stomach Care Month -- the cancer awareness project in China

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

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

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

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



Launching event



Educational video

Various cancer awareness activities

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

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

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

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

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



Evelyn's Morning Tea



Operation Ouch 2020

Running the 'going on' campaign to support cancer patients

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

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

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

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

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



Going-on Studio



Going-on YouTube

Charitable Donation Initiatives

Olympus will strive to contribute to the resolution of societal challenges as one member of society through its charitable donation initiatives.

We will contribute to society through charitable donations for cancer awareness, various healthcare support, and related activities as part of our MedTech company mission, in addition to our emergency and disaster relief, humanitarian, and charitable activities, as well as our activities to contribute to local communities based on our corporate social responsibility.

◆ Charitable Donations (Monetary)

Year	Number of Cases	Total Amount*
FY2024	613	223,203,267 yen

* Total donations globally. The average exchange rate during applicable period is used.

◆ Charitable Donation Results

February 17, 2023

➤ Olympus provides support to disaster-hit areas and survivors of a large earthquake in Turkey and Syria.

January 10, 2024

➤ Olympus provides support to disaster-hit areas and survivors of the 2024 Noto Peninsula Earthquake.

Social Data

Updated September 27, 2024

*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

*Data up to FY2023 includes figures for the science business transferred on April 3, 2023

*★ Indicates data that has received a third-party warranty.

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

Diversity, Equity, and Inclusion

Number of employees ¹	FY2020	FY2021	FY2022	FY2023	FY2024
Global	35,174	31,653	31,557	32,805	28,838

*1 Due to a change in the standard for the number of personnel in some regions from the first quarter of FY2024, the figure for FY2023 has been retroactively revised.

Olympus Corporation		8,550	4,775	3,478	2,727	3,037
Full-time employees		7,755	4,232	2,995	2,319	2,834
	Men	6,550	3,473	2,359	1,727	2,001
	20s and younger	965	390	229	147	175
	30s	1,878	800	480	372	474
	40s	1,953	1,025	680	509	612
	50s or older	1,754	1,258	970	699	740
	Women	1,205	759	636	592	833
	20s and younger	300	132	86	65	87
	30s	443	254	219	221	263
	40s	370	272	229	212	301
	50s or older	92	101	102	94	182
	Excluding full-time employees	795	543	483	408	239
	Men	471	252	234	189	209
	20s and younger	5	38	35	28	
	30s	27	58	55	50	2
	40s	32	73	76	57	1
	50s or older	407	83	68	54	206
	Women	324	291	249	219	30
	20s and younger	20	31	26	23	1
	30s	89	58	49	41	2
	40s	123	107	94	84	5
	50s or older	92	95	80	71	22

Group companies in Japan ^{*2}		6,333	8,792	9,379	10,192	8,668
Full-time employees		4,417	6,808	6,854	7,839	7,362
	Men	2,902	4,866	4,910	5,765	5,347
	20s and younger	835	1,169	1,128	1,129	986
	30s	891	1,455	1,502	1,681	1,672
	40s	679	1,264	1,325	1,625	1,530
	50s or older	497	978	955	1,330	1,159
	Women	1,515	1,942	1,944	2,074	2,015
	20s and younger	632	729	734	706	633
	30s	455	632	620	632	642
	40s	317	435	435	518	510
	50s or older	111	146	155	218	230
	Excluding full-time employees	1,916	1,984	2,525	2,353	1,306
	Men	612	1,176	1,394	1,226	464
	20s and younger	206	229	284	166	56
	30s	181	339	500	397	138
	40s	97	289	324	307	71
	50s or older	128	319	286	356	199
	Women	1,304	808	1,131	1,127	842
	20s and younger	232	146	181	126	77
	30s	441	280	410	401	302
	40s	416	266	383	409	313
	50s or older	215	116	157	191	150

*2 In FY2024, the following nine companies: Olympus Medical Systems, Olympus Marketing, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, TmediX, Olympus Terumo Biomaterials, Olympus-

Supportmate. Please refer to each year's report for the number of companies and company names for other years.

Our Orthopedic Business, including Olympus Terumo Biomaterials Corporation, was transferred to Polaris Capital Group effective from July 12, 2024.

Number of foreign employees	FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation	55	35	40	53	58
Men	32	17	24	33	35
Women	23	18	16	20	23
Group companies in Japan	16	17	35	35	31
Men	6	10	22	22	19
Women	10	7	13	13	12
Ratio of top management position (%)	—	—	—	—	43.0
Ratio of senior management position (%)	—	—	—	—	21.0

Ratio of females in each category	FY2020	FY2021	FY2022	FY2023	FY2024
Global					
All employees	—	—	—	—	38.4
Management positions	—	—	—	—	25.4
Junior management positions	—	—	—	—	22.0
Top management positions	—	—	—	—	16.1
Management positions in revenue-generating functions	—	—	—	—	20.5
STEM-related positions	—	—	—	—	17.5
Olympus Corporation ^{*3}					
All employees	—	—	—	—	19.5
Management positions	3.6	4.6	6.0	7.2	9.1
Junior management positions	—	—	—	—	13.9
Group companies in Japan					
All employees	—	—	—	—	33.6
Management positions	—	—	—	—	8.9

*3 For FY2024, employees affiliated with Olympus and Olympus Medical Systems

Percentage of employees with disabilities ^{*4}		FY2020	FY2021	FY2022	FY2023	FY2024
8 special-purpose subsidiaries of Olympus Group	Employment rates (%)	2.33	2.63	2.58	2.78	2.85
	Number of employed workers	262	293	274	263	266

^{*4} Eight special-purpose subsidiaries (Olympus, Olympus Medical Systems, Olympus Marketing, Nagano Olympus, Aizu Olympus, Aomori Olympus, Shirakawa Olympus, Olympus-Supportmate)

Number of reemployed retired workers ^{*5} (persons)		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation		381	289	157	166	320
Group companies in Japan		124	165	—	178	126

^{*5} Number of reemployed retirees

Labor union ^{*6}		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation	Number of union members (persons)	—	—	—	4,636	4,571
	Enrollment rate (%)	—	—	—	69	68

^{*6} All permanent employees excepting those in management positions are members of the labor union.

Average overtime hours (hours/fiscal year) ^{*7}		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation		11.78	6.58	7.90	8.53	10.52
Group companies in Japan		10.08	5.99	5.67	9.50	12.17

^{*7} The calculation method used until FY2023 differs, as it is based on average annual overtime hours.

Average number of paid holidays actually taken (days/fiscal year) ^{*8}		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation	Number of used paid holidays (days)	11.9	11.4	12.4	13.6	14.3
	Paid holiday usage rate (%)	—	—	—	—	72.9
Group companies in Japan	Number of used paid holidays (days)	11.4	10.4	11.0	12.7	13.3
	Paid holiday usage rate (%)	—	—	—	—	68.9

^{*8} For FY2024, employees affiliated with Olympus and Olympus Medical Systems

Rate of employees taking childcare leave ^{*9}		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation	Men	—	—	41.3	70.2	88.0
	Women	—	—	100.0	94.0	100.0
Group companies in Japan	Men	—	—	—	—	79.2
	Women	—	—	—	—	98.0

^{*9} For FY2024, employees affiliated with Olympus and Olympus Medical Systems

Work-from-home system users ^{*10} (persons)		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation		828	4,775	3,478	2,727	5,280
Group companies in Japan		272	6,007	6,974	8,433	4,396

^{*10} For FY2024, employees affiliated with Olympus and Olympus Medical Systems; for FY2023 and before, it depends on the definition of each fiscal year.

Recruitment		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation	Number of newly employed (persons)	332	93	241	243	322
	New graduates: Male	—	—	—	—	34
	New graduates: Female	—	—	—	—	18
	Mid-career hires: Male	—	—	—	—	201
	Mid-career hires: Female	—	—	—	—	69
	Ratio of female workers hired (%)	—	—	—	—	27.0
	Ratio of competition in recruitment (times)	—	—	—	—	32.7
	Men	—	—	—	—	33.3
Group companies in Japan	Women	—	—	—	—	31.2
Group companies in Japan		499	460	281	158	139

Job retention rate (Only full-time employees) ^{*11} (%)		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation		91.0	87.0	82.5	79.3	89.5
	Men	93.0	88.5	89.3	78.8	89.3
	Women	87.0	82.4	69.2	80.6	89.8
Group companies in Japan		78.6	89.3	88.8	81.5	80.9
	Men	85.0	90.9	91.0	83.0	89.1
	Women	71.0	87.5	86.5	80.6	71.3

^{*11} The percentage of those who remain in the company as of March 31, 2024, out of those employed in FY2021–FY2023 (including new graduates and mid-career employment)

Job retention rate for new graduates ^{*12}		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation		96.0	95.6	91.6	84.4	92.9
Overall Japan Subsidiaries		93.2	90.8	93.0	87.1	86.8

^{*12} The percentage of those who remains in the company at March 31, 2023 out of those employed as new graduates in April 2020

Number of staff leaving (persons)		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation		274	628	1,389	237	373
	Of which number of voluntary leavers	140	275	230	105	199
	Men	—	—	—	—	142
	Women	—	—	—	—	57
Group companies in Japan		176	294	417	388	275
	Of which number of voluntary leavers	127	223	260	257	188
	Men	—	—	—	—	115
	Women	—	—	—	—	73

Average number of years of services		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation		14.17	14.41	14.32	13.85	13.88
Group companies in Japan		—	—	—	—	10.12

Human Capital Return on Investment (ROI) ^{*13}		FY2020	FY2021	FY2022	FY2023	FY2024
Global	Revenue (a) (¥ million)	797,411	730,544	868,867	881,923	936,210
	Operating expenses (b) (¥ million)	405,023	357,032	405,399	420,547	473,231
	Employee-related costs (C) ^{*13} (¥ million)	223,277	213,793	227,191	230,325	264,627
	Human Capital Return on Investment	—	—	—	—	—
	(a)-(b-c)/(c)	2.8	2.7	3.0	3.0	2.7

^{*13} Salary, bonuses and other benefits

Employee Development Training		FY2020	FY2021	FY2022	FY2023	FY2024
Olympus Corporation	Training hours per employee	—	—	—	—	15.5
	Training costs per employee (yen)	—	—	—	—	103,437

Occupational Safety and Health

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

Japan: Olympus Corporation and its subsidiaries in Japan

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: (FY2023 onwards) Major manufacturing sites and sales subsidiaries in China

(Prior to FY2022) Major manufacturing sites

* Prior to FY2022, data from the scientific solutions business are included.

Number of Fatalities^{*14}

	FY2020	FY2021	FY2022	FY2023	FY2024
Global	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
Japan	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
Americas	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
Europe	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★
Asia/Oceania	0 (0)	0 (0)	0 (0)	0 (0)	0 (0)★

★ Indexes certified by external assurance.

*14 Figures in parentheses indicate contractors

Number of Lost Time Injuries^{*15}

	FY2020	FY2021	FY2022	FY2023	FY2024
Global	38	28	31	31	26★
Japan	4	2	2	6	3★
Americas	20	4	12	2	8★
Europe	6	16	13	18	14★
Asia/Oceania	8	6	4	5	1★

★ Indexes certified by external assurance.

*15 Figures indicates employees

Lost Time Injuries (of one day or more) Frequency Rate^{*16} of Employees [LTIFR]

	FY2020	FY2021	FY2022	FY2023	FY2024
Global	0.66	0.52	0.66	0.68	0.60★
Japan	0.13	0.08	0.09	0.29	0.15★
Americas	1.93	0.39	1.13	0.21	0.86★
Europe	1.07	2.04	1.73	2.39	2.04★
Asia/Oceania	0.77	0.62	0.72	0.62	0.13★

★ Indexes certified by external assurance.

*16 Lost time injury frequency rate : number of lost time injuries per 1,000,000 working hours

Lost Time Injuries (of one day or more) Frequency Rate of Contractors^{*17} [LTIFR]

	FY2020	FY2021	FY2022	FY2023	FY2024
Japan	0.39	0.00	0.83	0.44	0.76

*17 All contractors of Olympus Corporation and its subsidiaries in Japan

Lost time injury frequency rate : number of lost time injuries per 1,000,000 working hours

Occupational Illness Frequency Rate^{*18} [OIFR]

	FY2020	FY2021	FY2022	FY2023	FY2024
Japan	0	0	0	0	0

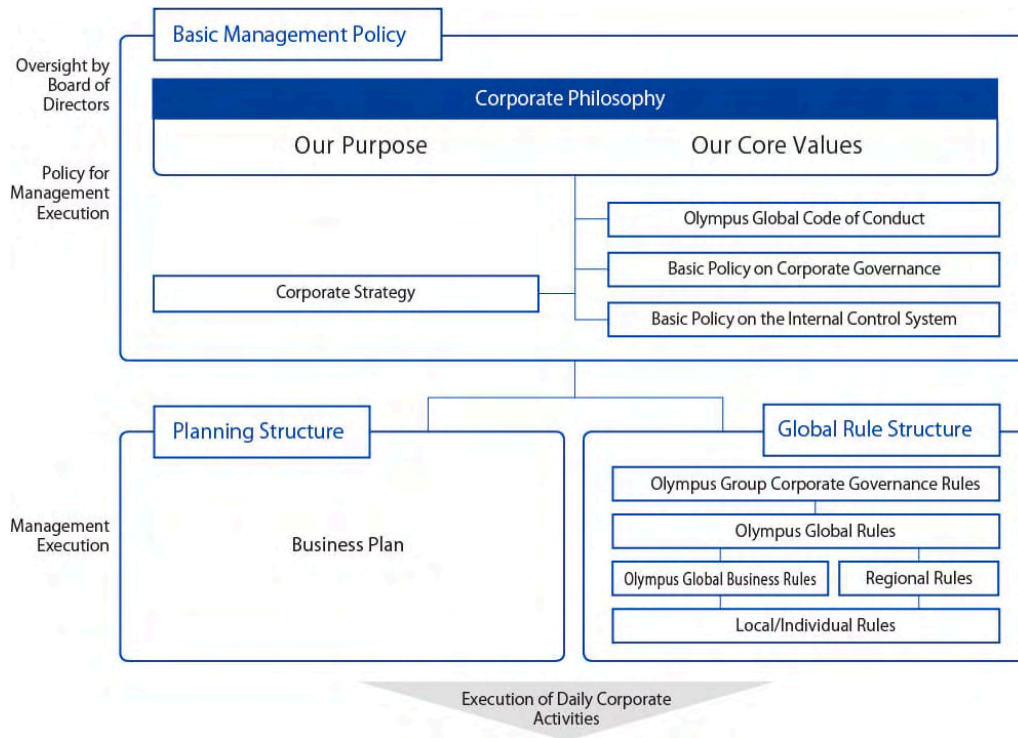
*18 Figures indicates employees

Occupational illness frequency rate : number of cases of occupational illness that result in lost time per 1,000,000 working hours

Occupational Illness 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))

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 \(PDF: 192.0KB\)](#)
- [Basic Policy on the Internal Control System](#)

Corporate Governance

➤ Basic Policy for Corporate Governance (PDF: 192.0KB)

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 26, 2024) (PDF: 1.2MB)

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.

Basic Approach and Policy

The Olympus Group is committed to "making people's lives healthier, safer, and more fulfilling." This is our corporate philosophy and the fundamental concept underlying our activities, enabling us to respond to the highest expectations of our stakeholders, conduct ourselves as a model corporate citizen, and work towards sustainable growth together with society.

Furthermore, to address the challenges of international society as a global company, we participate in the UN Global Compact (UNGC) and report on the achievements of our sustainability activities to the UNGC every year.

Initiatives

Customers

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

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

We share the Olympus Global Third Party Code in writing with our suppliers globally, asking them to comply with laws and regulations, social norms, and environmental considerations.

Our Global Procurement ESG strategy consists of three materiality topics as part of the focus area of Responsible Supply Chain:

1. Improve supply chain risk mitigation and resilience by implementing a multitier supply chain risk monitoring solution.
2. Enhance the social (human rights) commitment in SCM: This includes requesting adherence with the Olympus Global Third Party Code as well as monitoring ESG risks in our supply chain.
3. Environmental Supplier Management: We will begin creating a baseline of CO2 emissions from our suppliers and ask suppliers to set science-based targets for our Science Based Targets initiative (SBTi^{*}) certification.

* Please refer to the following website for information on SBTi certification: <https://sciencebasedtargets.org>

> [Olympus Global Third Party Code](#)

> [Procurement](#)

> [Compliance](#)

Employees

The Olympus Group conducts employee engagement 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.

In addition, the top management of Olympus provides regular opportunities for labor-management consultations, including twice-annual meetings of the Central Labor-Management Council with the Olympus Labor Union, to discuss the revisions of systems toward the improvement of labor conditions and the realization of more flexible workstyles, the reforms of the corporate culture, and other matters.

[> Labor Relations](#)

Communities

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

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 group companies in Japan 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.

Disclosure Policy

Olympus's corporate philosophy states "making people's lives healthier, safer and more fulfilling," and serves as the fundamental idea for all its corporate activities. To this end and in order to gain proper understanding and confidence of all the stakeholders, Olympus shall disclose its management policies, business activities, non-financial and other corporate information in a fair, timely, appropriate and proactive manner.

1.Information Disclosure Standards

In disclosing its information, Olympus shall comply with the laws and the Financial Instruments Exchange rules, and shall disclose information in compliance therewith. Olympus shall also proactively disclose those information which may have a material impact on its corporate value evaluation in accordance with the Article 27-36 of the Financial Instruments and Exchange Act (so-called "Fair Disclosure Rules") and the Internal Information Disclosure Criteria regardless whether such disclosure is not required by the laws or the rules.

2.Method for Information Disclosure

Olympus shall disclosure information, as required by the Timely Disclosure Rules of the Tokyo Stock Exchange, will be disclosed through the Timely Disclosure network (TDnet) of the Tokyo Stock Exchange in general. Such information will then immediately be posted on our website. Furthermore, any information not required by the laws or the rules will be disclosed through a press release or via the website.

3.Handling of Undisclosed Material Information

If any non-public material information is disclosed only to certain third parties and is considered that may have a significant impact on the corporate value evaluation of Olympus, Olympus shall immediately disclose such information.

4.Quiet Period

In order to prevent any divulgence of financial closing information, the period from the end date of financial closing until the date of announcement of financial results shall be set as a "quiet period," during which officers and employees shall refrain from making comments or answering questions that relates to financial results. Provided, however, the same shall not apply in the case where any event subject to Timely Disclosure occurs or if the actual financial results materially diverges from the forecast, Olympus Shall disclosure such information as required by the Timely Disclosure Rules of the Tokyo Stock Exchange.

Applicable Scope

The Information Disclosure Policy of Olympus is applicable to all Olympus group companies.

Basic Approach and Policy

Because What We Do Matters Olympus Global Code of Conduct

What we do at the 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 have 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

The Olympus Global Code of Conduct builds on our 100-year tradition of innovation, positive contributions to society, and 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's stance on Environmental, Social, and Governance sustainability matters (ESG), and we formulate specific ESG-related policies based on this Code.

Our activities are based on Our Purpose of "making people's lives healthier, safer and more fulfilling." Following Our Purpose, we are committed to conducting our affairs with integrity and accordingly will comply with applicable laws and regulations. The Olympus Global Code of Conduct is the foundation for our policies and is required to be read, understood, and followed by our management team and employees. We are committed to acting in accordance with the Global Code of Conduct in our global corporate activities.

Promotion Structure

Compliance Management System

Our global Compliance function works to raise awareness of the Olympus Global Code of Conduct and related compliance policies by providing management teams and employees with the resources and training they need to do business with integrity, treat customers, suppliers, and third-party business partners fairly, and report concerns when they arise.

The Olympus Group is committed to fostering a business culture that follows the highest standards of business integrity in all our relationships. The Chief Executive Officer is responsible for compliance with applicable laws and regulations within the business operations of the Olympus Group and has appointed the Global Chief Compliance Officer (CCO), an Executive Officer, who is responsible for the Compliance Management System within the Olympus Group. The Board of Directors and its Audit Committee receive periodic reports on compliance activities from the CCO, and they consult with the CCO as needed. The CCO chairs the Global Leadership Team (GLT) consisting of the Regional Chief Compliance Officers, Chief Privacy Officer, and other persons designated by the CCO. Together with members of the GLT, the CCO ensures that relevant internal regulations are observed in the regional business centers and that compliance activities are carried out in accordance with the requirements of the management systems overseen by the CCO and are reflective of best practices. During FY2023 the CCO led an organizational design activity that resulted in the integration of the Risk & Controls, Compliance, Privacy, and Information Security functions into the new and more unified Governance, Risk & Compliance (GRC) Function. This enhanced GRC Function and organizational design, effective April 1, 2023, will improve collaboration among these subfunctions and further strengthen risk management for Olympus.

Compliance Management System (As of April 2024)



Initiatives

Compliance with Laws and Regulations

In FY2024 there were no violations that caused penalties or other punitive measures concerning key laws/regulations (as stated below) and other socially important legislation.

Strengthening Compliance with Key Laws and Regulations

Jurisdiction	Name of Law/Regulation, Etc.
Laws, regulations and guidelines in Japan	Laws and regulations relating to anti-bribery such as the Unfair Competition Prevention Act National Public Service Ethics Act/rules of ethics Agreements relating to fair competition Transparency guidelines for the medical device industry in relation to medical institutions, etc. (formulated by the Japan Federation of Medical Devices Associations) Act on Prohibition of Private Monopolization and Maintenance of Fair Trade (Antimonopoly Act) Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors (Subcontract Act) Laws and regulations relating to labor, such as the Labor Standards Act and Industrial Safety and Health Act Laws and regulations relating to insider trading Personal information protection laws/My Number ID Act Laws and guidelines relating to measures against antisocial forces
Laws, regulations, and guidelines in other countries	Foreign Corrupt Practices Act (FCPA, United States) U.K. Bribery Act 2010 (United Kingdom) Anti-Kickback Statute (United States) OECD agreements concerning the prevention of the bribery of foreign public officials in international commercial transactions United Nations agreements concerning the prevention of corruption Other laws and regulations relating to the prevention of unfair competition Physician Payment Sunshine Provision (United States) Laws and regulations relating to anti-monopoly Laws and regulations relating to measures against antisocial forces

Systems and Mechanisms

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 provides a global reporting system, which is available to all Olympus employees, business partners, and other third parties who wish to report a concern. This system is known as the Olympus Integrity Line and is managed by a third-party company that is independent of Olympus. The Olympus

Integrity Line can be used at any time (24 hours a day, 7 days a week, 365 days a year). The system can be accessed via telephone or online. Translators are available to ensure concerns are understood. The compliance function maintains a cross-functional team that meets regularly, collaborating to continuously improve the effectiveness of the reporting system and processes. In FY2024 improvements included the enhanced tracking of policy violations, the integration of additional regional reporting of conflicts of interest, and global adoption of the Olympus Internal Investigations Policy, which establishes the Global Internal Investigations Committee and provides the framework for the Company's internal investigations process as we strive to ensure that legitimate reports of concern will be investigated and treated according to the same high standards regardless of location or department.

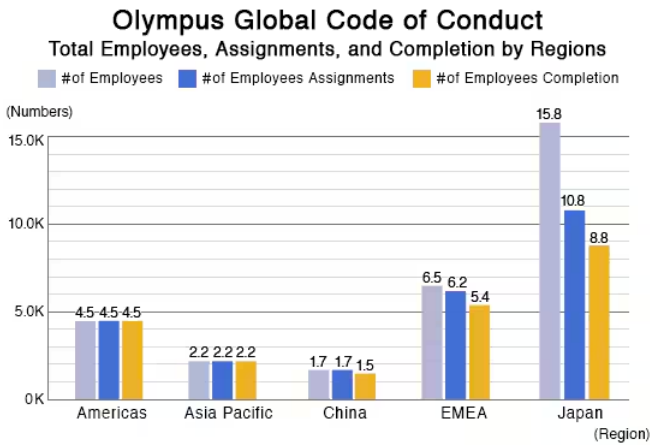
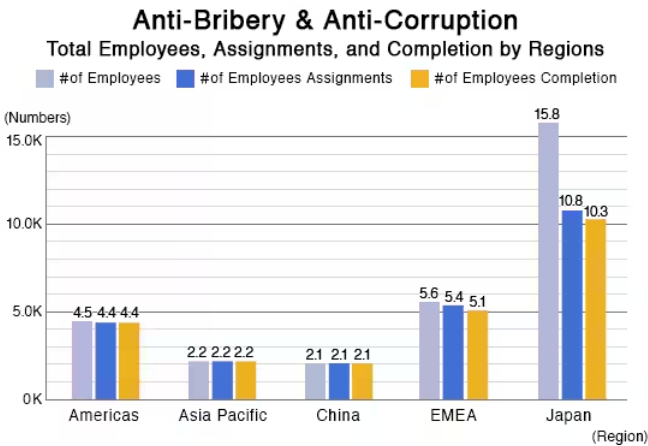
> Whistleblowing System

Facilitating an Environment That Encourages Use of the Integrity Line

Additionally, the Global Compliance function, at the direction of the Global Chief Compliance Officer and Regional Chief Compliance Officers, raises awareness of this system through consistent messaging in the Global Code of Conduct and related e-learning programs and communications. During FY2024 Olympus received 673 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, termination in accordance with local regulations. In FY2024, 64% of closed reports were substantiated following review.

Compliance Training

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.





















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: 9.5MB) 
- > Chinese (Traditional) | 中文（繁体） (PDF: 9.3MB) 
- > Czech | čeština (PDF: 9.0MB) 
- > English (PDF: 9.0MB) 
- > French (Canadian) | Français (Canadien) (PDF: 9.1MB) 
- > French (European) | Français (Européen) (PDF: 9.0MB) 
- > German | Deutsch (PDF: 9.1MB) 
- > Italian | Italiano (PDF: 9.0MB) 
- > Japanese | 日本語 (PDF: 9.3MB) 
- > Korean | 한국어 (PDF: 9.2MB) 
- > Polish | Polskie (PDF: 9.1MB) 
- > Portuguese (Brazilian) | Português (Brasileiro) (PDF: 9.0MB) 
- > Portuguese (European) | Português (Europeu) (PDF: 9.0MB) 
- > Russian | русский (PDF: 9.2MB) 
- > Spanish (European) | Espanol (Europeo) (PDF: 9.0MB) 
- > Spanish (Mexican) | Espanol (Mexicano) (PDF: 9.0MB) 
- > Thai | ไทย (PDF: 9.1MB) 
- > Vietnamese | Tiếng việt nam (PDF: 9.1MB) 

Systems and Mechanisms

Prevention of Bribery

The Olympus Group will never engage in actions that could be deemed to be bribery in its dealings with any of its business partners, such as government officials, and employees of government agencies (including international agencies), or any other parties. In addition to having established our own rules based on key laws and regulations and thoroughly educating our employees on those rules, we are working on the prevention of actions that could be interpreted as bribery by tightening the rules governing external business dealings and internal approval system as well as by implementing process controls. With the [Global Code of Conduct \(PDF: 9.0MB\)](#), the Olympus Group has established a key guideline to preventing bribery, which has been disclosed on its website.

- > [Olympus Global Code of Conduct \(PDF: 9.0MB\)](#)
- > [Olympus Group guidelines covering the prevention of bribery](#)

Exclusion of Antisocial Forces

The Olympus Group will have no involvement with organized crime syndicates, or any other antisocial forces that threaten the order of society and will never engage in actions that could support their activities.

We will respond resolutely and in accordance with the law to any fraudulent demands from antisocial forces. In July 2012, "Regulations for the Elimination of Antisocial Forces" covering the Olympus Group were formulated.

For Olympus and its Japan subsidiaries, in principle, we conclude contracts or memorandums of understanding incorporating provisions relating to the exclusion of antisocial forces with all new business partners (including clients and suppliers as well as partners in joint research) of.

For subsidiaries outside Japan, we are confirming that our business suppliers and partners do not have any ties with antisocial forces in compliance with the "Regulations for the Elimination of Antisocial Forces."

Prevention of Insider Trading

The Olympus Group is determined to ensure the fairness and soundness of security markets and earn the trust of shareholders and investors by working to prevent insider trading. In August 2022, we enacted the "Rules for Insider Information Management" to consolidate internal information within the Olympus Group, determine whether certain information qualifies as internal information, and establish the necessary fundamentals for managing internal information, including methodologies and organizational structure. In addition to the above, the Insider Trading Prohibition Rules, formulated in June 2012, clearly forbid the 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 FY2024, an e-learning program to prevent insider trading was implemented for all employees of Olympus and group companies in Japan. There have not been any insider trading matters in FY2024, same as past years.

International Trade and Economic Sanctions

The movement of products, services, and investment across borders subjects Olympus and other companies to extensive trade regulations. A variety of laws and regulations in the countries in which Olympus transacts business apply to the sale, shipment, and provision of medical goods, services, and technology across borders. Governments also impose economic sanctions against certain countries, persons, or entities. In addition to our need to comply with such regulations in connection with our direct activities, Olympus also sells and provides goods, technology, and services to agents, representatives, and distributors who may export such items to various customers and end-users throughout various levels of public and private procurement chains. Sanctions are the regulatory restrictions applicable to dealings with certain countries, territories, governments, groups, entities, individuals, or controlled goods or services. If Olympus, or the third parties through which Olympus does business, are not in compliance with applicable laws and regulations on import/export controls or economic sanctions, Olympus (and those third parties) may be subject to civil or criminal action and varying degrees of liability.

It is Olympus's policy to comply with all applicable trade regulations in our operations wherever located worldwide. The nature and extent of those restrictions may vary (prohibitions on any or all transactions, limitations on imports/exports, controls on specific goods and services, restrictions on financial operations, etc.), but it is important that all Olympus Group employees, customers, vendors, and contractors are aware of and comply with those restrictions. To maintain this system, Olympus manages a program for the purpose of identifying direct or indirect risks associated with transactions subject to economic sanctions. This program includes identifying potential threats to or vulnerabilities of (i) the Olympus Group's customers and customers' customers through to the ultimate consumer, the supply chain, intermediaries (including financial institutions), and counterparties; (ii) the products and services offered by the Olympus Group, including how and where such products or services fit into other commercial products or services; and (iii) Olympus geographic locations, as well as the geographic locations of our customers and customers' customers through to the ultimate consumer, the supply chain, intermediaries (including financial institutions), and counterparties.

Olympus Group Guidelines Covering the Prevention of Bribery

The Olympus Group does business throughout the world and seeks to earn and maintain the respect and trust of all of our stakeholders - patients, physicians, customers, governments and shareholders. Olympus expects that each and every one of our employees act in a manner that is consistent with law, Olympus policies and our values. We also expect and require that third parties who act on Olympus' behalf operate in the same manner.

Olympus has developed policies, procedures and training on key issues, such as the prevention of bribery and the support of fair competition to help assure that we provide our employees with the tools to meet these expectations. We encourage all our employees to speak up and share any concerns they might have. We will continue to hold ourselves to high standards but are always working to improve, so that we can meet or exceed high expectations. The Guideline below summarizes our approach. We invite you to support these efforts, and let us know if we have areas in which we can improve.

Olympus welcomes any reporting of concerns about unethical or unlawful conduct directly to Olympus Compliance Department, which can be reached directly via email at compliance@olympus.com. Company policy prohibits retaliation against any individual for reporting concerns to the above mentioned email in good faith.

Eva Gardyan-Eisenlohr
Chief Compliance Officer
Olympus Corporation

1. Background

At Olympus, all our activities are based on our corporate philosophy of "Making people's lives healthier, safer and more fulfilling." Following this philosophy, Olympus affirms its commitment to carrying out responsible actions underpinned by a strong sense of ethics, in addition to strict compliance with laws.

Olympus does not tolerate bribery for the purpose of obtaining illicit benefits or unfair business advantages. In addition, Olympus does not engage in any actions that could be perceived as bribery of any of its business partners, including public officials.

As a signatory to the United Nations Global Compact, Olympus is significantly increasing its efforts to ensure that the Compact's ten principles, including the introduction of practical anti-corruption measures, the protection of human rights, the elimination of unfair labour practices and the management of environmental issues are met.

2. Objective

This guideline summarizes Olympus' approach to the prevention of bribery and corruption. We ask that you familiarize yourself with this approach, which takes into account various anti-bribery laws and regulations both in and outside of Japan, and conduct your business activities accordingly to ensure that all actions that constitute or could be suspected to constitute bribery or corruption are prevented.

Please note that the anti-bribery laws and regulations referred to herein include the following statutes, international conventions, ministerial orders and regulations from both in and outside of Japan. As the laws of some non-Japanese jurisdictions, including those of the United States and the United Kingdom, have extraterritorial ramifications, a number of Japan-based companies doing business globally are required to comply with them as well.

1. Japan: Unfair Competition Prevention Act (Article 18)
2. U.S.: Foreign Corrupt Practices Act (FCPA)
3. U.K.: UK Bribery Act 2010
4. Equivalent statutes that are based on or concern for the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions

3. Olympus' Approach to the Prevention of Bribery and Corruption

Olympus has set forth internal rules applicable to its Group companies in order to ensure compliance with all anti-bribery laws and regulations.

Prohibition of any acts considered to be bribery with regards to:

(1) Public Officials

The provision, acceptance or promises of and demands for money or other undue favours, and the proposal or authorization of the provision or acceptance thereof to or from public officials or any persons equivalent thereto ("Public Officials") with the intention of influencing their actions or decisions taken or made as part of their duties for the purpose of obtaining illicit benefits are prohibited. Public Officials include domestic or foreign public officials, international public organizations, political parties and members thereof, candidates for any public office and all persons who are potentially regarded as public officials.

(2) Non "Public Officials"

The provision, acceptance or promises of and demands for money or other undue favours and proposals and the authorization of the provision or acceptance thereof with the intention of influencing the recipient's actions or decisions for the purpose of obtaining illicit benefits are prohibited.

Prohibition of bribe acceptance

Money or other undue favours given with the intention of inappropriately influencing corporate or business decisions or business execution of Olympus are not given, accepted, promised, demanded, proposed or authorized.

◆ Definitions:

Definition of Bribery

Bribery refers to the offering, giving, soliciting, or receiving of any item of value as a means of influencing the actions of an individual holding a public or legal duty, in other words, the giving of something of value to someone with the intent of obtaining undue favourable treatment from the recipient.

Forms of Bribery

Money and other undue favours including all cash and cash equivalents, gifts, services, employment, loans, travel expense payments, food and beverages, entertainment and hospitality, including invitations to athletic events, political and charitable contributions, subsidies, per diem allowances, sponsorships, rewards and all other favours or forms of value given under any pretext that benefits the recipient. Note that money and other undue favours, however negligible the amount may be considered bribes and are therefore regulated.

The indirect provision of money or other undue favours through your business partners, customers, agents and intermediaries ("Third Parties") is also prohibited.

Public Officials

"Public Officials" are, whether foreign or domestic, any government employee; a political candidate or party official; a representative of a government-owned/majority-controlled organization; a representative carrying out public services; an employee of a public international organization. This term also refers to immediate family members of the public official, such as spouse, dependent child, or dependent household member, of the above-mentioned individuals.

4. Our Request to You:

We at Olympus vigilantly enforce our anti-bribery policy. We hereby request that you develop a full understanding of the Olympus Approach to the Prevention of Bribery presented above and adhere to the same principles when dealing with Third Parties. To fully ensure that this objective is met, we ask you to take the following steps when contracting or dealing with a Third Party in connection with the performance of your contractual obligations to Olympus.

(1) Due diligence on Third Parties:

When contracting with your business partners, you are requested to conduct a preliminary review on your business partners to preclude any possibility of bribes being exchanged or any similar acts to be committed through such Third Parties.

(2) Anti-bribery provisions in contracts:

Your contracts with Third Parties must include anti-bribery provisions in clauses addressing representations, record-keeping, the right to audit, record control and maintenance, and contract termination, etc.

(3) In-house education:

Please educate all directors and employees of your organization about anti-bribery and corruption regulations to ensure that they will not commit any action that constitutes bribery or be suspected of giving or receiving bribes in any situation. In particular, your directors and employees should be aware that a violation can lead to serious consequences for your organization, including termination of business contracts, fines, and even criminal or civil charges pressed against the individuals responsible.

(4) Monitoring and audits:

We request that you keep track of the progress made in your efforts to prevent Third Parties from offering or accepting bribes and monitor the state of compliance by your organization with regard to your internal rules. Additionally, periodic audits must be conducted to verify the effectiveness and appropriateness of such efforts.

(5) Record keeping:

Please maintain accurate books and records for all your business transaction related to Olympus.



















Established on April 1, 2015

Olympus Global Third Party Code

The Olympus Global Third Party Code ("Third Party Code ") has 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: Any company, organization or individual not owned, or controlled or employed by or acting as executive for Olympus that is or is intended to be contracted to provide goods or services or engage in business activities with or on behalf of Olympus.

The Third Party Code is available through the following links:

- | | |
|--|--|
| > Arabic اللغة العربية (PDF: 5.1MB)  | > Japanese 日本語 (PDF: 5.2MB)  |
| > Chinese (Simplified) 中文（简体） (PDF: 5.2MB)  | > Korean 한국어 (PDF: 5.1MB)  |
| > Chinese (Traditional) 中文（繁体） (PDF: 5.2MB)  | > Polish Polskie (PDF: 5.1MB)  |
| > Czech čeština (PDF: 5.0MB)  | > Portuguese (Brazilian) Português (Brasileiro) (PDF: 5.1MB)  |
| > English (PDF: 5.0MB)  | > Portuguese (European) Português (Europeu) (PDF: 5.1MB)  |
| > French (Canadian) Français (Canadien) (PDF: 5.1MB)  | > Russian русский (PDF: 5.1MB)  |
| > French (European) Français (Européen) (PDF: 5.1MB)  | > Spanish (European) Espanol (Europeo) (PDF: 5.0MB)  |
| > German Deutsch (PDF: 5.1MB)  | > Spanish (Mexican) Espanol (Mexicano) (PDF: 5.1MB)  |
| > Italian Italiano (PDF: 5.0MB)  | > Vietnamese Tiếng việt nam (PDF: 5.1MB)  |


Whistleblowing System

Whistleblowing System

Olympus Corporation and all Olympus Group companies abide by the laws, regulations and ethics standards in each industry. In April 2019, Olympus launched Global Whistleblowing Desk "Integrity Line" on top of current External Reception Desk and Internal Reception Desk. Please make use of these 3 reception desks when you get to know the inappropriate actions or questionable conducts.

Integrity Line (Global Operation Desk)

Integrity Line is operated by an independent company. This global desk is designed for all employees and Olympus business partners, who can report in confidence. Anyone may report anonymously, except where specifically prohibited by local laws. Special technology incorporated in the system guarantees no traceability in both web reporting and telephone.

Operation time : 24 hours/day, 365 days/year
Web reporting : <http://olympus.ethicspoint.com> (multi-languages) 
Telephone : free dial 0120-929-973 (select 1 for Japanese, select 2 for English or others)
*Other dial numbers outside Japan can be found at Olympus regional homepages.

External Reception Desk (Independent law firm in Japan)

Operation time : 9:30-17:30 of business day
Email : a.miyano@kurenai.waseda.jp
Telephone : 03-5272-8156 (switchboard)
Fax : 03-5272-8163
Post : 1-1-7 Nishi-Waseda, Shinjuku-ku, 169-0051, Japan
Waseda Univ. Legal Clinic
Attention: Ayako Miyano, Esq

Internal Reception Desk (Compliance Japan)

Operation time : 8:45-17:30 of business day
Email : JP-Compliance-Helpline@olympus.com
Post : 2951 Ishikawa-machi, Hachioji-shi, Tokyo, 192-8507, Japan
Olympus Corporation
Attention: "Compliance Helpline", Compliance

Olympus Group Tax Policy

Introduction

Our Corporate Philosophy and Global Code of Conduct set out the legal and ethical principles that we apply to our business and defines our relationships with all of our stakeholders, which includes tax authorities. Our Corporate Philosophy, "Our Core Values", includes Empathy and Integrity. We earn trust and empathy with patients, customers, healthcare professionals, authorities and the communities with integrity in all aspects of our operations, and "Our Core Values" governs the way we operate our business.

Group Tax Policy

This Group Tax Policy outlines the principles of how Olympus people are expected to operate with respect to tax matters. The Policy is set out in detail below.

1. Compliance with laws, rules and regulations

Olympus is committed to observing all applicable tax laws, rules, regulations, and reporting and disclosure requirements, wherever there is a requirement to do so as a result of our business presence and transactions, in line with "Our Core Values", "Integrity", as described in the Corporate Philosophy and Global Code of Conduct.

A dedicated tax function (Group Tax) collaborates with the Group's businesses to provide advice and guidance necessary to ensure compliance, obtaining external advice where necessary. There are clear management responsibilities, backed up by regular monitoring and review, carried out by members of Group Tax with the necessary experience and skill set and where necessary support is provided by external professional advisors.

2. Consistency with Group strategy

Tax decisions are made at all times in a manner which is consistent with and complements the Group's overall business strategy. Key business decisions are made cognisant of the tax consequences. Group Tax partners with the businesses to ensure there is consistency.

3. Governance, Assurance and Tax Risk Management

Responsibility and accountability for the Group's tax affairs is clearly defined in accordance with a Tax Responsibility Matrix, and decisions are taken at an appropriate level, determined by formal Group Delegation of Authority 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 adheres 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.

Country-by-Country Reporting

Introduction to country-by-country reporting

The Organisation for Economic Co-operation and Development (OECD) developed and implemented Country-by-Country Report (CbCR) in 2017 as the BEPS Action, and all large multinational enterprises are required to file reports with tax authorities. Under OECD rules, CbCR is prepared using aggregated financial data. It is therefore not always possible to draw conclusions about a single entity, business or venture.

As stated in the group tax policy, Olympus follows the BEPS Action Plan. In this report, we disclose our CbCR data for countries and locations in which we have a taxable presence and where we report financial figures.

We share more information about our presence and purpose in each country and location.

The data source is the group consolidation reporting data. This means that the data is based on the International Financial Reporting Standards (IFRS) and the currency is Japanese yen. CbCR reports are not subject to an external audit, statement or opinion.

Definitions

Revenues

Revenues are a sum of the revenue, other income, finance income. The revenues include revenue to affiliated and third parties. However, it excludes dividends received from affiliated companies.

Profit (loss) before tax

Profit before tax is incurred in the relevant fiscal year from business activities in the Olympus group. However, it excludes dividends received from affiliated companies.

Income tax paid

This is corporate income tax paid in the fiscal year. However, it excludes withholding taxes for dividends received from affiliated companies. It may include payments made in relation to previous years or future years as tax payments are often made in arrears or in advance.

Income tax accrued

Income tax accrued is related to the activities in the relevant financial year and it does not include deferred taxes in accordance with the OECD CbCR guidance and withholding taxes for dividends received from affiliated companies.

Accumulated earnings

Accumulated earnings reflect the profits that are retained.

Number of employees


This is the number of employees at the end of the year.

[> CbCR Report FYE2023 \(PDF: 216.0KB\)](#) 

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

- [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

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

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.

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.

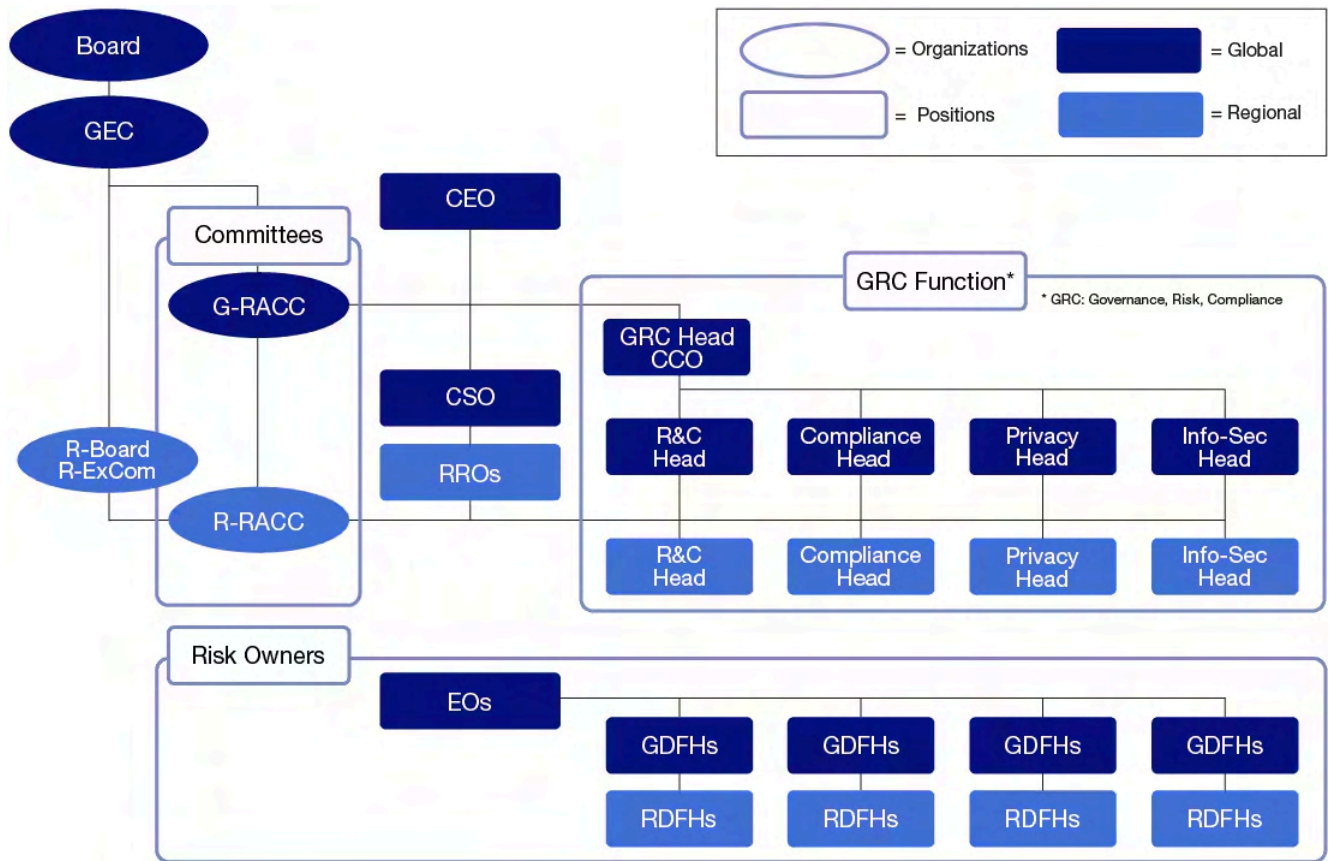
> [Policy of Risk Management and Crisis Response](#)

Promotion Structure

Organizational Setup (Fiscal Year Ended March 31, 2024)

Olympus has established a new committee structure on both the global and regional level by setting up Global and Regional Risk Assurance and Compliance Committees (G-RACC and R-RACC, respectively; collectively called the "RACCs"). The GRACC consists of Group Executive Committee (GEC) members, and the RRACCs comprise board members in each region. The objectives of the RACCs are to establish, implement and manage a framework for addressing enterprise risk and complying with applicable policies, laws, and regulations. Recommendations, guidance, and significant risks are regularly reported to the GEC, Board of Directors, and Audit Committee for ongoing monitoring.

Olympus also has identified and collaboratively nominated Risk Owners, that is, Global Division and Function Heads and Regional Division and Function Heads and respective Risk Coordinators responsible for managing risks. Each Risk Owner is accountable for executing the necessary measures (organizational structure, process preparation, focus measures, etc.) in their designated area of risk. This framework is based on the concept of the Three Lines Model as defined in our Group's Internal Control Framework. The Internal Audit Function provides regular audits to Risk Owners (1st Line) and GRC functions (2nd Line) based on their annual audit plan.



ERM Methodology

Risk Categories

Olympus has established the global Enterprise Risk Management Methodology and Approach that includes five calibrated Risk Categories (1. Strategic (incl. External), 2. Operations & Product, 3. Financial, 4. Governance, and 5. IT & Digital,) and corresponding Risk Sub-Categories.

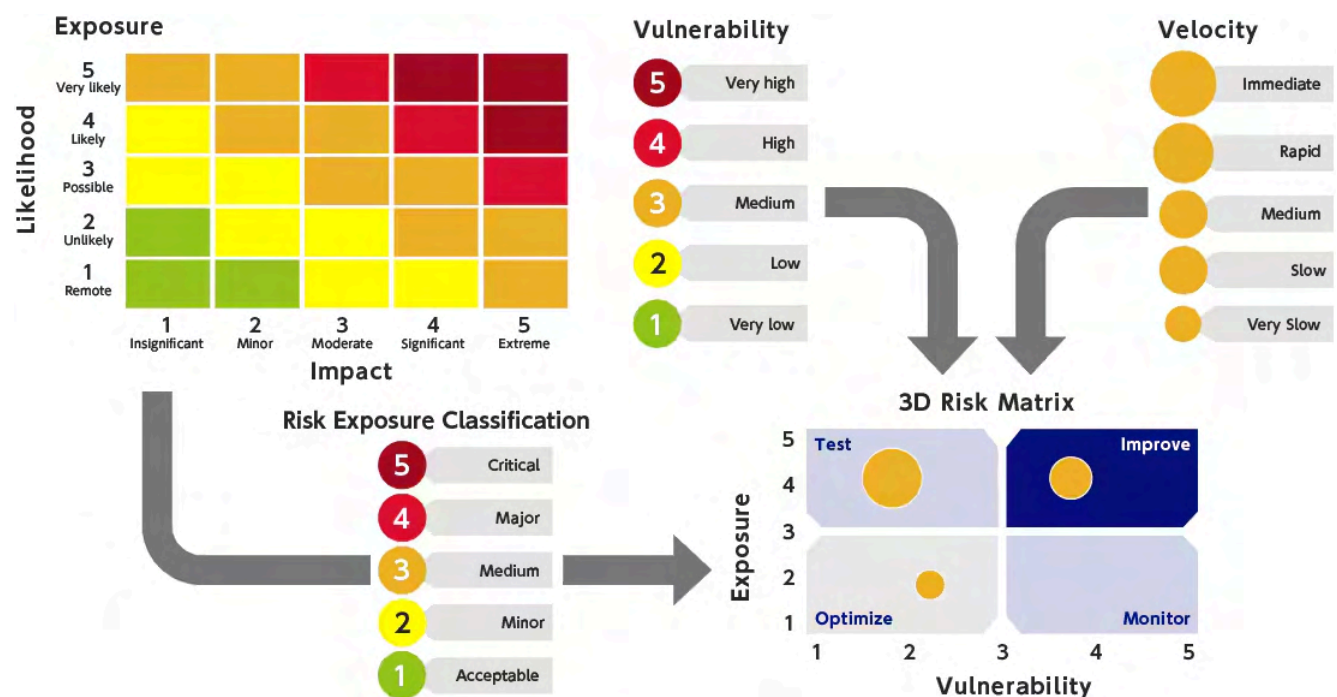
Risk Categories	Strategic (incl. External)	Operations & Product	Financial	Governance	IT & Digital
Sub-Risk Categories	<ul style="list-style-type: none"> Force Majeure Planning & resource allocation Business Development & Investment Communication & Stakeholder Management Market dynamics 	<ul style="list-style-type: none"> Research & Development Manufacturing & Repair End-to-end Supply Chain Sales, Marketing & Service Quality Physical Assets People & HR 	<ul style="list-style-type: none"> Capital Structure Accounting & Reporting Liquidity & Credit Revenue Cycle Tax 	<ul style="list-style-type: none"> Culture Regulatory Legal Compliance Data Privacy Corporate Governance 	<ul style="list-style-type: none"> IT Security & Cyber IT Applications IT Governance IT Infrastructure & Services Digital

Risk Evaluation Method

Olympus also has introduced the following three Risk Evaluation Criteria (1. Exposure, 2. Vulnerability, 3. Velocity) to evaluate and display each individual risk that might have an effect on the achievement of Olympus's business objectives, as well as on corporate strategy:

- Exposure is determined by likelihood and impact. Likelihood indicates the probability of a risk materializing, while impact assesses the severity of the consequences if a risk does materialize. Likelihood and impact levels are defined as quantitative (financial) or qualitative criteria.
- Vulnerability refers to how well the organization is prepared to manage a risk if it occurs.
- Velocity indicates how fast Olympus would be affected by a risk after it occurs.

Based on these three criteria, Olympus actively identifies, mitigates, and monitors risks. Mitigation measures are regularly reviewed and tested for effectiveness. Olympus also has introduced a so-called 3D-Risk Matrix to visualize and manage risks. It combines the Exposure with the perceived Vulnerability and adds the Velocity to the assessed risk. The matrix is split into four quadrants. Each of them gives an indication how the risk should be dealt with. Furthermore, Olympus has introduced an updated IT application based on databases and dashboards to facilitate better and informed risk-based decision making.



ERM Process

Risk Management

The main components of the Enterprise Risk Management Process are:

- ♦ Risk Assessment to identify, analyze, and evaluate risks.
- ♦ Risk Treatment to mitigate risk and coordinate and execute risk management activities.
- ♦ Risk Monitoring to design and implement monitoring procedures on risks and evaluate the effectiveness of risk treatment activities.
- ♦ Risk Reporting to aggregate and valueate risk and mitigating measures and report to relevant stakeholders regularly. Risk Reporting is developed and deployed internally as part of the annual plan. The status of the Group's response to top risks is regularly reported to the GEC, Board of Directors, and Audit Committee for continuous monitoring.

The Enterprise Risk Management Process is based on strong collaboration between the Risk & Controls Function and Division/Business Functions following the principle of the Three Lines Model. Olympus is developing and executing these global-aligned ERM processes at both the global and regional levels. Risk & Controls is responsible for providing, maintaining and developing the Enterprise Risk Methodology and operational guidance. We are promoting the spread of the new organizational structure and methods within the Company. We are continuously fostering our risk culture in our business operation levels through training and workshops with Risk Owners, Risk Coordinators, and other 2nd Line functions.

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. Furthermore, we continue to conduct annual training exercises in anticipation of emergencies, ensuring the ongoing review and refinement of response processes. Our aim is to minimize damage in the event of large-scale natural disasters and similar incidents.

BCM/BCP

In terms of business continuity management (BCM), we strive to develop practical plans that emphasize the value chain. To support this, we have established internal rules and procedures for BCM and consistently work on improving BCM practices. Additionally, we conduct regular education and training programs to enhance the effectiveness of our BCM.

Moving forward, we will continue to prioritize the health and safety of our employees, medical professionals, patients, and communities, while implementing the best measures to maintain the supply of our products and services.



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

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

- (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

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

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

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.

Basic Concept

The Olympus Group considers information, product, and cyber security (hereinafter, information security) risks to be important risks that not only directly affect our business but also could 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. As well as 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.

We visualize risks from the perspective of corporate risk management, with uniform standards across the global Group, and implement risk management for each related function. In addition, through the implementation of a comprehensive and harmonized 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

In accordance with the corporate governance structure for overall management, the governance of our information security is realized by the execution function headed by our Chief Executive Officer (CEO) and the Board of Directors (BoD), which supervises the execution function. In terms of the execution function, the CEO owes accountability for information security to the BoD and external stakeholders. The Chief Information Security Officer (CISO), under the supervision of the CEO, and a dedicated organization are responsible for the Group-wide risk management of information security and the formulation and implementation of strategies based on that risk management. In the supervisory function, the BoD is ultimately responsible for supervision as part of the corporate governance for overall management, and the Audit Committee, in particular, is responsible for supervision as part of the audit of the execution of duties by executive officers and others. The CEO and the CISO, which are execution functions, report to the BoD on the status of information security for the entire Olympus Group on a regular basis and as needed in response to changes in the environment. Furthermore, more frequently and regularly reporting to the Audit Committee are made.

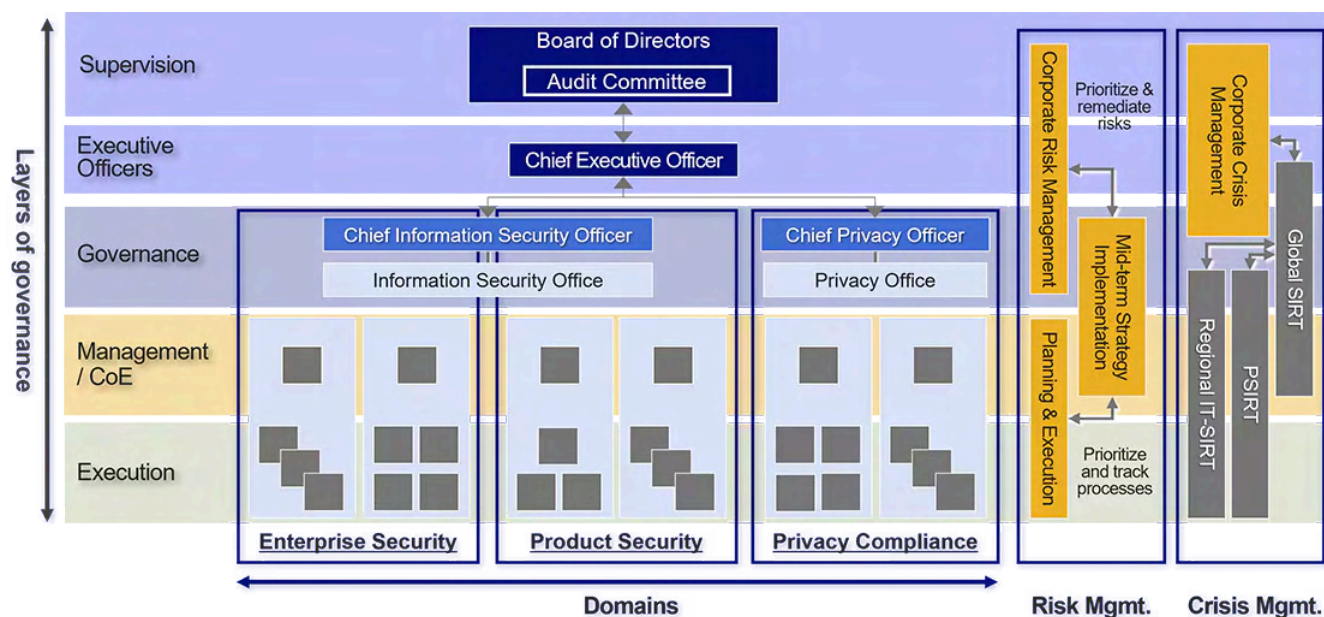
In terms of a more detailed execution structure, depending on varied requirements in security capability and capacity by function, the following three-layer model is being applied to the security organizational development with a view to both effectiveness and efficiency: the Governance Layer, which 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. 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 facilitate appropriate management decisions on a Group-wide basis. Therefore, in addition to IT-SIRT in each region and PSIRT, which 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^{*1}

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	FY2022	FY2023	FY2024
Number of information security breaches or other cybersecurity incidents	4	4	2

Related Information

- [Olympus Group Information, Product, and Cyber 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 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 "-".

Information, Product, and Cyber Security Policy

Article1: Purpose

Olympus is committed to providing products and services that are essential to healthcare services and that help make people's lives healthier, safer, and more fulfilling.

To help make this possible, Olympus strengthens the cyber resiliency of Olympus' products and services throughout the product life cycle, and the cyber resiliency of Olympus' business operations including enterprise systems.

The purpose of the "Information, Product and Cyber Security Policy" (hereinafter referred to as the "Policy") is to clarify the principles for Olympus to strengthen cyber resiliency.

Article2: Scope of application

This policy shall cover the Olympus' information, product, and cyber security. It shall apply to all Olympus' products, services, all information assets related to information security, and all users authorized to access Olympus' systems and data, including but not limited to employees, contractors, subcontractors, and other third parties.

Article3: Definition of terms

Terminology		Definition
1	Cyber resiliency	The ability to anticipate, withstand, recover from, and adapt to adverse conditions, stresses, attacks, or compromises on systems that include cyber resource.
2	Information assets	Systems, programs, data, or other knowledge that are valuable to Olympus. E.g., processes, trade secrets, data used in development and manufacturing, customer data, and personal data; created by Olympus or received from third parties in business activities.

Article4: Information, product, and cyber security risk awareness and leadership

Olympus shall recognize information, product, and cyber security risk as one of the key risks that could seriously impact our business and healthcare services in which our products and services are involved.

Article5: Establishment of a management system for information, product, and cyber security risks

Olympus shall establish an information, product, and cyber security management system based on the corporate strategies. In doing so, it shall be consistent with the risk management systems of other functions of the Olympus.

Olympus will follow industry best practices to continuously improve Information, product, and cyber security levels.

Article6: Implementation of information, product, and cyber security management

Olympus shall conduct information, product, and cyber security risk assessments, and establish and implement a security management process to develop plans to reduce identified security risks, monitor implementation status, and improve plans.

Olympus' employees shall be knowledgeable about information, product, and cyber security and take appropriate actions to protect the information assets of the Olympus group.

Article7: Supply chain security

Olympus shall identify information, product and cyber security risks in the supply chain and cooperate with supply chain partners to implement security risk management that does not stop healthcare services.

Article8: Establishment a structure to prepare for and respond to incidents

Olympus shall organize a structure and management process to proactively detect and discover vulnerabilities in our products or services.

Olympus shall organize a management system to provide appropriate distribution of remediation or mitigation and information disclosure in timely manner whenever vulnerability identified in our products and services.

Olympus shall organize an emergency response structure in case of an incident.

Olympus shall develop a recovery plan and response process for rapid business recovery and confirm and review its effectiveness through exercises.

Article9: Communication with healthcare industry

Olympus shall collaborate with customer healthcare institutions, business partners, as well as industry associations and government agencies, to proactively disclose and share information and conduct training to strengthen our ability to resist cyber threats.

Handling of Personal Information

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](#).

Issue date 1 April 2022

Latest revision: 28 October 2024

Olympus Group personal Information protection policy



1.Implementation of internal measures

Olympus has implemented internal measures to protect all personal information. All Olympus directors and employees receive training and communication accordingly. To ensure proper implementation of necessary measures to protect personal information, inspections are conducted on a regular basis.

2.Proper Handling of Information

Olympus will acquire personal information only within the scope necessary and informs the principal about the purpose of use at the time of collection. In addition, Olympus handles personal information only within the scope necessary and will respond to a principal's request for disclosure, rectification, deletion or cease of use of his or her personal information swiftly to and to a reasonable extent. Furthermore, Olympus handles specific personal information only within the scope permitted by law.

3.Limitation of Disclosure and Provision of Personal Information to Third Parties

Unless consent of the principal is obtained, or otherwise permitted by law, Olympus will not disclose or otherwise provide retained personal information to third parties.

Furthermore, unless permitted by law, Olympus will not disclose or provide specific personal information to any third party, regardless of whether the principal's consent has been obtained or not.

In cases in which Olympus is outsourcing a business activity, Olympus will enter into a contract with the outsourcing partner that includes obligations to properly handle personal information. In addition, Olympus will perform sufficient supervision and instructions towards the outsourcing partner.

4.Ensuring Accuracy and Safety

Olympus strives to maintain accurate and up-to-date retained personal information and takes appropriate security measures against risks such as unauthorized access to personal information, loss, destruction and falsification, and leakage of personal information.

5.Compliance with Laws and Regulations, and Continuous Improvements

Olympus obeys to laws, regulations, and standards applicable to the protection of personal information, and strives to review and make continuous improvements to the above-mentioned measures.

Declarations as stipulated in the Act on the Protection of Personal Information

Olympus hereby declares the following information as stipulated in the Act on the Protection of Personal Information.

Personal information handling business operators	Address	Representative
Olympus Corporation	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Yasuo Takeuchi
Olympus Medical Systems Corp.	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Tomohisa Sakurai
Olympus Marketing Corp.	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Isao Kobayashi
Nagano Olympus Co., Ltd.	6666 Inatomi, Tatsuno-machi, Kamiina-gun, Nagano 399-0495	Tatsuya Honda
Aizu Olympus Co., Ltd.	3-1-1 Niiderakita, Aizuwakamatsu-shi, Fukushima 965-8520	Tomoaki Kabayama
Aomori Olympus Co., Ltd.	2-248-1 Okkonoki, Kuroishi-shi, Aomori 036-0357	Hiroaki Hosoi
Shirakawa Olympus Co., Ltd.	3-1 Oaza-Odakura-Aza-Okamiyama, Nishigo-mura, Nishishirakawa-gun, Fukushima 961-8061	Seiji Morishita
TmediX Corporation	Shinjuku Monolith, 2-3-1 Nishi-Shinjuku, Shinjuku-ku, Tokyo 163-0914	Keisuke Fujii
Olympus-Supportmate Corp.	2951 Ishikawa-machi, Hachioji-shi, Tokyo 192-8507	Kumi Tatsuta

2. Utilization purpose of personal information

Olympus will utilize acquired personal information for the purposes stated below.

In cases where, by means of contract or other notifications, we have specified separate utilization purposes, said utilization purposes will take precedence over those stated below.

Regardless of the utilization purposes stated below, there might be further utilization cases to the extent laws permits.

Subject to acquisition	Utilization purpose
(1) Personal information of customers and medical personnel	<ul style="list-style-type: none"> ◆ Provision of information related to arrangement and shipment of products and services ◆ Sales of products, their repair and maintenance and inspection as well as provision of after sales services, management of inquiries ◆ Notification and performance of seminars, academic conferences, exhibitions, events, contests, campaigns, trainings, and other activities hosted, co-hosted or sponsored by an Olympus Group company or in which Olympus has a display or is giving a presentation ◆ Planning, research, development and marketing of products ◆ Access control and access history management of facilities managed by Olympus ◆ Performance of negotiations, meetings and other communications with customers ◆ Handling and documentation of all inquiries, requests for materials and other customer services ◆ Handling of all payment procedures ◆ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances.
(2) Personal information of business partners' and legal entities' affiliated personnel	<ul style="list-style-type: none"> ◆ Performance of negotiations, meetings, communication and other interactions with business partners as well as provision of information thereto ◆ Performance of business operations commissioned to Olympus by business partners ◆ Invoicing and management of business affairs between Olympus and business partners ◆ Access control and access history management of facilities managed by Olympus ◆ History management of education provided by Olympus ◆ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances.

Subject to acquisition	Utilization purpose
(3) Personal information of shareholders	<ul style="list-style-type: none"> ♦ Exercise of rights and obligations under corporate law ♦ Provision of benefits to the shareholder in accordance with his/her position as a shareholder ♦ Performance of measures to maintain a smooth the relationship between the shareholders and Olympus, in terms of the members of the association and the association itself ♦ Performance of shareholder management as stipulated by law, such as management of shareholders, preparation of shareholder data etc.
(4) Personal information of job applicants (incl. interns)	<ul style="list-style-type: none"> ♦ Selection of candidates, provision of information and interview results ♦ Performing operations related to the recruitment process ♦ Management of recruitment operations
(5) Personal information of directors and employees (incl. their families and relatives, and retirees)	<ul style="list-style-type: none"> ♦ Business-related communication and procedures ♦ Communication with corporate health insurance associations, corporate pension funds and labor unions, as well as Among Olympus group companies ♦ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances. ♦ Operations related to human resources and labour management ♦ Further utilization as stipulated in internal policies.
(6) Personal information patients	<ul style="list-style-type: none"> ♦ Performance of investigations and documentation, as well as reports to government institutions as required by law and other legal ordinances.

3. Provision of personal information to third parties

Except for the instances stated below, Olympus will not share any personal information with third parties.

- ♦ Consent has been provided by the individual
- ♦ The information is provided to contractors or other parties to the extent necessary to achieve the utilization purposes
- ♦ Mergers or other cases of business succession
- ♦ Joint utilization as stipulated in chapter “4. Joint utilization of personal information”
- ♦ In urgent cases that require the protection of the life, body, or property of an individual, as well as other cases permitted by the Act on the Protection of Personal Information (APPI)
- ♦ To the extent permitted by other laws and regulations

Supervision of entrusted parties (outsourcing)

In cases where business activities are entrusted to other parties, Olympus ensures sufficient supervision and instructions, incl. conclusion of contracts that stipulate the appropriate handling of personal information.

Provision of personal information to foreign countries

Personal information acquired by Olympus might be processed by Olympus or entrusted parties in other countries or regions such as Europe, America, China, etc.

In such cases, privacy regulations of the specific country or region will apply. For an evaluation of privacy regulations, kindly refer to the official website of the [Personal Information Protection Commission website](#) (Japanese only).

In cases where Olympus provides personal information to Olympus or entrusted parties outside of Japan, Olympus will implement sufficient measures to protect personal information to the extent required by Japanese and foreign privacy law.

4. Joint utilization of personal information

(1) Olympus

Olympus might jointly utilize acquired personal information with other Olympus group entities.

(a) Categories of personal information utilized jointly

Examples include name and contact information (company name, department name, job title, address, telephone number, fax number, e-mail address, purchase history, inquiry and request history) etc.

* When sharing personal information other than the above, the principal will be separately notified either directly or in the form of an announcement.

(b) Scope of joint utilization

All Olympus group entities

(c) Utilization purpose

To fulfill the services provided to individuals and to fulfill the purposes that have been notified or published.

(d) Entity responsible for joint utilization

Olympus Corporation

(For the representative and address, kindly refer to chapter “1. Personal information business handling operators”)

(2) Corporate health insurance association, corporate pension funds and Labor unions

(a) Categories of personal information utilized jointly

Personal information of employees, retirees and their family members (e.g., employee number, name, sex, birth date, date of employment, department, employment status, personnel treatment data necessary for labor-management consultations) in the possession of each party, as well as other data necessary for the achievement of the utilization purposes.

(b) Scope of joint utilization

Information shall be jointly utilized among corporate health insurance associations, corporate pension funds and labor unions.

(c) Utilization purpose

- ◆ Appropriate management of employees, retirees and their families
- ◆ Communication, notification and provision of information to the individual
- ◆ Use as basic data for labor-management affairs (negotiations) on wages and other labor conditions of the individual
- ◆ Smooth implementation of appropriate measures among joint parties in the event of disasters or emergencies relating to Olympus or the individual
- ◆ Performance of practical operations relating to welfare programs offered by joint parties

(d) Entity responsible for joint utilization

Olympus Corporation

(For the representative and address, kindly refer to chapter “1. Personal information business handling operators”)

(3) Nihon Ultmarc Inc.

Olympus Corporation, Olympus Marketing Corporation and TmediX Corporation handle the "Medical Database (MDB)", a database of basic information on healthcare professionals and medical institutions nationwide provided by Nihon Ultmarc Inc., jointly with certain healthcare-related companies.

Please refer to Nihon Ultmarc's website for the utilization purpose of personal information and other details.

▶ [個人情報の共同利用について | 株式会社日本アルトマーク / Nihon Ultmarc INC.](#) 

5. Technical and organizational security measures



Establishment of basic policy

- ◆ For handling personal information appropriately, Olympus established a basic policy including topics such as “implementation of an internal system”, “proper handling information”, “limitation of disclosure and provision of personal information to third parties”, “ensuring accuracy and safety”, “compliance with laws and regulations, and continuous improvements”.

Establishment of rules for handling personal information

- ◆ Olympus has established a policy covering stages and performance of activities such as acquisition, use, storage, provision, deletion/disposal of personal information. Relevant managers in charge are stipulated as well.

Organizational security control measures

- ◆ Olympus appointed a responsible staff/managers in charge of supervising the handling personal information Roles and responsibilities are clearly defined.
- ◆ Olympus has implemented appropriate processes to promptly respond to (potential) incidents.
- ◆ Olympus has established measures to ensure transparency over data processing activities.
- ◆ Olympus periodically checks the status of handling personal information.

Personnel-related security measures

- ◆ Olympus regularly educates the directors and the employees on security control measures related to protection of personal information.
- ◆ Regular communication as well as events and campaigns to promote awareness.
- ◆ Items related to the confidentiality of personal information are stipulated in internal rules etc.

Physical security control measures

- ◆ Appropriate access control is implemented for employees in areas where personal information is handled.
- ◆ When carrying personal information, encryption and password protection are used to prevent leakage etc.
- ◆ When documents or electronic media containing personal information are disposed of, they are done so in a manner that makes them unrecoverable.
- ◆ Deployment of security personnel to protect premises

Technical security control measures

- ◆ Access controls are in place to limit the access to personal information only persons necessary.
- ◆ Olympus has established measures to protect personal information handling systems from unauthorized access and malicious software.

Security control measures for entrusted parties

- ◆ Rules in place for selection of adequate parties that handle personal information.
- ◆ Contracts etc. in place between Olympus and entrusted parties that stipulate handling of personal information based on Olympus standards.


6. Disclosure of personal information



Olympus is ready to respond to individuals' requests (incl. such, filed by the principal's agent) for disclosure※¹ of the individuals retained personal information.

For individuals who have registered through any websites, there might already be an inquiry function that can be used to make the request directly via that website.

※¹ Disclosure etc. includes: disclosure, rectification, addition, deletion, cease of use, erasure, cease of third-party provision of the principal's personal information, disclosure of records of third party provision, and notification of purpose of use.

Request form	<p>Kindly download the form below and fill in the necessary information.</p> <p> > Disclosure etc. request form(Only requests regarding utilization purpose and disclosure require a fee) (PDF: 222.5KB)  </p>
Documents to submit	<ol style="list-style-type: none"> 1. Disclosure request form 2. Identification for verification that the Personal Information in question does indeed pertain to the individual who is making said request (Either (1) or (2) must be provided) <ol style="list-style-type: none"> ① Copy of a valid drivers' license or a valid passport: One copy

	<p>② Copy of pension card or health insurance card together with certificate of residence: One set</p> <p>3. Fee (Only requests regarding utilization purpose and disclosure) 1,600 Yen / company (in fix-amount postal money order)</p>
Requests via agent	<p>If the demand is filed by an agent, the following must be submitted, in addition to the documents specified in (1) through (3) above:</p> <p>1. For agents with Power of Attorney: Documents providing evidence that the party making the request has Power of Attorney from the person to whom the personal information relates (Both (1) and (2) below must be submitted).</p> <p>① Power of Attorney (with the seal of the grantor): 1x</p> <p>② Certificate of a Grantor incl. seal: 1x</p> <p>2. For statutory agent: Document providing evidence that the said agent is legally entitled to represent the individual in question: 1x</p>
Address	<p>Personal Information Inquiry Desk HR HRIS operations site operation & planning Olympus Corporation Shinjuku Monolith, 2-3-1 Nishi-Shinjuku Shinjuku-ku, Tokyo 163-0914</p>
Disclaimer	<ul style="list-style-type: none"> ◆ Kindly send the request/documents via a method that is traceable. ◆ After all necessary processes at Olympus have been performed, a reply will be made via registered mail or e-mail. Olympus will reply within three weeks upon receipt of the request. In cases that take more time, Olympus will inform the individual. ◆ For requests regarding the utilization purpose and disclosure of personal information, kindly enclose 1,600 Yen in the envelope (fix-amount postal money order). (1,600 Yen per request) ◆ Only fix-amount/postal money order is accepted ◆ In cases where Olympus may legally not be able to handle your request or where no retained personal information exist, the individual will be informed via e-mail or post. (Kindly understand that the fee will not be refunded). ◆ In cases of lack of information on part of the requestee, Olympus will contact said individual. If no further reply was received within 1 month thereof, the request will be dismissed. ◆ The personal information received in relation to the request will only be used to fulfill said request and not returned.

7. Provision of anonymously processed information



Olympus will utilize anonymously processed information as stipulated in the Act on the Protection of Personal Information and other guidelines and laws for the purposes of promotion and extension of health/life expectancy.

Provision of anonymously processed information

Provided information that incl. categories related to individuals	Provision method	Entities providing anonymously processed information
<ul style="list-style-type: none"> ◆ Patient-related information (age, gender) ◆ Information regarding the surgery (disease name, surgical method, duration of surgery, and the amount of intraoperative blood loss. However, disease name and surgical procedures that can identify specific individuals are not included) ◆ Information regarding the physician who performs the surgery (Years of experience, certified physician or not etc. However, physician name and facility name are not included) ◆ Video information of and related to recordings endoscopic surgery 	<p>Password-encrypted digital files, shared via portable device or highly encrypted cloud storage.</p>	<p>Olympus Corporation Olympus Medical Systems Corp.</p>
<ul style="list-style-type: none"> ◆ Endoscopic images, names of internal organs, lesions, organ cleansing, past treatments, pathological results 	<p>Highly encrypted secure storage</p>	<p>Olympus Medical Systems Corp.</p>

Provided information that incl. categories related to individuals	Provision method	Entities providing anonymously processed information
<ul style="list-style-type: none"> ◆ Physician's observations regarding specific lesions 		
<ul style="list-style-type: none"> ◆ Endoscopic images, names of internal organs, lesions, organ cleansing, past treatments, pathological results ◆ Physician's observations regarding specific lesions 	Password-encrypted digital files, shared via portable device or highly encrypted cloud storage.	Olympus Medical Systems Corp.

8. Inquires on handling of personal information

Any inquiries regarding Olympus' handling of personal information or anonymously processed information can be sent to the e-mail address below:

privacy@olympus.com

※ Any personal information provided by the individual in relation to the inquiry will only be used by Olympus to the extent needed to fulfill the request.

9. Other information

Olympus may have additional stipulations within a specific business activity or services.

Olympus may change or amend the policy for "Handling of Personal Information" in accordance with any changes of the Act on the Protection of Personal Information, including any of the above publications or processes, without prior notice.

10. Change history

Date	Content changed
12 July 2024	Deletion of Olympus Terumo Biomaterials Corp. due to business transfer.
1 April 2024	Adjustment of representatives due to corporate changes.
1 April 2023	<ul style="list-style-type: none"> ◆ Adjustment of representatives due to corporate changes. ◆ Adjustments regarding the provision of personal information to third parties without consent. Also, information on cross-border transfers and security measures for entrusted parties have been added. ◆ Additions to technical and organizational measures. ◆ Addition of current provision of anonymously processed information. ◆ Change to one single e-mail address for inquires. ◆ General overhaul for easier readability. ◆ Merged contents from prior recruiting page with this page. ◆ Change log created and published as of 1st April 2023.
1 April 2022	<p>Addition of addresses of the personal information handling business operators as well as names of their representatives as stipulated in the latest revision of the APPI.</p> <p>Addition of technical and organizational security measures as stipulated in the latest revision of the APPI.</p>

Governance Data

Updated August 20, 2024

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

[>Annual Securities Report](#)

[>Integrated Report](#)

Corporate Governance

Composition of the Board of Directors (As of the End of Each Fiscal Year)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Directors	(Person)	15	12	11	12	13
Outside	(Person)	10	9	8	9	10
Internal	(Person)	5	3	3	3	3
Women	(Person)	0	0	1	1	2
Foreign Nationals	(Person)	3	3	3	4	5

*Olympus Corporation made a transition to a company with a Nominating Committee, etc. in June 2019.

Compensation for Officers (Total Amount)

	Unit	FY2020	FY2021	FY2022	FY2023	FY2024
Directors	Internal	Millions of yen	454 ^{*1}	717 ^{*2}	919	1772 ^{*3}
	Outside	Millions of yen	124	149 ^{*4}	138 ^{*5}	192 ^{*6}
Auditors	Internal	Millions of yen	14	-	-	-
	Outside	Millions of yen	7	-	-	-
Executive officers ^{*8}	Millions of yen	140 ^{*8}	431 ^{*8}	666 ^{*8}	1122 ^{*8}	2373 ^{*8}

* Olympus Corporation made a transition to a company with a Nominating Committee, etc. in June 2019.

*1 The directors include the three internal directors who retired at the close of General Meeting of Shareholders held on June 2019.

*2 The directors include the two internal directors who retired at the close of General Meeting of Shareholders held on July 2020.

*3 The directors include the one internal director who retired at the close of General Meeting of Shareholders held on June 2023.

*4 The directors include the one outside director who retired at the close of General Meeting of Shareholders held on July 2020.

*5 The directors include the two outside directors who retired at the close of General Meeting of Shareholders held on June 2021.

*6 The directors include the two outside directors who retired at the close of General Meeting of Shareholders held on June 2022.

*7 The directors include the one outside director who retired at the close of General Meeting of Shareholders held on June 2023.

*8 The number of applicable executive officers is three for FY2020, FY2021, and FY2022; four for FY2023; and eight for FY2024.

Compensation for the two executive officers who concurrently hold a position as director is included in the compensation for directors in all fiscal years.

Participating in External Initiatives

Commitment to External Initiatives

UN Global Compact

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

The Global Compact 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

In April 2021, Olympus announced its endorsement of the Task Force on Climate-related Financial Disclosures (TCFD*), which was established by the G20 Financial Stability Board to encourage disclosure of information on risks and opportunities relating to climate change.



* The TCFD is a task force established by the Financial Stability Board (FSB) in response to a call by the G20, which considers how climate-related information should be disclosed and how financial institutions should respond.

SBTi*¹ (The Science Based Targets initiative)

In October 2023, Olympus's greenhouse gas reduction targets were certified by the Science Based Targets initiative (SBTi*¹) as consistent with the 1.5-degree Celsius increase limit target set by the Paris Agreement. The targets are described below.

- ♦ Achieve net-zero *² greenhouse gas emissions throughout the entire supply chain (Scope 1, 2, and 3) by FY2040.
- ♦ Reduce Scope 1 and 2 greenhouse gas emissions by 70% by FY2031.



*¹ An international initiative jointly established by WWF, CDP, the World Resources Institute (WRI), and the UN Global Compact. They encourage companies to set science-based greenhouse gas reduction targets in order to limit the increase in the average global temperature due to climate change to 1.5 degrees Celsius above pre-industrial levels.

*² Net zero means reducing greenhouse gas emissions (Scope 1, 2, and 3) as much as possible (at least 90%) in line with the latest climate science (1.5°C scenario) and using credits derived from carbon sequestration and removal (such as afforestation and CO₂ capture and storage) for an amount equivalent to the residual greenhouse gas emissions (less than 10%) to achieve a balance.

HPRC (Healthcare Plastic Recycling Council)

Olympus joined the United States' Healthcare Plastics Recycling Council (HPRC) in April 2024.

HPRC is a joint industry initiative consisting of members in the value chain (including healthcare professionals, manufacturers, and recyclers) to promote the recycling of healthcare plastics*.



* Healthcare plastics are plastic materials utilized in the medical sector. These plastics are deployed in the manufacture of a range of medical equipment and instruments, pharmaceutical packaging, and medical devices.

External Evaluation

External Evaluation Regarding ESG *As of August 2024

Selected for Inclusion in ESG Indexes

- ◆ Dow Jones Sustainability World Index (three consecutive years from 2021)
- ◆ Dow Jones Sustainability Asia Pacific Index (five consecutive years from 2019)
 - [Olympus Named to Dow Jones Sustainability World Index for Three Consecutive Years](#)
- ◆ FTSE4Good Index Series
- ◆ FTSE Blossom Japan Index
- ◆ FTSE Blossom Japan Sector Relative Index

Member of
**Dow Jones
Sustainability Indices**
Powered by the S&P Global CSA



FTSE4Good



**FTSE Blossom
Japan**



**FTSE Blossom
Japan Sector
Relative Index**

External Evaluation Regarding ESG

- ◆ Obtained a B rating in the climate change survey and a C rating in the water security survey by CDP Worldwide, an international NGO that aims at the realization of a sustainable economy (2023 for Olympus).
- ◆ Selected by CDP as a CDP 2021 Supplier Engagement Leader and a CDP 2022 Supplier Engagement Leader, the highest rating in the Supplier Engagement Rating (SER), which evaluates how effectively companies are working with their suppliers to address climate change challenges (Olympus).
- ◆ Listed in White 500, the Certified Health & Productivity Management Organization Recognition Program (eight consecutive years since 2017 for Olympus, in 2021 for Olympus Marketing, and in 2020 for Aizu Olympus).
- ◆ Listed in the Certified Health and Productivity Management Organization Recognition Program (four consecutive years since 2021 for Aizu Olympus and in 2020, 2022–2024 for Olympus Marketing).
- ◆ 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).

* Our Orthopedic Business, including Olympus Terumo Biomaterials Corporation, was transferred to Polaris Capital Group effective from July 12, 2024.

- ◆ 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).
- ◆ Olympus has established a dedicated consultation office in Japan to promote understanding and support for sexual minorities. We have furthermore established an in-company intranet and are implementing ALLY activities led by volunteers to promote the understanding of LGBTQ issues. As a result of these activities, we received a "Silver" certification in the "PRIDE Index 2023," an evaluation index for LGBTQ initiatives in Japan.





Independent Assurance Report

Mr. Stefan Kaufmann
Director, Representative Executive Officer, President and CEO
Olympus Corporation

We, SOCOTEC Certification Japan (hereafter "SOCOTEC"), have performed a limited assurance engagement, in response to the entrustment from Olympus Corporation (hereafter "the Company") in order to provide an opinion as to whether the subject matter information ("FY2024 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2023 to 31 March 2024)) of the Company meets the criteria in all material respects.

1 Subject Matter Information and Criteria

The subject matter information for our assurance is "a report on Environmental Data and Social Data (shown in APPENDIX)" covering the operations and activities of the Company and its consolidated companies in Japan and overseas (9 domestic subsidiaries and 18 overseas subsidiaries) described in "FY2024 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2023 to 31 March 2024).

The criteria for preparing subject matter information is "FY2024 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Rules".

2 Management Responsibility

"FY2024 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2023 to 31 March 2024) was prepared by the management of the Company, who is responsible for the integrity of the assertions, statements, and claims made therein (including the assertions over which we have been engaged to provide limited assurance), the collection, quantification and presentation of all data and information in the report, and applied criteria, analysis and publication.

The management of the Company is responsible for maintaining adequate records and internal controls that are designed to support the reporting process and ensure that "FY2024 GHG Emissions, Energy consumption, Water consumption, Waste generated and Social data Calculation Report" (period: 1 April 2023 to 31 March 2024) is free from material misstatement whether intentional or negligent.

3 Assurance Practitioner's Responsibility

The responsibility of SOCOTEC is to express a limited assurance conclusion as to whether the subject matter information has been prepared in compliance with the criteria in all material respects.

SOCOTEC performed limited assurance engagement in accordance with the verification procedures stipulated by SOCOTEC and "JIS Q 14064-3:2023 (ISO14064-3:2019) Specification with guidance for the verification and validation of greenhouse gas statements" and the International Standard on Assurance Engagements (ISAE) 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" of International Auditing and Assurance Standards Board (IAASB).

The procedures implemented in the limited assurance engagement are limited in their type, timing and scope as compared to the procedures implemented in the reasonable assurance engagement. As a result, our limited assurance engagement does not provide as high assurance as reasonable assurance engagement.

Our procedures performed depend on the assurance professional practitioner's judgement, including the risk of material misstatement, whether due to fraud or error. Our conclusion was not designed to provide assurance on internal controls.

We believe that we have obtained the evidence to provide a basis for the conclusion for limited assurance.



4 Assurance Procedures

The procedures that SOCOTEC has conducted are based on professional judgment and include, but are not limited to:

- Evaluation of policies and procedures created by the Company in relation to subject matter information
- Questions to the Company personnel to understand the above policies and procedures
- Verification that the target project meets eligibility requirements
- Matching with the basis data by trial calculation and recalculation
- Obtaining and collating material for important assumptions and other data
- We visited Headquarters of the Company, Aizu Olympus Co., Ltd. and Olympus Vietnam Co., Ltd. in order to confirm the calculation structure and procedures, data collection and implementation status of record control.

5 Statement of Our Independence, Quality Control and Competence

SOCOTEC has introduced and maintained a comprehensive management system that conforms to the accreditation requirements of "ISO17021 Conformity assessment -- Requirements for bodies providing audit and certification of management systems". In addition, we have also established a management system according to "ISO14065 Greenhouse gases -- Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition". These meet the requirements of International Standard on Quality Control 1 by the International Auditing and Assurance Standards Board and Code of Ethics for Professional Accountants by International Ethics Standards Board for Accountants. We maintain a comprehensive quality control system that includes ethical rules, professional standards and documented policies and procedures for compliance with applicable laws and regulations.

The SOCOTEC Group is a comprehensive third-party organisation in inspection, testing and certification operations, and conducts management system certification services and training services related to quality, environment, labour and information security in countries around the world. Engaged in performance data and sustainability report assurance of environmental and social information, SOCOTEC affirms that it is independent of the organisation that has ordered the assurance engagement, its affiliated companies, and stakeholders, and that there is no possibility of impairing impartiality or conflict of interest.

We assure that the team engaged in the assurance is selected based on knowledge, experience in the relevant industry, and the competence requirements for this assurance engagement.

6 Use of Report

Our responsibility in performing our limited assurance activities is to the management of the company only in accordance with the terms for this engagement as agreed with the Company. We do not therefore assume any responsibility for any other purpose or to any other person or organisation.

7 Our Conclusion

On the basis of our procedures performed and evidence obtained nothing has come to our attention that causes us to believe that the subject matter information is not, in all material respects, prepared and reported in accordance with the stated criteria.

SOCOTEC Certification Japan

Seigo Futaba
Managing Director
12 July 2024

Environmental Data and Social Data

【Environmental Data】

Table1 Resource/Energy input

Item	Figure	Unit
Electricity(Purchased electricity excluding Green electricity)	29,638	MWh
City gas	5,110	1000m3
LPG	1,442	ton
LNG	0	ton
Heavy fuel oil	186	kL
Kerosene	32	kL
Diesel fuel	967	kL
Gasoline	3,881	kL
Hot water	1,492	GJ
Steam	7,081	GJ
District heat	2,280	MWh
Green electricity	100,829	MWh
Solar power [internal]	934	MWh
Solar heat [internal]	416	GJ

Table2 Breakdown of Internal Energy Consumption

Item		Figure	Unit
Direct	City gas	64,145	MWh
	LPG	20,062	MWh
	LNG	0	MWh
	Heavy fuel oil	2,014	MWh
	Kerosene	324	MWh
	Diesel fuel	10,212	MWh
	Gasoline	36,009	MWh
	Subtotal	132,766	MWh
Indirect	Electricity	29,638	MWh
	Hot water	493	MWh
	Steam	2,341	MWh
	District heat	2,280	MWh
	Green electricity	100,829	MWh
	Solar power [internal]	934	MWh
	Solar heat [internal]	116	MWh
	Subtotal	136,631	MWh
Total		269,397	MWh

Table3 Renewable Energy Consumption

Item	Figure	Unit
Renewable Energy	101,879	MWh

Table4 Greenhouse gases

Item	Figure	Unit
CO2 generated from energy(Market-based method)	42,380	t-CO2e
CO2 not generated from energy	0	t-CO2e
Total	42,380	t-CO2e

Table5 CO2 Emissions (Scope 1, 2)

Item		Figure	Unit
Scope1		27,255	t-CO2e
Scope2	Market-based method	15,125	t-CO2e
	Location-based method	55,175	t-CO2e
Subtotal	Scope1 + 2(Market-based method)	42,380	t-CO2e
	Scope1 + 2(Location-based method)	82,430	t-CO2e
Scope3		787,822	t-CO2e
Total	Scope1 + 2(Market-based method)+3	830,202	t-CO2e
	Scope1 + 2(Location-based method)+3	870,252	t-CO2e

Table6 CO2 Emissions (Scope 3)

Item		Figure	Unit
Category 1	Purchased goods and services	528,598	t-CO2e
Category 2	Capital goods	108,721	t-CO2e
Category 3	Fuel and energy related activities (not included in Scope 1, Scope 2)	15,755	t-CO2e
Category 4	Upstream transportation and distribution	43,345	t-CO2e
Category 5	Waste generated in operations	3,415	t-CO2e
Category 6	Business travel	28,410	t-CO2e
Category 7	Employee commuting	12,230	t-CO2e
Category 11	Use of sold products	23,613	t-CO2e
Category 12	End-of-life treatment of sold products	23,735	t-CO2e

Table7 Waste emissions/Landfill

Item		Figure	Unit
Waste emissions	Total	5,315	ton
	Amount recycled	4,467	ton
	Other waste	848	ton
Landfill		184	ton

Table8 Hazardous waste discharged

Item		Figure	Unit
Hazardous waste discharged	Total	222	ton
	Amount recycled	159	ton
	Other waste	63	ton

Table9 Water consumption

Item	Figure	Unit
Total	721	1000m ³
Piped water	338	1000m ³
Groundwater	383	1000m ³

【Social Data】

〈Occupational Safety and Health〉

Table10 Number of Lost Time Injuries

Country/Region	Figure	Unit
Japan	3	cases
Americas	8	cases
Europe	14	cases
Asia/Oceania	1	cases
Total	26	cases

Table11 Number of Fatalities

Country/Region	Figure	Unit
Japan	0	people
Americas	0	people
Europe	0	people
Asia/Oceania	0	people
Total	0	people



Table12 Lost Time Injuries (of one day or more) Frequency Rate[LTIFR]

Country/Region	Figure
Japan	0.15
Americas	0.86
Europe	2.04
Asia/Oceania	0.13
Total	0.60

GRI Content Index

Statement of use	The Olympus Group has reported the information cited in this GRI content index for the period [FY2024: April 1, 2023-March 31, 2024] with reference to the GRI Standards. The report contains some information outside this period.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021		
1. The organization and its reporting practices		
2-1	Organizational details	› Consolidated Company Outline Worldwide Office Locations
2-2	Entities included in the organization's sustainability reporting	› Financial Results Fiscal Year Ended Mar. 31, 2024 › Editorial Policy › Worldwide Office Locations
2-3	Reporting period, frequency and contact point	› Editorial Policy
2-4	Restatements of information	-
2-5	External assurance	› Independent Assurance Statement (PDF: 2.2MB) 
2. Activities and workers		
2-6	Activities, value chain and other business relationships	› Our Business Fields › Consolidated Company Outline › Worldwide Office Locations › Financial Results Fiscal Year Ended Mar. 31, 2024 › ESG Data › Procurement
2-7	Employees	› ESG Data
2-8	Workers who are not employees	› ESG Data
3. Governance		
2-9	Governance structure and composition	› Corporate Governance Structure › Corporate Governance Report (PDF: 1.3MB) (PDF: 1.2MB) 
2-10	Nomination and selection of the highest governance body	› Board of Directors › Basic Policy on Corporate Governance (PDF: 192.0KB) 
2-11	Chair of the highest governance body	› Corporate Governance Structure › Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	› Corporate Governance Report (PDF: 1.3MB) (PDF: 1.2MB)  › Basic Concept and Governance System › ESG Strategy › Environmental Policy and Strategy › Risk Management System › Board of Directors > Evaluation of effectiveness of the Board of Directors
2-13	Delegation of responsibility for managing impacts	› Basic Concept and Governance System › Corporate Governance Structure


		<ul style="list-style-type: none"> › Directors and Executive Officers
2-14	Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> › Basic Concept and Governance System
2-15	Conflicts of interest	<ul style="list-style-type: none"> › Corporate Governance Report (PDF: 1.3MB) (PDF: 1.2MB)  › General Meeting of Shareholders › Basic Policy on Corporate Governance (PDF: 1.3MB) (PDF: 1.3MB)  › Securities Report
2-16	Communication of critical concerns	<ul style="list-style-type: none"> › Risk Management System › Corporate Governance Structure
2-17	Collective knowledge of the highest governance body	<ul style="list-style-type: none"> › Corporate Governance Report (PDF: 1.3MB) (PDF: 1.2MB) 
2-18	Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> › Corporate Governance Report (PDF: 1.3MB) (PDF: 1.2MB) 
2-19	Remuneration policies	<ul style="list-style-type: none"> › Corporate Governance Report (PDF: 1.3MB) (PDF: 1.2MB)  › Basic Concept and Governance System › Environmental Policy and Strategy
2-20	Process to determine remuneration	<ul style="list-style-type: none"> › Corporate Governance Report (PDF: 1.3MB) (PDF: 1.2MB) 
2-21	Annual total compensation ratio	-
4. Strategy, policies and practices		
2-22	Statement on sustainable development strategy	<ul style="list-style-type: none"> › Message from Management
2-23	Policy commitments	<ul style="list-style-type: none"> › Olympus Group Corporate Philosophy › Olympus Global Code of Conduct › Environmental Policy and Strategy › Human Rights Policy › Human Rights › Risk Management System
2-24	Embedding policy commitments	<ul style="list-style-type: none"> › Corporate Governance Structure › Basic Concept and Governance System › Compliance › Human Rights › Procurement
2-25	Processes to remediate negative impacts	<ul style="list-style-type: none"> › Compliance › Whistleblowing System
2-26	Mechanisms for seeking advice and raising concerns	<ul style="list-style-type: none"> › Compliance › Whistleblowing System
2-27	Compliance with laws and regulations	<ul style="list-style-type: none"> › Environmental Policy and Strategy › Compliance › Information Security
2-28	Membership associations	<ul style="list-style-type: none"> › Participating in the Medical Industry Organizations
2-29	Approach to stakeholder engagement	<ul style="list-style-type: none"> › Communication with Stakeholders
2-30	Collective bargaining agreements	<ul style="list-style-type: none"> › Labor Relations
GRI 3 : Material Topics 2021		
3-1	Process to determin material topics	<ul style="list-style-type: none"> › ESG Strategy
3-2	List of material topics	<ul style="list-style-type: none"> › ESG Strategy

3-3	Management of material topics	<ul style="list-style-type: none"> ➤ ESG Strategy ➤ Elevating the standard of care ➤ Compliance ➤ Olympus Global Quality Policy ➤ Olympus Group Procurement Policy ➤ Diversity, Equity and Inclusion ➤ Environmental Policy and Strategy ➤ Corporate Governance
200 Economic		
Economic Performance		
GRI 201:Economic Performance 2016		
201-1	Direct economic value generated and distributed	➤ Financial Results (Fiscal Year Ended Mar. 31, 2024)
201-2	Financial implications and other risks and opportunities due to climate change	➤ Environmental Policy and Strategy
201-3	Defined benefit plan obligations and other retirement plans	➤ Securities Report
201-4	Financial assistance received from government	➤ Securities Report
Market Presence		
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
Indirect Economic Impacts		
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	-
203-2	Significant indirect economic impacts	-
Procurement Practices		
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
Anti-corruption		
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti-corruption policies and procedures	➤ Anti-Corruption
205-3	Confirmed incidents of corruption and actions taken	-
Anti-competitive Behavior		
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti- competitive behavior, anti- trust,and monopoly practices	➤ Compliance
Tax		
GRI 207: Tax 2019		
207-1	Approach to tax	➤ Tax
207-2	Tax governance, control, and risk management	➤ Tax
207-3	Stakeholder engagement and management of concerns related to tax	➤ Tax
207-4	Country-by-country reporting	➤ Tax

300 Environmental		
Materials		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	› Reduce Environmental Impacts › ESG Data
301-2	Recycled input materials used	› Reduce Environmental Impacts › ESG Data
301-3	Reclaimed products and their packaging materials	-
Energy		
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	› Reduce Environmental Impact › ESG Data
302-2	Energy consumption outside of the organization	-
302-3	Energy intensity	-
302-4	Reduction of energy consumption	› Reduce Environmental Impact › ESG Data
302-5	Reductions in energy requirements of products and services	-
Water		
GRI 303: Water 2018		
303-1	Interactions with water as a shared resource	› Environmental Policy and Strategy › Reduce Environmental Impact
303-2	Management of water discharge- related impacts	› Environmental Policy and Strategy › Reduce Environmental Impact
303-3	Water withdrawal	› Environmental Policy and Strategy › Reduce Environmental Impact
303-4	Water discharge	› Reduce Environmental Impact › ESG Data
303-5	Water consumption	-
Biodiversity		
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside	-
304-2	Significant impacts of activities, products, and services on biodiversity	-
304-3	Habitats protected or restored	-
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
Emissions		
GRI 305: Emissions 2016		
305-1	Direct (Scope1) GHG emissions	› Reduce Environmental Impact › ESG Data
305-2	Energy indirect (Scope2) GHG emissions	› Reduce Environmental Impact › ESG Data
305-3	Other indirect (Scope3) GHG emissions	› ESG Data

305-4	GHG emissions intensity	➤ Reduce Environmental Impact ➤ ESG Data
305-5	Reduction of GHG emissions	➤ Reduce Environmental Impact
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	➤ Reduce Environmental Impact ➤ ESG Data
Effluents and Waste		
GRI 306: Effluents and Waste 2016		
306-1	Water discharge by quality and destination	-
306-2	Waste by type and disposal method	➤ Reduce Environmental Impact
306-3	Significant spills	➤ ESG Data
306-4	Transport of hazardous waste	-
306-5	Water bodies affected by water discharges and/or runoff	-
Supplier Environmental Assessment		
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	➤ Procurement
308-2	Negative environmental impacts in the supply chain and actions taken	➤ Procurement ➤ Environmental Policy and Strategy
400 Social		
Employment		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	➤ ESG Data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	-
401-3	Parental leave	➤ Diversity, Equity and Inclusion ➤ ESG Data
Labor/Management Relations		
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	-
Occupational Health and Safety		
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	➤ Occupational Safety and Health
403-2	Hazard identification, risk assessment, and incident investigation	➤ Occupational Safety and Health
403-3	Occupational health services	➤ Health Management and Better-Health Promotion
403-4	Worker participation, consultation, and communication on occupational health and safety	-
403-5	Worker training on occupational health and safety	➤ Occupational Safety and Health
403-6	Promotion of worker health	➤ Health Management and Better-Health Promotion
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	➤ Occupational Safety and Health
403-8	Workers covered by an occupational health and safety management system	➤ Occupational Safety and Health

403-9	Work-related injuries	› Occupational Safety and Health › ESG Data
403-10	Work-related ill health	› Occupational Safety and Health › ESG Data
Training and Education		
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	› ESG Data
404-2	Programs for upgrading employee skills and transition assistance programs	› Employee Development
404-3	Percentage of employees receiving regular performance and career development reviews	-
Diversity and Equal Opportunity		
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	› Securities Report › Diversity, Equity and Inclusion › ESG Data
405-2	Ratio of basic salary and remuneration of women to men	› Securities Report
Non-discrimination		
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	-
Freedom of Association and Collective Bargaining		
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	› Procurement › Human Rights
Child Labor		
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	› Procurement › Human Rights
Forced or Compulsory Labor		
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	› Procurement › Human Rights
Security Practices		
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	-
Rights of Indigenous Peoples		
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-
Local Communities		
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	-
413-2	Operations with significant actual and potential negative impacts on local communities	-
Supplier Social Assessment		

GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	➤ Olympus Global Third Party Code (PDF: 5.0MB) 
414-2	Negative social impacts in the supply chain and actions taken	➤ Procurement
Public Policy		
GRI 415: Public Policy 2016		
415-1	Political contributions	-
Customer Health and Safety		
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	➤ Product Responsibility
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
Marketing and Labeling		
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	-
417-2	Incidents of non-compliance concerning product and service information and labeling	-
417-3	Incidents of non-compliance concerning marketing communications	-
Customer Privacy		
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	➤ Information, Product, and Cyber Security